

Civil Service LEADER

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Staff representatives of the Civil Service Employees Assn. meet with officials of the Erie County chapter to discuss CSEA's plan to win representations rights for 2,500 Erie County blue-collar employees. Discussing plans for a representation election against an AFSCME local in the near future are from left, Myron Norys, field representative; Joseph J. Dolan Jr., director of local government affairs; George Clark Jr., president of the County Home and Infirmary unit of CSEA and George Clark Sr., president of the County chapter. Staff representatives at the meeting but not in the photo were Robert A. Milling, field representative, and Marvin G. Nailor, assistant director of public relations.

Representation Election Due

CSEA Aims For Victory In Erie County Fight For Blue Collar Aides

BUFFALO—The challenge by the Civil Service Employees Assn. to decertify Local 1095, AFSCME, as the bargaining agent for more than 2,500 Erie County blue collar employees, moved a step closer to reality last week when the chairman of the County Public Employment Relations Board informed CSEA officials that the union's petition for decertification appeared to be timely.

Philip G. Kaye, chairman of the mini-PERB, informed the Erie County chapter that "After a preliminary review and investigation by the Board's counsel . . . it appears that the petition is timely filed under the Erie County Resolution and the Rules and Procedures of this Board."

Kaye said the question of the County budget submission date

would have to be determined before an election could be held and referred this question and the CSEA petition to Dr. David R. Kochery, who will conduct a further investigation and hearings into the matter.

CSEA officials were optimistic that an election would be held in the near future and expressed confidence that CSEA, which represents more than 5,000 County white collar employees, would capture the blue collar vote.

Disillusioned With AFSCME

George Clark Sr., Erie County president, said that "many blue-collar workers were disillusioned with Local 1095 representation in view of the fact that the AFSCME affiliate, which promised great things a year ago, had failed to negotiate a contract for them. We have a contract for the white-collar employees,"

(Continued on Page 3)

State Rehiring Progressing Well

The Civil Service Employees Assn. has received the first progress report from the State Administration on the rehiring of laid off permanent employees—and that progress looks good.

At Leader presstime, the State office of Employee Relations reported that approximately 1,000

permanent workers had been rehired.

Administration sources also indicated that the number of permanent employees being returned would climb dramatically in view of the layoff of 2,700 temporary and provisional employees without any civil service status.

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Along The Campaign Trail

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Election Set Aug. 25

CSEA Set To Oust AFSCME-Teamster Thruway Combine

ALBANY—The Civil Service Employees Assn. intends to "break the backs" of Council 50, AFSCME, and Teamsters Local 237 once and for all," said Theodore C. Wenzl, CSEA president, in a statement issued last week at Leader presstime.

Wenzl made the pronouncement as his giant labor union was gearing up to meet a challenge by the other two unions against CSEA's position as bargaining representative for 2,100 rank-and-file Thruway Authority employees.

Following a recent meeting with officials of the State Public Employment Relations Board, CSEA representatives agreed to a speedy election against a combine of the two unions that calls itself the United Thruway Union.

PERB will mail ballots to employees on August 25, with the counting for results to take place Sept. 15.

Tried Twice, Lost Twice

"Twice in recent years these two rivals have tried to defeat CSEA in elections and twice they have lost," Wenzl said.

"Now they have formed a ridiculous and unholy alliance which CSEA views as nothing but a sham, and an attempt to deceive Thruway employees.

"The Employees we represent are too smart to be taken in by the fast talk and empty promises these two-bit outfits are handing out.

"When two rivals, such as AFSCME and the Teamsters are forced to band together, it smacks of desperation tactics. It also brings out the question of who's running what?"

CSEA Unity Cited

Wenzl went on to point out that CSEA works for its Thruway membership with united purpose and the backing of a 200,000 member organization.

"It is obvious to me that the goal of the so-called United Thruway Employees union is

not unity but a division of the spoils between two unions that spend more time in street fighting than at the bargaining table," he said.

The CSEA president said it would take a few days to accomplish the task of compiling the many gains enjoyed by Thruway workers with the Employees Association as their representative.

"The score for the other two unions can be announced right now—nothing," he concluded.

Law Bargainers Lay Groundwork For Talks On Thursday, July 22

ALBANY—The Civil Service Employees Assn. Department of Law negotiating team will meet Thursday, July 22, at 10 a.m., in the conference room at 90 Swan St. to discuss tentative negotiation plans.

A meeting has also been scheduled with the Administration at 1:30 p.m., Thursday, according to CSEA collective negotiating specialist John J. Naughton, Jr., who announced the meeting.

Members of the negotiation team are Abraham Kranker, Irving Green, Abraham Sperber, Vincent D'Anza, Harry Ginsberg, Jean Boyer, and Jean Fleisher.

Don't Repeat This!

Now Civil Service Vote Counts Big In EVERY Election

WHEN the big civil service vote in New York State, nearly 20 percent of the electorate, first began to emerge a few years ago, its impact was largely studied in terms of those years when the governor, comptroller and attorney general offices were up for election; when members of the Legislature were seeking a return to office and when the New York

(Continued on Page 2)

City Chapter Exec. Comm. Meets July 22

A meeting of the executive committee of the New York City chapter of the Civil Service Employees Assn. will be held at 5:30 p.m. in Gasner's Restaurant, Duane St., on Thursday, July 22.

Solomon Bendet chapter president, said several "critical" items would be on the agenda for discussion.

DON'T REPEAT THIS!

CIVIL SERVICE LEADER, Tuesday, July 20, 1971

(Continued from Page 1)

City mayoralty race was on. Now the public employee vote counts big every year because of the great organization of civil service on the town and county level, most of it accomplished by the Civil Service Employees Assn., which has passed the 200,000 mark in membership. This means that the public employee bloc has to be wooed in the even years when there are State elections—and Federal, of course—and on the local level in odd years.

Suffolk Example

Right now for instance, H. Lee Dennison, a Democrat who has

Flaumenbaum Sees Fourfold Threat To CS

MINEOLA—The four cornerstones that have given dignity to public employment are under attack and must be defended by the Civil Service Employees Assn., Statewide first vice-president Irving Flaumenbaum warned this week.

Flaumenbaum cited attacks on job security, adequate retirement benefits, the merit system and the career ladder in recent appearances before the Mental Hygiene Employees Assn., Metropolitan Conference and Nassau chapter.

"Unless the CSEA is vigilant, we may find that this year's crisis has turned into disaster next year," he asserted.

What appears to be unrelated threats could combine to drastically affect our jobs in every area of government, Flaumenbaum said. He listed these threats:

1: Job Security — "A phrase that has been taken for granted for years was in 1971 stripped away by the stroke of a pen. Public employers must understand that we must have job security."

2: Retirement Benefits — "There is ominous talk of removing retirement benefits from the bargaining process. We cannot permit legislators to think that, having denied us the right to strike, they can strip us of the right to bargain for vital items."

3: Merit System — "Already there are ugly rumors that some legislators are entertaining the thought of doing away with the merit system. We cannot stand idle in the face of the prospect of having the dignity of public servants junked in favor of a return to the spoils system."

4: Career Ladder—"Laxity in implementation of the career ladder concept is almost as great a threat as the threat to the merit system. We must press for the elimination of dead-end jobs, out-of-title work, without remuneration and delay and outright failure to provide upgrading."

In sum, these issues posed a broad peril to public employees, Flaumenbaum said.

"CSEA is the only weapon we have, the only organization with the power to protect us. It must use negotiations, lobbying, public relations and political action where necessary to defeat these threats," Flaumenbaum declared.

"An informed membership is vital so that we are not lulled into a false sense of security."

survived wonderfully well in Republican-dominated Suffolk County, is not seeking re-election as County Executive. Both sides want that job—the GOP to get complete control and the Democrats to keep the reins of the executive side of government in that county. Counting the civil service population of three big State institutions there — Kings Park, Central Islip and Pilgrim State Hospitals — plus more than 10,000 local government aides, there is a minimum of about 30,000 public employee votes (counting members of civil service families) and that is a lot of votes in sparsely populated Suffolk.

Nassau County also has a big public employee vote with one organization alone — again the CSEA — totaling more than 20,000 members and, counting 2½ votes per family, the usual scale figured in polls, that's a whopping 50,000 votes to be considered.

Erie, Monroe, Westchester and Albany Counties, to name a few others, carry the same political punch when it comes to civil service population.

An additional factor is that civil service organizations are preparing bigger political action chests than ever before, mainly because they feel that the economic squeeze State and local governments are reacting to is largely being taken out on public employees.

More than ever before, civil service organizations are now going to go out and "help their friends," the implication being that unfriendly legislators and officials had better watch out.

An important factor about the

Walkout Threat Brings Talks In Salamanca

(From Leader Correspondent)

SALAMANCA — Officials of this Cattaraugus County city have resumed fringe benefit negotiations with public servants and averted a job action threatened by the Civil Service Employees Assn.

The CSEA represents 31 Salamanca police, firemen and crossing guards and was attempting to implement the reopener clause in a three-year contract that ends next March 31.

The CSEA, facing a boycott of the reopener sessions by city officials, had threatened a slowdown in services if officials continued to avoid the bargaining table.

The reopener clause permitted renegotiating all but wages and other economic issues in the final year of the pact.

What Happened

The CSEA posed the job action threat after the City refused to accept the ruling of Dr. Joseph Shister of the State University of Buffalo, who under binding arbitration decided the CSEA was correct in contending fringe benefits were non-economic issues in the contract.

Salamanca Mayor Ronald J. Yehl had maintained that a ruling from the State Department of Audit & Control, effective April, held fringe benefits were an economic matter.

Civil Service Employees Assn. is that its local government members help out with State problems—and vice versa.

Despite some cutbacks in State employment—and some less serious ones in local government—the civil service vote is still one of the most potent voting blocs in the State.

We advise all politicians to take note of this again.

Grant Duffy Another Term At Pilgrim SH

WEST BRENTWOOD — Julia E. Duffy, incumbent president of the Pilgrim chapter, Civil Service Employees Assn., will again head the incoming slate of officers. Recent elections also indicate that the first and second vice-presidencies have been won by Ben Kosiorowski and Elouise G. Bell.

Alice Sarabia takes over as treasurer while the secretary's post will go to Augusta F. Stewart. The aforementioned, with the exception of Miss Sarabia, will also serve as delegates. The other delegates are: Rose Cilli, Harry Raskin, Rudolph Perrone, Raymond Tueber, Beverly De-Masi and Sylvia Weinstock.

A 15-member board of directors was also selected. The board will include: James Bigane, Charles P. Blazsik, Theodore Bunce, Dorothy Burghardt, Rose Cilli, Marcia Horton, Ann Huot, Robert Huot and Catherine Kosiorowski. Rounding out its membership are: Harry B. Luke, Rudolph Perrone, Emma Tanghe, Raymond Teuber and Marian Tribe. Both Blazsik and Luke are physicians at the Pilgrim State Hospital.

MV Probers Pick Officers

ALBANY—The Public Service Motor Vehicles Inspectors chapter of the Civil Service Employees Assn. has released the results of its recent election for officers. Assuming the presidency is Lawrence E. Manley, a Liverpool resident.

Vice-presidential posts will go to Gerald J. Hussong of Dalton; Ole E. Christiansen of Kingston, and Edmund Wilkinson, Uniondale, L. I. Harry A. Godkin of Baldwinsville becomes secretary while the treasurer's job is being taken by Thomas J. McGourty, who lives in Trumansburg.

Completing the officer roster are the posts of delegate and alternate, to be held by Manley and Hussong respectively. All officers will be installed for a one-year term of office.

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The Transit Beat

By JOHN MAYE

President, Transit Police
Patrolmen's Benevolent Assn.



The Productivity Kick

THIS IS SUPPOSED to cut costs and save money on all levels of government operation. It figures that when the administration, because of a budget, reaches a point that it costs more to run a city than it does the state, people are no longer going to whisper why or even ask—they're going to holler their heads off. The answer: "Let Them Eat Cake!" (Why not? This is Fun City!)

THAT WAS tried by another administration with disastrous results.

BETTER STILL, tell them about Productivity and how it's going to save them a lot of money. It sounds good and, if they're sincere, it could even work. When the order went out from the Mayor's office to cut the fat in all departments, the only honest answer the Fire Dept. could give was "Fine! Now just tell us where."

FIRES AND EMERGENCIES this year will break all existing records. Death and injuries are at an all-time high. Workload has gone from bad to worse to ridiculous. But since every other department is being asked the same thing by City Hall, you've got to show that you're with it.

SO, OUR DEPARTMENT is looking with conciliatory eyes at our limited-service/light-duty men as sacrificial lambs in a penny-wise, pound-foolish move.

THE FACT IS that they serve a very vital function in the City and actually make a lot of money for the City, and if their members could be increased by some able-bodied men, the City could make even more money, save lives and property. These men, with their vast experience, background and knowledge perform a variety of fire inspections, each of which brings the City \$20-25 per certificate. Theatres, refrigeration units, standpipe systems, commercial buildings, new construction, etc. In fact, builders and others are constantly screaming for inspections because their insurance depends on it and yet there are not enough men to perform inspections even once a year as mandated by law. Obviously more men are needed in the Fire Prevention Bureau. These men bring into the City's coffers better than a million dollars a month and there are over a million buildings in New York City. If their number could be increased sufficiently to perform their vital services adequately, this City's income could be doubled or even tripled.

CUT BACK, throw out your vital and very necessary personnel just to show there is movement and productivity? This is clearly penny-wise and pound-foolish!

'Adamant, One-Sided' Stand Brings Impasse In NYSIS Negotiations

ALBANY—Negotiations between Civil Service Employees Assn.'s New York State Identification and Intelligence System negotiating team and management representatives has reached an impasse. Talks broke off last week when it became apparent to the CSEA team that management's approach was "adamant and one-sided," according to a spokesman from the CSEA team.

John Naughter, CSEA collective negotiating specialist, said "These 31 demands represent long hours of hard work and discussions over a period of several months. Now it looks like all this might have been in vain, since the management team refuses to negotiate; they had their minds made up before we ever sat down at the table."

"In our opinion," he continued, "every item on our list is negotiable. This means that we at

least are willing to consider compromise. The management team doesn't seem to realize that this is what negotiating is all about. Negotiating does not mean that one side will come in and turn a deaf ear to the other side. That's actually what they have done so far."

Naughter said he was hopeful, however, that an early meeting can be scheduled with the Office of Employee Relations in an effort to resolve most of the impasse items.

"I am confident," he said, "that at the OER level, we can move ahead with our demands and reach a final agreement which will satisfy the NYSIS employees."

Troopers Veto Contract; Stage Is Set To Return To CSEA Fold Via Ballot

ALBANY—The 200,000-member Civil Service Employees Assn. announced that it will challenge the Police Benevolent Association for representation rights for some 3,100 troopers, sergeants and members of the Bureau of Criminal Investigation of the State Police.

PBA's representation of this bargaining unit was laid open to challenge under the Taylor Law after the troopers, sergeants and BCI members had rejected for a second time a contract offer from the State. The law provides that the PBA's current status can be challenged and a representation election called if that organization fails to enter into a contract by Aug. 30.

CSEA President Theodore C. Wenzl said that "many members of the State Police have indicated to us by their vote in last Fall's election and since then that they want CSEA to represent them. CSEA has always had strong ties with the State Police and is very desirous of becoming their bargaining agent." The CSEA president revealed that he has appointed John A. Conoby, a collective negotiating specialist, to coordinate the election effort and work with the bargaining unit after the election.

"CSEA is proud of its record," Wenzl said, "but we don't live on our laurels. Success is the name of the game we're playing," he said, "and we intend to provide the members of the State Police with the finest union representation available." Wenzl said that if CSEA is selected by the State Police, "they will negotiate and ratify their own contract with the advice and assistance of the finest team of labor professionals available."

Called 'Underhanded Tactic'

Med. Ctr. Reversal Sought Over Firing Grievance Rep.

SYRACUSE—Charges of "unfair practices" have been filed by the Civil Service Employees Assn. against the Upstate Medical Center in the dismissal of an employee in the transportation department of the medical institution.

CSEA contends that the employee, Salvatore Masita, was fired because of his activities as the grievance representative in his department for the CSEA's State University at Syracuse chapter.

Countering the contention of the hospital administration that Masita was dismissed because of "budget cutback," a CSEA spokesman said the union maintains the Medical Center wanted "to get rid of" the employee.

"Not only is this underhanded tactic obvious from the fact that Masita's title (chauffeur) was the only one eliminated in the recent layoffs, but we know that members of the administration have threatened that Masita, as a representative of the CSEA, was not going to tell them how to run their institution," a CSEA spokesman said.

"In other words," the union spokesman said, "the institution was scared by the presence of an active CSEA member who was trying to help his fellow employees by defending their rights and trying to advance the quality of the working conditions."

CSEA's Syracuse field representative, Roger Kane, said he feels that the administration of the Upstate Medical Center "is and has been very anti-union. CSEA will not tolerate such unfair and improper actions."

A formal hearing on the charge is scheduled Aug. 18 in Syracuse by the Public Employee Relations Board.

DOT Chapter Triumphs On 2 Grievances

ALBANY — The Region 1, Dept. of Transportation chapter of the Civil Service Employees Assn., has announced favorable decisions on two grievances filed by the chapter on behalf of chapter members.

The Grievance Appeals Board awarded Frank Bohenek, a motor equipment repairman, 11 hours of paid overtime for time spent at an authorized training session. The Department had claimed that Bohenek's travel status exempted him from overtime eligibility.

The State Civil Service Commission met in special session, and ruled in favor of Edmond Klikocki, a highway equipment operator at the Saratoga Residency. Klikocki, who had been accused of insubordination, had been dismissed as a result of that charge. The Commission upheld the charge, but ordered Klikocki reinstated on the grounds of excessive punishment. He has been reinstated and transferred to the Rensselaer County Residency.

BUY
U.S.
BONDS

'We Accomplished A Lot,' Says Barr As CSEA, OGS End Lengthy Negotiations

ALBANY—The Civil Service Employees Assn.'s Office of General Services negotiating team has signed a pact with the OGS management team, ending months of intensive negotiations on benefits.

Douglas Barr, chairman of the CSEA team, described the pact as "very good—we accomplished a lot in these negotiations; most of our important demands were met."

Some of the major items in the agreement are:

1. OGS will allow employees who work the midnight shift to trade shifts with other employees or take charged leave to avoid working the shift immediately preceding a New York State Civil Service promotion examination in which they are competing, consistent with ability of OGS to assure that necessary services are maintained.

2. OGS will continue to excuse tardiness of volunteer firemen caused by firefighting duties as provided in Section 20.3 of the Civil Service Department's Manual for State Agencies.

3. OGS will continue to provide the rain gear it now provides for those employees who must be out-of-doors in inclement weather, and agrees to make some additional rain gear available for certain emergency cases in the particular instances cited by CSEA where special need exists.

4. As a result of recommendations made by a joint OGS-CSEA committee, OGS will take action in the State Garage to block sun-rays from entering the sky light over the mechanics' area. This should substantially reduce the temperature of the garage during hot Summer days;

5. OGS agreed to inventory the State-provided tools at the State Garage, re-examine the list of tools mechanics are required to provide, and in cooperation with CSEA develop a list of tools which might be needed but are not now provided;

6. OGS will take appropriate administrative action to ensure that its tardiness penalties provide that if an employee is tardy no more than four times in one bi-weekly pay period and the total tardiness is no more than 20 minutes, the tardiness will be excused;

7. Employees in the Professional, Scientific and Technical Services Unit and Administrative Services unit shall have the opportunity to review their personal history folder in the same manner as outlined in Article 14.1 of the Operational Services Unit and Article 17.7 of the Institutional Services Unit agreements;

8. OGS will provide to the president of the CSEA chapter a copy of each promotion list or certification from the Civil Service Department. Upon request the chapter president may receive updated information regarding the status of such lists or certification.

9. OGS will continue to leave the parking lot lights on at the State Office Building Campus until 9:30 p.m. on State work-



Signing the new contract are, from left to right, John Naughter, Civil Service Employees Assn. collective bargaining specialist; Douglas Barr, chairman of the CSEA negotiating team, and James Gallagher, chairman of the OGS management.

days for the convenience of OGS cleaning personnel whose shift ends at 9 p.m.

10. OGS will request the Commission for the Blind and Visually Handicapped to install a soda machine in the State Garage.

11. OGS will continue to provide appropriate training for State Garage employees and will, when necessary, make every effort to obtain training from manufacturers' representatives;

12. OGS agrees to excuse employees who have completed 27 years of State service from the punching of time clocks;

13. OGS has agreed that the chapter president may obtain appropriate information regarding promotions, appointments, jurisdictional classification, etc.

14. OGS agrees that a letter of termination to a permanent employee in a CSEA bargaining unit shall include the following sentence: "As a member of the Services Unit you should be advised that the Civil Service Employees Association is recognized by the State as the exclusive employee representative for all members of this unit, and you have the right to contact the CSEA on this matter."

15. OGS agrees to sponsor in cooperation with CSEA two social activities during the re-

mainder of the present contract period. Consistent with OGS responsibility for maintaining essential services, any OGS employee may be excused for 1/2 of his regular work day for the purpose of attending each of these events;

16. OGS and CSEA shall establish a labor-management committee which will meet at times mutually agreed upon and the agenda for all meetings will be provided two weeks in advance. The purpose of the committee is to consider possible problem areas and to assure good labor-management relations as they may affect terms and conditions of employment, matters that are properly part of the formal grievance procedure or matters that should flow through normal administrative channels should continue to be progressed in the usual manner. The committee shall not function as an extension of the departmental negotiations;

And many other benefits.

CSEA negotiating team members were Barr; Yvonne Mitchell; Gregory Tobin; Andrew Valenti; Walter Coulter; Boris Kramarchyk; and Elaine Ret. John J. Naughter Jr., CSEA collective negotiating specialist, aided the team in bargaining.

CSEA Eyes Erie Election

(Continued from Page 1)

Clark said "and we have represented them in every area, including on-the-job problems, while AFSCME, which imported organizers from other states for the election a year ago, has abandoned the blue-collar employees.

"We want the blue-collar workers to join CSEA and become one solid team. We can get the job done, something AFSCME has been unable to do in 12 months. It's time for a change."

Clark said that the Erie County CSEA has sent a letter to the County Legislature demanding that the County begin negotiations with a "real union" so that the blue-collar employees would be able to gain the programs demanded and denied through AFSCME representation.

Officials of the County chapter and blue-collar representatives met last week with CSEA staff members in Buffalo to dis-

cuss the election campaign and strategy.

Planning Strategy

Representing the chapter at the meeting, besides Clark, were George Clark Jr., president of the Erie County Home and Infirmary unit; Sam Call, president of the Meyer Memorial Hospital unit; Will E. Browning, George J. Schaeffer, and Walter E. Beaman Sr., highway department; Robert Macey, buildings and grounds at the Home and Infirmary; and Dorothy Kother, library unit. Charles R. Sandler, regional attorney, and Ronald L. Jaros, assistant regional attorney, were present along with the following staff members: Joseph J. Dolan Jr., director of local government affairs, who will direct the election campaign; Marvin G. Nallor, assistant director of public relations; and Robert Milling and Myron Norys, CSEA field representatives.

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Suffolk Cty. Culling Clerk-Typist Entries

Clerical entries are pouring into Suffolk County in view of the announcement that out-of-county applicants will be considered for the \$201 bi-weekly title. Clerk-typists need neither experience nor a diploma to qualify.

Typists will first have to pass a written test consisting of reading, vocabulary, arithmetic and office practice questions, conducted on the first and third Monday of each month. A performance test is then in the ofing, requiring the speed of 40 wpm.

Those hired will have duties of doing routine clerical work, operating office machines and typing various items, including mimeo stencils. Further details can be learned by calling PA 7-4700, ext. 249, the County's Civil Service Dept.



INSTALL AMSTERDAM OFFICERS — Left to right are James J. O'Connor, first vice-president; Alex Czyzewski, member, Board of Directors; John J. Macejka, president, and Bernadette Wilkie, secretary. Other new officers of the Amsterdam unit are: Leo Mortimer, second vice-president; Marion Abbott, treasurer, and Josephine G. Mone, Edward McKenna, Edward Krusze and Rose Eats, all members of the Board of Directors.

SICKNESS INSURANCE OR HEALTH INSURANCE

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Beamed At Disadvantaged

Grant To City Being Devoted To Tutor Fireman Candidates

A Federal grant announced at \$125,000 will be used to both tutor potential firemen from disadvantaged areas and to "study the factors which affect achievement on the test," according to Paul O'Brien, special assistant to the fire commissioner.

Purposes behind the grant: to beef up the percentage of minority group and City residents in the Department. A possible by-product would be to learn what type of candidate, with an economic-deprived background, will respond successfully to exam tutoring.

Fire Commissioner Robert O. Lowery announced that 500 candidates are bound for 10 weeks of instruction, on a 12-hours-a-day basis. This intensive preparation is believed to be the first of such wide scope financed through Federal funding, in the area of municipal recruitment.

While most classes will be conducted at night, provision for daytime training is being made for those presently employed. Tutorial centers will number 20, located in the major inner city communities.

Candidates must meet an Aug. 18 deadline in applying. Eligibility is confined to Model City neighborhood residents whose family income falls below \$7,000.

A third qualification concerns the reading level at the high school attended by the applicant: it must be two years lower than the national average. The regular requirements for firemen are also in effect: high school diploma, age 18 to 29; height of 5'6" or more; good character and good health.

As part of a recruitment campaign launched early this year, the Fire Dept. has been compiling the names of possible participants in the tutorial program. Others who wish to inquire about openings can call a special Fire Dept. community relations number at 349-2211.

The next test for fireman will come Sept. 18. Further details can be learned at the City Personnel Dept., 55 Thomas St., Manhattan.

L.I. Acts To Attract Engineering Aides

Without residency requirements, Suffolk County has sent out word it wants to hire more engineering aides at \$258 bi-weekly. Testing takes place daily—Tuesday through Friday.

Subject to no standards either of experience or education, candidates may be tested on such items as vocabulary, math, mechanical information, record keeping and physical science aptitude. A three-month waiting period will be in effect for persons having failed the exam initially who want a re-test.

Those hired will engage in assisting on engineering projects in both field and office settings. Further data may be obtained by calling the County Civil Service Dept. at PA 7-4700, ext. 249.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE

52 Years With State: Occasion For Party

ORANGEBURG — Rockland State Hospital employees like to give recognition to their fellow workers

Placito Re-elected To Second Term By Onondaga Chap.

(From Leader Correspondent)
SYRACUSE—Andrew H. Placito Jr. has won a second term as president of Onondaga chapter of the Civil Service Employees Assn., after beating off a challenge by another candidate.

Placito, a City employee in the Bureau of Safety Inspection, defeated Robert Hiller, a County worker.

Some 86 ballots were voided, principally because the envelopes they were in did not contain the name and address of members as required by the chapter's constitution, said Peter Regitano, chairman of the election committee.

Other 1971-72 officers chosen include: Leander Smith, first vice-president; William Massey, second vice-president; and Frank Lucas, third vice-president; Helen Holler, recording secretary; Leona M. Appel, corresponding secretary, and Helen DeMore, treasurer.

Hilda H. Young was elected chapter representative.

White Plains City Chapter Picks Slate

(From Leader Correspondent)
WHITE PLAINS — Robert Doherty was elected and installed as president of the City of White Plains chapter of the Civil Service Employees Assn. at its annual meeting, May 11.

Others installed were Stanley Boguski, vice-president; Leonora Mariner, secretary; Richard LoPresti, treasurer, and Joseph Roche, chapter representative.

In addition, the following directors, who were previously elected as representatives of their groups, were installed, including: Jane Spies, Louis Straehl, Lucian R. Blasej, Adele M. Wojnowski, Betty Huntington, Lillian Carley, Joyce Bush, James Blanco, Ernie Clow, John Boeke, Charles Peeke, Wilbur Ackerly, Leo Magnotta, John Walker, Tony DiDona and Gloria Lesnfsky.

The main business of the evening, in addition to the election, was the adoption of a revised constitution, changed to bring it into line with the newer concepts of CSEA as an effective negotiating agent.

whenever a significant milestone is reached in the careers of one of these colleagues. Recently, Evelyn Mone, who works in the Hospital's personnel office, began her 52nd year of State service.

This calls for some sort of festivity, decided Miss Mone's fellow staffers. The solution to the question of how to mark the occasion led to a surprise party for Miss Mone, which took place at the nearby Holiday Inn.

She recalled that her career started in 1920 at the State Rehabilitation Hospital, transferring to Rockland State in 1952,

where she holds the post of stenographer. Also, it was noted, the veteran civil servant has been a member of the Civil Service Employees Assn. since it first began.

The high point of the salute to Evelyn Mone was the presentation of a certificate of appreciation plus a special memento of that day. It was a flowered stone bracelet. The inscription read, "To Ev for her dedicated State service—2-1-20," the day it all began.

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TUESDAY, JULY 20, 1971

A Note Of Caution

NEW YORK STATE appears to be doing a good job in hiring back permanent employees who were laid off when the Legislature's budget meat axe started to swing earlier this year.

However, we urge a note of caution to the Rockefeller Administration. We said from the beginning that the first cuts were too hasty and far too deep and that same haste may be occurring again.

In order to bring back Merit System workers, the State is accomplishing this in the main by firing provisional and temporary employees who have no civil service status whatsoever.

This is what we urged in the first place, plus giving prime attention to political and no-show appointments. But there are many areas of State service where temporary and provisional employees are on that basis because of certain needs and there should be no wholesale firings of these people without first checking as to how badly they are needed and whether letting them go creates a void in service or unjustly overloads permanent employees on the job.

The old axiom that haste makes waste has been proved. Let's not see it proved a second time—or more.

A Dedicated Band

WE DRAW attention to a feature story on Page 8 of this edition which illustrates the contribution civil servants are making in one of the longest and most agonizing fights in medical history—the war on cancer.

A few weeks ago, a similar feature appeared on workers at the Batavia School for the Blind. We will have more and more of these stories of the work that civil servants do day in and day out for the good of their communities and their fellow man.

One should note that, as is pointed out this week, good works are not accomplished by the valuable work of dedicated physicians and teachers alone. Hospitals, institutions—every branch of government as a matter of fact—needs maintenance men, food workers, typists, cleaners, technicians, and a lot of other willing hands.

The public is still too little aware how much their health and well-being is based upon the skills and semi-skills of this dedicated band. We continue our dedication to seeing that their story is carried until all ears have heard the tale.

Social Security Questions & Answers

Q. My 67-year-old husband recently had surgery for a slipped disc. He will soon be able to come home, but the doctor says he will need to use a wheelchair. Will Medicare help pay for a wheelchair?

A. Yes. The medical insurance part of Medicare does help pay for the rental or purchase of such durable medical equipment as a wheelchair when the equipment is prescribed by a doctor. Whether your husband decides to purchase or rent the equipment, Medicare generally makes

monthly payments and these payments are 80 percent of the reasonable rental charges.

Q. My mother, who lives in another State, was hospitalized while visiting me. Will Medicare help pay for the ambulance service needed to take her over 100 miles back to her own home?

A. No. Your mother's medical insurance can only help pay for ambulance service within the locality normally served by the hospital.

Q. I have been getting monthly

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs (on an extended schedule) are listed below.

Tuesday, July 27

1:30 p.m.—Around the Clock—“Justifications in the Use of Force.” Police Dept. training series.

6:30 p.m.—Return to Nursing—“Comprehensive Nursing Care, Part II.” Refresher course for nurses.

Wednesday, July 28

6:00 p.m.—Return to Nursing—“Comprehensive Nursing Care, Part II.” Refresher course for nurses.

6:30 p.m.—Around the Clock—“Justifications in the Use of Force.” Police Dept. training series.

Thursday, July 29

1:30 p.m.—Around the Clock—“Justifications in the Use of Force.” Police Dept. training series.

2:00 p.m.—Thirty Minutes With . . . Washington Police Chief Jerry Wilson.

6:30 p.m.—Return to Nursing—“The Nursing Care Plan.” Refresher course for nurses.

7:00 p.m.—Around the Clock—“Justification in the Use of Force.” Police Dept. training series.

9:00 p.m.—The Police Commissioner—A report to the public.

Friday, July 30

1:30 p.m.—Around the Clock—“Justifications in the Use of Force.” Police Dept. training series.

7:00 p.m.—On the Job—“Hose Stretching.” Fire Dept. training series.

8:30 p.m.—Assemblyman at Large: Assem. Brian Sharoff.

Saturday, July 31

7 p.m.—On the Job—“Siamese Gates.” Fire Dept. training series.

Sunday, August 1

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor.

Appoint Mrs. Marr As First Woman On Public Svce. Comm.

Mrs. Carmel Carrington Marr of Brooklyn, a former United Nations attorney and specialist in human rights, has been nominated by the Governor for membership on the State Public Service Commission and would be the first woman ever to serve on the regulatory body.

Simultaneously, the Governor disclosed his reappointment of Edward P. Larkin of Hempstead, to the Commission. Larkin would continue until Feb. 1, 1977, on the commission, members of which receive \$38,300 annually.

social security disability benefits for the past 2 years. A friend of mine has offered me a part-time job. I am not sure I could do this type of work, but I should like to try it. Would I lose my disability benefits if I take it?

A. No. Under the social security law, disability beneficiaries who work despite severe handicaps can continue to be paid their monthly benefits while they are testing their ability to work. However, if you should start to work, be sure to notify your social security office.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Equal Pay For Equal Work

IN A RECENT decision which centered on the “equal pay for equal work” clause of Section 115 of the Civil Service Law, the Appellate Division, Third Department, held that the provision did not apply to probation officers in Bronx County and New York County who were compensated at different rates of pay between 1962 and 1964.

THE PETITIONERS (probation officers) were employed in the Bronx County Court prior to Sept. 1, 1962. Their salaries were fixed by the judges of that court. In New York County, the Court of General Sessions also employed probation officers prior to Sept. 1, 1962, although their salaries were somewhat higher than those paid in the County Court of Bronx County.

WHEN THE TWO courts mentioned above merged with the Supreme Court, the non-judicial personnel were transferred to the Supreme Court without reduction in salary. The wage differentials which existed were maintained until 1964 when the petitioners' salaries were equalized with those of the higher paid employees of the Supreme Court who were formerly with the Court of General Sessions in New York County.

APPROXIMATELY six years later, petitioners commenced an Article 78 proceeding with the objective of recouping the difference in pay between their salary and the salary of probation officers in the Court of General Sessions for the period prior to 1964.

THE RESPONDENT Comptroller of New York City defended the case on the grounds that the petitioners failed to set forth sufficient facts to state a cause of action. Special Term agreed and dismissed the petition on the grounds that Section 115 of the Civil Service Law was merely a statement of policy and did not mandate the payment demanded by the petitioners.

IN AFFIRMING the dismissal, the Appellate Division said, “In our opinion there is also nothing in Section 115 which requires the salaries of employees of the Supreme Court to be equal in all counties of the State. Geographic distinction is permissible providing all employees performing the same work within the same county receive equal pay.” The court went on to say that the petition should be dismissed because of “laches,” the failure to act with reasonable promptness without an explanation for the delay. (Kraus v. Beame, 320 N.Y.S. 2d 991).

THE APPELLATE Division, Fourth Department, in the case of Amico v. Erie County Legislature, 320 N.Y.S. 2d 134, partly reversed the lower court in deciding that a local law placing sheriff employees in the classified civil service was valid insofar as it applied to employees who performed duties relating only to criminal matters.

THE LOWER COURT determined that employees of the sheriff are clearly exempt from civil service under Section 41 (1) (b) of the Civil Service Law since they are deputies of a principal executive officer authorized by law to act generally for and in place of their principals. The Appellate Division held, however, that the denomination of an employee as a deputy does not in and of itself create an exemption from civil service. The “deputy” must be a person who has the right under a statute to act for or in place of his principal officer. Only the undersheriff has such power and the rank and file deputy does not.

THE COURT GOES on in its opinion to discuss the long and involved background of the several cases dealing with the subject of civil service status for employees of sheriffs throughout the State of New York and points out the distinction that exists as far as the duties of deputy sheriffs are concerned—whether civil duties or criminal duties.

PERHAPS EVEN more important is the use of the argument that Article 3, Section 6, of the New York State Constitution “declares in unmistakable terms that merit, ascertained as provided, shall govern appointments and promotions in the public service.” The court stated at page 144, “No administrative officer may violate the provisions of the Constitution, and no court may sanction a violation. Likewise, no legislature may disregard, evade, or weaken the force of that mandate.”

Rights Revealed

To make yourself familiar with your legal rights, follow The Leader. The weekly feature, "Civil Service Law and You," reviews important legal landmarks in cases affecting public employees.

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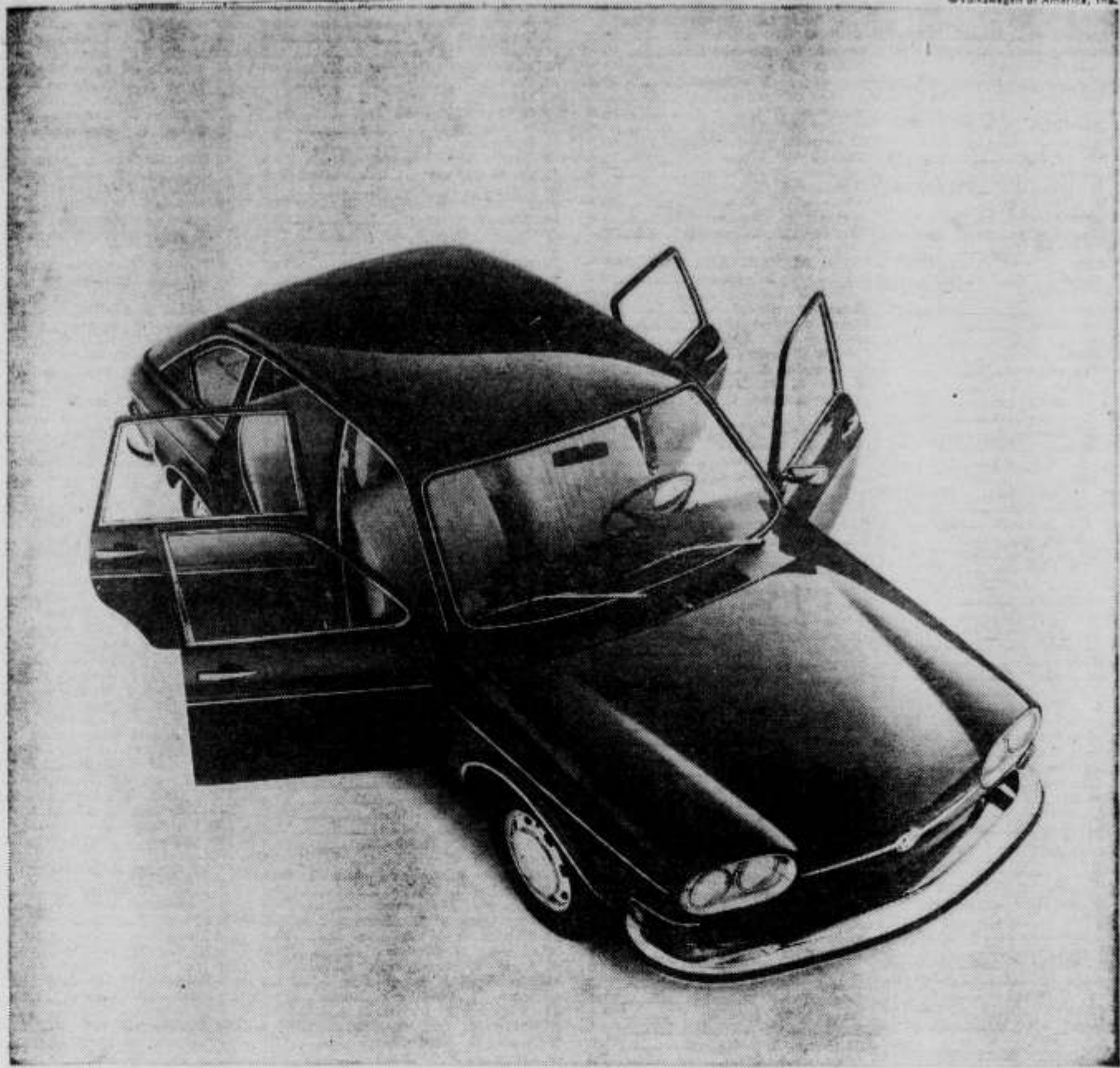
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- Fritzen H Syracuse71.2
- Cline L Hornell70.4
- Paulmeno R Hurley70.3
- Tabor R Poland70.2
- Sendall W Holcomb70.2
- Terry R Canisteo70.2

PRIN DRAFTSMAN STRUCTURAL

- Kilfoyle G Selkirk97.5
- Bickel H Albany92.6
- Munro J Albany91.9
- Burrell J Voorheesvil89.3
- Lemler W Albany89.4
- Robinson J Albany84.6
- Pulcini N Albany83.4
- Skowronek J Amsterdam80.2
- Burnett W Albany79.3
- Scipione A Albany77.8
- Campoli A Schenectady77.4
- McGraw D Cohoes75.0
- Kimball R Chamont71.8
- Hoffman B Schenectady71.4

ASSOC ACCOUNTANT PUB SRV

- Herbert F Rensselaer94.4
- Patten D Suffern86.6
- Macri C Albany84.3
- Coney B Woodside84.3
- Mackesey W Albany83.1
- Call R Norwich80.4
- Zackarewicz S East Nassau79.8
- Nardin T Penfield77.6
- Fox T Richmond HI74.4

SR METH & PROCDRS ANALYST

- Hogan H Hamburg87.9
- Derner M Buffalo84.7
- Scherer G Depew77.3

SR EMPLOYMENT COUNSELOR

- Demmon G Kenmore79.5
- Bolognese A Buffalo75.1

ASSOC ACCTNT & ASSOC AUD

- Hacker J Tonawanda88.3
- Neer J Tonawanda87.1
- Blake D East Chat83.7
- Hertzendorf S NY83.1
- Friedler R Bklyn82.2
- Mulligan G Albany82.1
- Noviello N Peekskill82.0
- Ellis E Copiague81.6
- Lucy A Pelham Ma81.6
- Celia J Masspeth81.6
- Zdyb J S Cheekw81.0
- Hull J Tonawanda80.9
- Hompesku W Bklyn80.7
- Auerbach E Jamaica80.5
- Funigiello A Bx80.4
- Berry N NY80.0
- Ruckel R NY79.6
- King F Elma79.6
- Alger R Albany79.5
- Ryan J Flushing79.4
- Torpey D New Hyde79.1
- Feldman I Schenectady78.8
- Kaplan M Bklyn78.5
- Beck M Bklyn77.5
- Kane R W Seneca77.1
- Rosenfeld A Bklyn77.0
- Lampadarios M Bklyn77.0
- Wieland W Delmar77.0
- Banazer W Syracuse76.5
- Thompson M Waterford76.5
- Lustbader R Newburgh76.1
- Diamond A NY76.0
- Burns J Voorheesv75.9
- Becker G Albany75.6
- Elias A Kenmore75.6
- Cernuto S Rochester75.5
- Gordon I Ballston75.1
- Feldman S New Hyde75.0
- Levitian B NY75.0
- North R Niagara F75.0
- Zurek E Buffalo74.7
- Davis C NY74.6
- Schmit F Buffalo74.6
- Reimann J Watervliet74.6
- Preble T Syracuse74.1
- Wexler M Rosedale74.1
- McCreadie T Tonawanda74.0
- Simonds J Patterson74.0
- Alschuler S Ravenna73.4
- Breslau N Bklyn73.4
- Galinsky H Schenectady73.2
- Arthur H Schenectady72.8
- Aronson H Bklyn72.2
- Podgorski J Schenectady71.6
- Coney B Woodside71.6
- Bell J Lancaster71.5
- Spillenger F Albany71.5
- Devack B Flushing71.4
- Stankowski R Albany71.2
- Balcerzak F Depew71.1
- Nemet M Bx71.1
- Silverstein S Albany71.0
- Herbert F Rensselaer70.8

- Rogers J Bklyn76.6
- Taylor M NY76.6
- Vinti R Rockaway76.5
- Huley M Binghamton76.4
- Potoker C Jackson Hts75.8
- Horowitz D Far Rockaway75.8
- Brown E Jackson Hts75.2
- Dubois A Bklyn75.2
- Haffenden L Bklyn75.1
- Kracke H Richmond HI74.3
- Fondel W Bx74.0
- Lippman M Arverne74.0
- Rothmund E Albany73.9
- Wallace T Troy73.7
- Puckett D Syracuse73.7
- Raines I Rochester73.2
- Bergman B Bx72.7
- Kales R Bklyn72.7
- Kaplan J LI City72.3
- Langness I NY72.0
- Blank R Bklyn71.6

ASST CIVIL ENGR

- Cristofaro N Elmira85.5
- Bunce R Bayside84.2
- Ronayne R Bellevill NJ82.5
- Fitzpatrick W Poughkeepsie81.2
- Schmalz R E Meadow81.2
- Nowak T Buffalo81.0
- Richards J Watertown80.9
- Jurek S Buffalo80.6
- Fayette M Charcaugay80.5
- Paddock J Endwell80.3
- Russell R Buffalo79.3
- Decker W Poughkeepsie79.2
- Gruber W Senca79.1
- Herrneckar A Hornell78.8
- Hearnes K Black River78.5
- Flannery D Albany78.4
- Wolf J Batavia78.4
- Caputo F Lindenhurst78.4
- Wardell C Adams78.4
- Rapp W Menands78.4
- Pirro P Schenectady78.3
- Bernstein N Bay Shore77.9
- Ordway P Albany77.7
- Stanley K Rochester77.6
- Bradford D South Lima77.5
- Vetter A Watertown77.5
- Mason T New Hampton77.3
- Decker J Menands77.3
- Clark J Albany77.2
- Boerum S Sayville77.0
- Chapman R Castle76.9
- Sorento C Gloversville76.6
- Gokey J Clayton76.5
- Brower E Setauket76.4
- Deprima L Buffalo76.3
- Wozniak F Kenmore76.3
- Carrington J Binghamton76.2
- Oburdecker R Babylon75.8
- Quencer D Chamont75.6
- Leary R Cheektowaga75.5
- McCullagh P Round Lake75.5
- Motta J Flushing75.4
- Campion W Rhinebeck75.4
- Reese B Conklin75.4
- Wells P West Seneca75.3
- Polansky P Menands75.3
- Walsh J Hornell75.3
- MacMullan J Danbury Cr75.3
- Brooks K Almond75.3
- Burch C Albany75.3
- Terplak S Amsterdam75.3
- Cariza J NY75.2
- Christie D Cheekwaga74.9
- Offe L Albany74.8
- Trimble M Almond74.7
- McDonald J Albany74.7
- Druchunas D Poughkeepsie74.7
- Schneeberger D Rochester74.5
- Staski F Flushing74.3
- Burdick T Rensselaer74.2
- Fagan W Alpine74.1
- Roberts J Remsen74.1

- Cornish D Rome73.9
- Streeter M Canisteo73.8
- Griffin V Revford73.8
- Ballard F Carthage73.7
- Vavra R Binghamton73.5
- Whaley F Kirkville73.5
- Williams T Coeymans73.4
- Coons N Binghamton73.4
- Besmertnik P Bklyn73.3
- Mieczkowski A Matydale73.3
- Margiotta P Middle Vill73.3
- Marlesu T Baldwinvil73.2
- Holbrook T Camillus73.0
- Fumo J Hempstead73.0
- Dicenzo C Rochester72.9
- Pilipczuk W Utica72.9
- Limarzi P Port Chester72.7
- Holland H Utica72.6
- Hadersbeck W Albany72.6
- Buret M Liverpool72.6
- Comins C Hornell72.4
- Gleason L Hornell72.4
- Lopacono R Snyder72.3
- Limarzi P Port Chester72.2
- Kobis D Buffalo72.2
- Derez D Syracuse72.2
- Donnelly J Canisteo72.2
- David E Babylon72.1
- Berynk L Depew72.0
- Aluskevics J Uniondale71.9
- Schmit D Fairport71.8
- Godfrey B Phoenix71.8
- Shaver P Jamestown71.8
- Weir M Stony Brook71.8
- Walsh J Buffalo71.6
- McEaschern W Herkimer71.6
- Farr I Johnson City71.6
- Durhie W Elizabille71.6
- Lamarche R Watertown71.5
- Eisenhaure E Coram71.5
- Freeman J New Rochelle71.4
- Dyke G Binghamton71.4
- Testa P Cortland71.3
- Eignor J Albany71.3
- Varvaro J Holbrook71.3
- Drews E Staatsburg71.0
- Klorzbach L Basom71.0
- Welch C Cheektowaga70.9
- Fishman Niagar Fls70.8
- Sleeper R Binghamton70.7
- Simpson M Floral Pk70.5
- Withers R Albany70.5
- Zebrowski J Schenectady70.3
- Pawlowski R Amsterdam70.2
- Carlson R Albany70.2

- Fivash G Sprngfld Gdn74.0
- Lafraniere T Johnson City74.0
- Moritz S Bklyn71.9

ASSOC WORKMANS COMP EXMR

- Leifer E Albany88.3
- Mal W Staten Is83.1
- Silverman E Woodside81.6
- Adams C Syracuse77.9
- Byrne H Hollis77.9
- Webster J NY75.3
- John C Bklyn75.3
- Moss L Bklyn75.2
- Porter T Bx73.8

OPTION A - ASSOC TRAINING TECH & REP

- Guarnieri P Jamesville84.4
- Saidman J NY82.2
- Anderson C NY76.5

OPTION B - ASSOC TRAINING TECH & REP

- Film B Albany88.6
- Lewis P Albany83.5
- Smith D Albany79.4
- McGarry F Elora78.2
- Titus C Westmere78.0
- Gagliano A Scotia76.3
- Boland E Troy74.3

ASSOC TAX VALUATION ENGR

- Hartmann M G Latham79.1
- Goodlow J W Castleton79.0

OPTION C - ASSOC EXCISE TAX EXAMINER

- Rosenfeld A Brooklyn102.5
- Popowitz E H Westbury92.0
- Bowen J F Utica89.5
- Schaum S R Yonkers89.0
- Guzik G New Hyde Pk87.5
- Lucy A Pelham Manor87.0
- Schneider H A Yonkers86.0
- Bach M D Verona Beach85.5
- Abbott W R Cohoes81.0

OPTION D - ASSOC EXCISE TAX EXAMINER

- Wrubel F J New Hartford82.4

ACCOUNT CLERK TYPIST

- Sensabaugh B F Buffalo82.7
- Brown D A Derby82.6
- Lobue A M Buffalo77.8
- Lorence V K Buffalo76.8
- Kosis C M Buffalo74.9
- Guggenios J Buffalo74.5

OPTION A - ASSOC BUDGET EXMR PUB FIN

- Hogan T F Albany82.2

OPTION B - ASSOC BUDGET EXMR PUB FIN

- Richter D M Albany74.6

OPTION A - ASSOC BUDGET EXMR MGMNT

- Bulgaro P J Albany72.0

OPTION B - ASSOC BUDGET EXMR MGMNT

- Hogan T F Albany82.2
- Richter D M Albany74.6

OPTION A - ASSOC BUDGET EXMR

- Wolfe R L Schenectady83.7
- Richter D M Albany74.6
- Malinowski E J Loudonville74.0

OPTION B - ASSOC BUDGET EXMR

- Lake J W Poughkeepsie83.5
- Hogan T F Albany82.2

SR ACCOUNTANT PUB SRV

- Herbert F Rensselaer94.4
- Patten D Suffern86.6
- Macri V Albany84.3
- Coney B Woodside84.3
- Mackesey W Albany83.1
- Call R Norwich80.4
- Zackarewicz S E Nassau79.8
- Nardin T Penfield77.6
- Fox T Richmond HI74.4

GROUP WORK CNSLT ADLT INST

- Hanna M Troy80.2
- Davis E Ludlowville75.5
- Wray J Brewster75.4
- Edwards C Saratoga73.8
- Edgley G Hudson73.0
- Metz T St Albans70.4

OPTION A - ASSOC AQUATIC BIOLOGIST

- Harding R Saratoga81.5

OPTION B - ASSOC AQUATIC BIOLOGIST

- Greech C Cincinnati83.8
- Wilson D Bath81.4
- Lane G Lake George80.8
- Huyck D Saranac Lake79.6
- Greene R New Paltz79.5
- Frisa C Rome77.7

OPTION A - ASSOC WILDLIFE BIOLOGIST

- McCaffrey E Schoharie87.0
- Kelsey P Dryden86.5
- Proud J Grand Gorge84.3
- Nevinger R Adams83.5
- Tullar B Adams81.8
- Myers L Hemlock80.6
- Harding R Saratoga80.5
- Dickinson N Brant Lake79.8

OPTION B - ASSOC WILDLIFE BIOLOGIST

- Elliott G Dryden84.0
- Hesseltou W Voorheesvil79.0
- Jackson I Delmar78.8
- Kruzan J Cortland77.0
- Slater F Hornell76.9
- Chamberlaine L Adams73.6

SR DRAFTSMAN GENL

- Doyle D Latham88.8
- Martin D Menands87.3
- Miles P Kinderhook83.9
- Loeper R Albany75.1
- Kaler B Ithaca71.6
- Jurus D Amsterdam71.0
- Durrant P Cohoes70.6

WORKMENS COMP EXMR

- Goedel P Troy98.3
- Russo M Staten Is95.5
- Craft J St Albans92.1
- Benowitz F Levittown91.3
- Dunne J Melrose90.7
- O'Connor P Rochester90.5
- Weiss M Masspeth90.4
- Lewis N Bklyn89.7
- Rogan E NY89.6
- Horney W Binghamton87.8
- Diute J Binghamton86.0
- Long D Kenmore85.5
- Karsh I Bklyn84.8
- Jennings L Bklyn84.5
- Leiter D Buffalo84.4
- Katz D Bklyn83.5
- Crane G Troy83.4
- Horowitz S Far Rockaway82.8
- Tillman D NY81.7
- Hackett H Hollis81.7
- Singletary J Babylon81.5
- Hawkins G NY81.5
- Stern S Ozone Pk81.4
- Ocken M Bklyn81.3
- Schlein E Lawrence81.0
- Ward M Syracuse80.2
- Dwyer M Endicot79.7
- Bannon A Massapequa78.8
- Berstein B Bay Shore78.5
- Baronciani L Freeport78.3
- Kaplan E Bklyn77.2
- Watley C Bx77.1

PRIN ACCOUNTANT PUB SRV

- Mantaro J Canandaigua87.3
- Sheridan J Blauvelt84.5
- Potts J Ithaca80.6

SR ACCOUNTANT PUB SRV

- Sokoloff H NY101.6
- Roshick J Albany89.2
- Kennedy C Schoharie82.5
- Schiff L Bklyn79.5
- Perkins F Kenmore79.2
- Rappazzo C Berlin78.8
- Anderson J Ballston Spa78.4

ASSOC ACCOUNTANT PUB SRV

- Herbert F Rensselaer94.4
- Patten D Suffern86.6
- Macri V Albany84.3
- Coney B Woodside84.3
- Mackesey W Albany83.1
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OPTION A - ASSOC AQUATIC BIOLOGIST

- Harding R Saratoga81.5

OPTION B - ASSOC AQUATIC BIOLOGIST

- Greech C Cincinnati83.8
- Wilson D Bath81.4
- Lane G Lake George80.8
- Huyck D Saranac Lake79.6
- Greene R New Paltz79.5
- Frisa C Rome77.7

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- Proud J Grand Gorge84.3
- Nevinger R Adams83.5
- Tullar B Adams81.8
- Myers L Hemlock80.6
- Harding R Saratoga80.5
- Dickinson N Brant Lake79.8

OPTION B - ASSOC WILDLIFE BIOLOGIST

- Elliott G Dryden84.0
- Hesseltou W Voorheesvil79.0
- Jackson I Delmar78.8
- Kruzan J Cortland77.0
- Slater F Hornell76.9
- Chamberlaine L Adams73.6

SR DRAFTSMAN GENL

- Doyle D Latham88.8
- Martin D Menands87.3
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- Loeper R Albany75.1
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- Craft J St Albans92.1
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- Dunne J Melrose90.7
- O'Connor P Rochester90.5
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- Tillman D NY81.7
- Hackett H Hollis81.7
- Singletary J Babylon81.5
- Hawkins G NY81.5
- Stern S Ozone Pk81.4
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- Bannon A Massapequa78.8
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- Mantaro J Canandaigua87.3
- Sheridan J Blauvelt84.5
- Potts J Ithaca80.6

SR ACCOUNTANT PUB SRV

- Sokoloff H NY101.6
- Roshick J Albany89.2
- Kennedy C Schoharie82.5
- Schiff L Bklyn79.5
- Perkins F Kenmore79.2
- Rappazzo C Berlin78.8
- Anderson J Ballston Spa78.4



HAVE GAVEL, WILL TRAVEL — administrative assistant Dick Puglisi, of the Law Department City Transit Authority, receives gavel from the Hon. Frank Composto, Justice of the Supreme Court, after being installed as president of the Columbia Assn., NYCTA, Inc., at Carl Hoppli's in Baldwin. Looking on are: Paul S. Gibaldi, superintendent of surface, past president of the Columbians, and Sal Milazzo, its legal advisor.

Roswell Park Staffers Bent On Cancer's Total Demise

(From Leader Correspondent)

BUFFALO—Dr. Gerald P. Murphy labors in a bio-medical field designed to make itself extinct.

"If we can prevent cancer we'd much rather do that than treat it," says Dr. Murphy, 36, the energetic, ebullient, quite-busy director of the world's oldest cancer research center.

The center, Roswell Park Memorial Institute, employs roughly 2,300 persons in all facets of work. Nearly 1,000 of them belong to the Civil Service Employee Assn. and contribute to the Center's constant fight against one of man's most mysterious diseases.

Roswell, founded in 1898 by Dr. Roswell Park of the University of Buffalo, is a feather in the cap of New York State, its main financial supporter.

World-renowned, it is one of the largest facilities in the world devoted to the study and treatment of cancer.

Cigarettes: Slow Suicide

But, as Dr. Murphy points out, educating the public about the disease is probably the center's most important function.

"You can tell people all you want about the hazards of smoking and other hazards in the environment, but you can't make people stop smoking or stop doing something else that might endanger their health," explains Dr. Murphy.

"One of our most important goals," he continues, "is to point out more effectively some of the hazards of the environment."

For example, the doctor talks of the center's "Cigarette Hall of Fame," a bank of pictures of famous personalities with cigarettes in their hand.

The Eminent Dead

Some of the personalities, like Edward R. Murrow and Dick Powell and Nat King Cole, died of lung cancer.

One panel shows R. J. Reynolds, the tobacco magnate, a victim of emphysema. Another pictures baseball hero Mickey Mantle in a 1953 cigarette advertisement and in a 1960 advertisement plugging a stop-smoking product.

It's exhibits like the "Hall of Fame" that the center uses to graphically portray to the public the hazards that might contribute to cancer.

For it was at Roswell, 10 years ago, that data on the effects of

smoking on lungs was first compiled, prompting the U. S. surgeon general to issue the famous report credited with making non-smoking a national campaign.

Besides the educating-the-public-about-cancer role played at Roswell, the institute also does vast research into the disease and treats patients from all over the world, mostly from New York State.

"Come over here and look out this window," a proud Dr. Murphy comments during an interview. He points out the steel skeleton of construction that will in 1972 be Roswell's seventh building.

"That is the cancer drug center, the only one of its kind in the world," he adds. "There, we can develop in months drugs that used to take us years."

The building also provides a glimpse at the unique fiscal method in which Roswell runs.

The structure was started with a \$1.5 million grant from the Federal Government. The State matched the \$1.5 million and another \$1 million was raised through private interests all over the country.

"We're still short," Dr. Murphy says in revealing the building will cost \$4.3 million.

National Advances

"Anybody working in the cancer field today is lucky," Dr. Murphy relates. "There is a national crusade in cancer," he says, and the crusade, according to him, pays dividends.

"In the 1920's we were able to save about 25 percent of the cancer patients, then 33 percent and now about 40 percent — that's progress."

He predicted a cure "for some forms of cancer in our lifetime" and envisions changes in the treatment of other cancer forms.

Roswell, of course, also treats cancer's victims.

In the institute's 315-bed hospital, each year 5,000 patients come for in-patient care, while 60,000 out-patient visits are re-

corded annually in the institute's various clinics.

Roswell, Dr. Murphy figures, pumps a payroll of \$20 million into Western New York every year. Coupled with the State University of Buffalo and other research done in Western New York private industries, it has made Buffalo one of the foremost areas in the country for bio-medicine, Dr. Murphy believes.

Fame and Rumor

Treating patients from all over the world also spreads the institute's fame far and wide.

Roswell, in fact, is so famous, that it had been rumored recently that entertainer Frank Sinatra was staying at the Institute for treatment.

It started, Roswell's public information office explains, when someone noticed a guard at a room housing a prisoner from Attica State Prison. A rumor had it that it was Sinatra, being protected from publicity.

Within weeks, the institute was deluged with thousands of inquiries from throughout the nation. Cards and flowers addressed to Sinatra were delivered and many refused to believe Roswell disclaimers that Sinatra was not a patient.

The rumor finally died when Sinatra, supposedly in Roswell, appeared in Las Vegas at his farewell to show business.

Adamski Laudatory

John S. Adamski, a radiation safety officer in nuclear medicine, heads the Roswell CSEA chapter. He's also president of the CSEA Western Conference.

"We have members in all kinds of jobs here," says Adamski. "Our people," he adds, "work in housekeeping, the laundry, in office staffs and in medical treatment. Many are technicians and many are also doctors."

"That's the great thing about Roswell," Dr. Murphy points out. "The people here in all job levels can boast accomplishments each day—they're constantly doing something to help mankind."



John S. Adamski, Roswell Park CSEA chapter president, checks equipment in his job as radiation safety officer for nuclear medicine.

PERB Discloses Assignments For Fact-Finders, Mediators

ALBANY — The New York State Public Employment Relations Board (PERB) has appointed the following fact-finders and mediators to contract disputes involving the Civil Service Employees Assn.:

John C. Tobin, Utica Board of Water Supply and CSEA, Frank Martello, CSEA field representative;

Benjamin Wolf, Port Chester Union Free School District No. 4 and CSEA, Ronald Mazzola, CSEA field representative;

Jerry Pohlman, Mayville Central School District and CSEA, Daniel Jinks, CSEA field representative;

Rev. David Clark Randles, South Colonie CSD No. 1 and the South Colonie unit of CSEA, Thomas Whitney, CSEA field representative;

Evelyn S. Brand, Wantagh Union Free School District No. 23 and CSEA, George Peak, CSEA field representative;

Louis I. Rosenberg, Massapequa Board of Education and the Nassau County chapter of CSEA, Arthur Grey, CSEA field representative;

Frank McGowan, Connetquot School District and the Connetquot unit of CSEA, Ira Shofield, CSEA field representative;

Ralph Vatalaro, Board of Education of Draper School District No. 14 and the Draper Teachers Assn.;

Anthony Schwart, Saranac Central School District No. 1 and CSEA, Patrick Monachino, CSEA collective negotiating specialist;

John S. DiMiceli, Iroquois Central School District No. 1 and the Iroquois chapter of CSEA, Robert Milling, CSEA field representative;

Dr. Egon Plager, Greater Johnstown School District and CSEA, Patrick Monachino, CSEA collective negotiating specialist;

Jacob Sheinkman, Island Trees Union Free School District No.

26 Board of Education and CSEA, George Peak, CSEA field representative;

Frank McGowan, Village of Lynbrook and the Nassau chapter of CSEA, Arthur Grey, CSEA field representative;

Rodney E. Dennis, Village of Endicott Light Dept. and the Endicott Light Unit of the Broome County chapter of CSEA, Richard Sroka, CSEA field representative;

Dr. Martin Eiters, Little Falls Central School District and the Little Falls unit of CSEA, Frank Martello, CSEA field representative.

Noel Cipriano, Saranac Central School District No. 1 and CSEA, Patrick Monachino, CSEA collective negotiating specialist;

Richard Myers, Middle Island Central School District No. 12, and the Suffolk County chapter of CSEA, William Griffen, CSEA field representative;

Charles S. Sobol, Village of North Tarrytown and the Village of North Tarrytown unit of CSEA, Ronald Mazzola, CSEA field representative;

Ernest F. Franke, Iroquois Central School District No. 1 and the Iroquois unit of CSEA, Robert Milling, CSEA field representative;

Jack Hoelcle, Starpoint Central School and the Starpoint unit of CSEA, Nels Carlson, CSEA collective negotiating specialist;

William Duggan, Freeport Union Free School District No. 9 and the Freeport unit of the Nassau chapter of CSEA;

Johnas Silver, Village of Westbury and the Westbury unit of CSEA.



Dr. Gerald P. Murphy, left, director of Roswell Park, chats at a recent CSEA chapter officers installation with, from left, Genevieve Clark, a Roswell chapter and Western Conference officer, Mrs. Murphy and the Rev. Edward Ulatowski, a CSEA member who works at the institute.

Key Answers

EXAM 0629
SR. CHILDREN'S COUNSELOR
Test Held Jan. 14, 1971

The following final key answers as adopted by the Commission result from consideration of all protests submitted by candidates. Changes from proposed key answers have been set in boldface type. The test was taken by 191 candidates, with 15 candidates protesting 32 answers.

1, B; 2, D; 3, B; 4, A and/or B; 5, C; 6, A; 7, C; 8, D; 9, C; 10, D; 11, C; 12, A; 13, D; 14, D; 15, C; 16, A; 17, B; 18, B; 19, C; 20, B; 21, B; 22, B; 23, D; 24, D; 25, D;

26, B; 27, B; 28, D; 29, A and/or D; 30, B; 31, C; 32, D; 33, A; 34, Delete; 35, A; 36, B; 37, C; 38, A; 39, C; 40, A and/or B; 41, A; 42, D; 43, D; 44, B; 45, C; 46, B; 47, C; 48, C; 49, C; 50, B;

51, D; 52, B; 53, A; 54, A; 55, A; 56, B; 57, A; 58, C; 59, B; 60, D; 61, A; 62, B; 63, A; 64, D; 65, A; 66, C; 67, D; 68, B; 69, A; 70, B; 71, D; 72, A; 73, D; 74, A; 75, D;

76, A; 77, C; 78, A; 79, A; 80, C; 81, A; 82, D; 83, A and/or D; 84, C; 85, C; 86, A; 87, C; 88, C; 89, D; 90, D; 91, A; 92, B; 93, C; 94, D; 95, D; 96, B; 97, A; 98, C; 99, B; 100, C.



There is a little nun in a cloistered convent overlooking the Hudson around Tarrytown, N. Y., who inscribes and illuminates lettering beautifully—much as did the religious many centuries ago. Jeremiah McAuliff, the guiding hand of the Veteran Fireman's Assn., had a standing order with her for Mass Cards. He'd just call her, give her the name and address of the intended receiver and that was that.

She must have laughed and perhaps blinked a bit when she got what proved to be his last order, but she followed his orders to a "T" and, as a result, on the fourth day of my stay at Holy Name Hospital there came a beautifully illumined Mass Card made out—not to Paul Thayer, but to "Fire Fly," announcing that X hundreds of prayers would be said by the members of that religious order for my speedy recovery.

I pictured the little nun finishing the card as ordered and then going quietly to the chapel to say a few silent prayers for the man who ordered a Mass Card for "Fire Fly"—not being too sure which fellow was in greater need of spiritual help—Jere or I.

Ray McIntyre kept the news of Jeremiah's death from me until today, but it is tough to think of him as dead. He was always looking after somebody—even here I keep expecting to hear the phone ring at 4 a.m. as Mac would unburden himself of all the problems of FDNY, which he took so personally. I never heard him say an unkind word about anyone. 5-5-5-5 for you, old friend. Rest in eternal peace.

Dear Chief Steve Huvane: On the morning when it came time to go to surgery, all the nurses and aides formed a little line to say so long and wish me good luck. I call them angels in people's clothes, for that's exactly what they are!

A little red-haired, blue-eyed colleen, who had seen the Department orders by my beside, asked about my interest in FDNY and wondered if by chance I knew her uncle. When she mentioned Steve Huvane and I mentioned Lieut. Huban and Chief Grogan, her eyes lit up and she told me with boundless pride of you, her uncle Steve, who had been on Page One of the News, giving mouth-to-mouth as you ran for the ambulance.

When I told her I took the picture, she adopted me on the spot and helped to make a painful experience much easier to endure. So it was that a little touch of her hand on my wrist meant so much to me as I went to the operating room.

The little blue-eyed colleen was none other than your niece, Mary Ellen Cavanaugh!

The very first message of good wishes to arrive was a funny card signed with a special note of good luck by Peter Linzy, speaking for the troops of 108 truck, where I received my encouragement on the subject of fine photography. You "Seigal Eagles" will never know how much your thoughtfulness meant. Thanks a million!

In Equilibrium

City Exam No. 7082 results have been revealed, indicating list notices for 29 entrants. The position involved in research assistant, behavioral science.

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ABBREVIATIONS: OC-Open Competitive; SM-Special Military; GP-General Promotional. The letters following the title pertain to the appointing agency or department.

NEW CERTIFICATIONS

TITLE AND AGENCY	NO. CERTIFIED	LAST NO. REACHED
Accountant—MSA—20 cert, OC, July 12	66	66
Account Clk—TBTA—15 cert, OC, June 25	249	249
Admin Asst—BWS—2 cert, prom, June 25	2	2
Appraiser—RE—MSA—20 cert, OC, July 6	20	20
Architect—CPC Gp 14—1 cert, OC, June 25	1	1
Architect—CPC Gp 15—1 cert, OC, June 25	1	1
Asst Supt—Const—HDA—10 cert, OC, June 25	10	10
Case Aide—Soc Svcs—11 cert, OC, July 9	422	422
Computer Oper—MSA—44 cert, OC, July 13	159	159
Computer Anal—FA—1 cert, OC, July 9	37	37
Electrician—BHE—1 cert, prom, July 9	1	1
Electrician—BHE—63 cert, OC, July 9	69	69
Electrician—FD—63 cert, OC, July 9	69	69
Gr Jury Steno—DAK—5 cert, OC, July 9	1	1
Jr Poll Cont Eng—EPA—1 cert, OC, June 25	1	1
Methods Analyst—FA—6 cert, OC, July 9	20	20
Parking Agt—TAD Gp 1—1 cert, OC, June 25	63	63
Parking Agt—TAD Gp 4—4 cert, OC, June 25	26	26
Parking Agt—TAD Gp 5—1 cert, OC, June 25	39	39
Parking Agt—TAD Gp 6—1 cert, OC, June 25	4	4
Purchase Insp—HDA—15 cert, OC, July 9	24	24
Sr Accountant—BE—4 cert, prom, June 25	14	14
Sr Accountant—FA—1 cert, prom, July 9	16.7	16.7
Sr Accountant—FA—14 cert, prom, July 8	20	20
Sr Civil Engin—EPA—37 cert, prom, June 25	41	41
Sr Civil Engin—EPA—1 cert, SP, June 25	1	1
Sr Clerk—TAD—1 cert, prom, July 9	42	42
Sr PH Sanitarian—HSA—1 cert, prom, June 28	31	31
Stationary Engin—PD—1 cert, OC, June 24	4.5	4.5
Seno—Varied-Gp 13—1 cert, OC, July 8	5	5
Seno—Varied-Gp 21—2 cert, OC, July 8	3	3
Seno—Varied-Gp 24—1 cert, OC, July 8	2	2
Seno—Varied-Gp 26—1119 cert, OC, July 8	202	202
Supt—Const—HDA—9 cert, OC, June 28	9	9

OLD CERTIFICATIONS

Accountant—FA—16 cert, OC, July 1	125	125
Admin Asst—BP-R—5 cert, prom, July 1	5	5
Asst Landmarks Spec—PRCA—4 cert, OC, June 28	5	5
Asst Mech Engin—TAD Gp 1—1 cert, OC, July 2	8	8
Blueprinter—BE—16 cert, OC, June 30	16	16
Civil Engin—TAD Gp 9—1 cert, prom, July 1	1	1
Civil Engin—TAD Gp 10—1 cert, prom, July 1	1	1
Clerk—HSA—22 cert, SM, June 30	8841	8841
Clerk—HSA—22 cert, OC, June 30	1901	1901
Clerk—HSA—45 cert, OC, June 30	2043	2043
Commissary Mgr—DOC—9 cert, OC, June 29	9	9
Construc Insp—HDA—24 cert, OC, June 29	197	197
Corr Officer/Man—DOC—1 cert, OC, June 29	1414	1414
Dept Librarian—DSS—3 cert, OC, June 29	3	3
Dept Librarian—MSA—15 cert, OC, July 1	15	15
Dept Sr Librarian—MSA—6 cert, OC, July 1	6	6
Hoists Insp—HDA—2 cert, OC, June 29	14	14
Home Economist—DSS—10 cert, OC, June 29	9	9
Jr Civil Eng—EPA—1 cert, SM, June 26	30	30
Mason's Helper—EPA—3 cert, OC, June 29	3	3
Parolman—TA—1 cert, SM, July 2	747	747
Project Coord—MSA—21 cert, OC, June 28	76	76
Project Dev Coord—MCA—3 cert, OC, June 29	3	3
Public Health Ed—HSA—22 cert, OC, June 29	21	21
Sr Architect—BE—2 cert, prom, June 28	3	3
Sr Bldg Cust—MSA—6 cert, OC, June 29	6	6
Sr Clerk—EPA—4 cert, prom, June 30	92	92
Sr Clerk—MSA—20 cert, merged, July 2	52	52
Sr Clerk—TAD—10 cert, prom, June 28	50	50
Sr Clerk—TAD—20 cert, merged, June 28	80	80
Sr Eng Tech—EPA—3 cert, OC, June 30	8	8
Sr Mech Eng—BE—8 cert, prom, June 29	12	12
Sr Meth Analyst—BB—9 cert, OC, June 28	23	23
Sr Meth Analyst—BE—8 cert, OC, June 30	25	25
Sr Steno—YSA—4 cert, prom, June 29	15	15
Sr Steno—YSA—1 cert, OC, June 29	47	47
Super-School Maint—BE—15 cert, OC, June 30	15	15
Super-Motor Trsprt—HSA—2 cert, prom, June 28	2	2
Super-School Maint—BE—21 cert, OC, June 30	20	20
Title Examiner—Law—5 cert, OC, June 29	5	5

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Lack Of Exp. Requirement Entices Many To Explore Border Patrol Positions

The news that the Federal Government post of border patrol agent has no specific experience requirements is viewed as holding widespread appeal to males between 20 and 28 who are bent on a law enforcement career.

The U.S. Naturalization & Immigration Service primarily has set physical and character standards for this position. As the revised salary, \$8,582 is in store, plus the frequent opportunity to earn overtime wages. A potpourri of fringe benefits are likewise provided.

In view of the uneven border terrain, appointees will often be asked to survey these areas by auto. Hence, a driving permit will also be among the requirements. Should you meet the aforementioned standards, anticipate taking both written and oral exams. Success there will be followed by appointment to the U.S. Naturalization & Immigration Service, where you will be provided extensive training in enforcement techniques.

USNIS stations have been set up throughout this country, supplemented by important posts in Europe, Bermuda, Nassau, Puerto Rico, Canada, Mexico and other key tourist entrance

points. Growing emphasis is being placed on detecting instances of smuggling, especially illegal drugs, and the collection of duty taxes posted. Testimony at hearings alleging illegal acts frequently falls to the patrol agent.

Ascending Salaries

Pay scales are based on a 40-hour workweek, providing compensation for overtime frequently. The \$8,582 annual salary mentioned above is the basic entrance wage. After a successful year, promotion to the journeyman level of patrol agent at GS-8 will lead to a substantial raise. On the basis of a second-year appraisal, agents may be advanced to the GS-9 position, earning \$10,470. Thereafter, the opportunity exists for promotion to a supervisory role, reflected in pay.

Persons appointed will get travel expenses, uniforms and living quarters in addition to regular fringe benefits (vacation leave, sick leave, insurance, retirement benefits, etc.).

Test Site Centers

The Federal Government will conduct tests for patrol agent in these localities: Albany, Auburn, Batavia, Binghamton, Bronx, Brooklyn, Buffalo, Elmira, Glens

Data Operator Trainees In Demand: Suffolk

Making an attempt to attract residents metrowide, Suffolk County has been emphasizing the theme that candidates for EDP traineeships do not have to live in Suffolk itself. Because of the wide demand for persons to fill these jobs, experience and training requirements have also been eliminated.

Current rate of pay comes to \$210 biweekly, it was noted. A series of fringe benefits — including personal and sick leave — accompanies wages. Interested persons must first undergo a written test, however.

Given every weekday except Monday, the exam will encompass mechanical aptitude, abstract reasoning, reading comprehension, verbal analogies and vocabulary.

Job duties concentrate on operating a host of tabulating machines in a data processing unit, plus performing related duties. To get further details, phone PA 7-4700, ext. 249, and ask for the County Civil Service Dept.

List Five Alternate Fields OK To Qualify As Custodian; Half-Year Exper. Required

Having a job history of six months as a carpenter, electrician, plumber, mechanic or steam fireman will satisfy the present requirements for custodian, says Nassau County, your prospective employer.

Also, persons who have done custodial work for a year or longer may apply. In this instance, eligibility will take in residents of nearby counties—

namely Suffolk, Queens and Kings—provided they have lived there at least one year. Nassau residents, of course, are eligible.

The Commission notes, however, that "preference in appointment may be given to successful candidates who have been legal residents of Nassau County for the period mentioned above or specific school districts." While starting pay differs among districts, \$5,000 was cited as the typical wage offered.

Steno Positions

Stenographers in the employ of Suffolk County start off at a bi-weekly \$210, discloses the County in noting that written tests are set each month on the first and third Mondays.

Included in duties: transcribing dictation, answering the phone, directing callers, taking care of files and "keeping things running smoothly in the office." More information is available by calling the County at PA 7-4700, ext. 249.

Must be a qualified typist and stenographer.

Further information and application forms may be obtained from John Crowley, U. S. Naval Station, 136 Flushing Ave., Brooklyn. The telephone number is 625-4500, ext. 598.

Written Test Content

An open-continuous title, custodian, will provide for written exams throughout the year. Knowledge of equipment used in maintaining school buildings and ability to follow directions will be the two primary test subjects.

Applications may be obtained in person. Also, you may receive a mail entry by enclosing a legal sized stamped, self-addressed envelope. Write to: County Civil Service Commission, 140 Old Country Rd., Mineola, L.I. 11501.

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In acquiring an application, visit or write the Federal Job Information Center in Manhattan. It is located at 26 Federal Plaza, at the corner of Lafayette and Duane Sts.

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181 Lona L McDougall, Mamie Townsend, Stanley Howell, Carolyn D Mims, Barbara J Worth, Alice L Drayton, Mary O Taylor, Bettye Jones, Annie L Savage, Wilda J Harris, Willie V Jordan, John A Rodriguez, Ruth A Boyd, J Richard Frey, Shashi Dave, Geraldine Sherald, Marc E Shanker, Carolyn E Hosley, Ruby J Roberts, Daniel T Mercado.

201 Rita Brookoff, Barbara J Nilsen, Mary B Chinnl, Vernell C Myers, Karen Lask, Tilly Davidoff, Loraine B Williams, Rebecca B Jackson, Sylvia Flalckin, Doretha Waters, Patricia Cuddy, Gail J Inabnett, Vernell Butts, Gladys V Daniels, Ronald I Cohen, Henry L Nichols, Russell E Peck, Carolyn L Starling, Juanita Y Heatley, Danuta L Strzalkowski.

221 Anthony DiMarco, Frances D Einhorn, Judy L Ferguson, Luenetta L Miller, Carlene Francis, Michael J Confusione, Susan Connelly, Michael Strochlic, Valerie V Gaskins, Marilyn Fulton, B Joy Noren, Cecil Bailey, Janet Goldsmith, Blanche E

North, Gwendolyn Gibson, Virginia Washington, Alice L Howard, Jose A Muniz, Gloria H Fisher, Martha A Falson.

241 Linda K Heberle, Theodore G Walker, William R Wyatt, Alfonso S James, Chandra F utts, Nellie G Rembert, Richard W Farmer 3rd, Thelma L Scott, Ann B Lin, Charles Krasner, Johnnie M Summers, Laverne D Jeffreys, Norman Feller, Paul D Rosen, Remi Gay, Robert G Katz, Stephen C Posner, Rita M Golub, Nadine Mason, Phillip M Perrone.

261 Jerrold A Morderer, Naomi S King, Mary J McGinn, Florence J Murray, Stephen H Elkin, Betty L Wilson, Courtney T Sweeting, Martha A Haines, Diane C Netter, Karen F Blanc, Heloys J McKinney, Jennifer A Reynolds, Maxine S Saunders, Caroline M Matthews, Penny K Siris, Edward F Martin Jr, Albert A Gibson, Efrain Soto, James N Goldman, Albert A Gibson Jr.

281 Tamra J Lane, Felix Obo-do, Maxine Middleton, Diane L Raulerson, Harlene G Matyas, Joan Dean, Willie Scott, Sylvia R Colclough, Steven Wright, Mary E Harrington, Mary Williams, Raymond W Wright, Peterson S Grosvenor, Sandra Kane, Joe L Love, Joan E Regal, Kay Hummel, Caroline M Matthews, Carlos G Ortiz, Bruce D Kaufstein.

(To Be Continued)

BUY U.S. BONDS

The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Employers of industrial workers in Manhattan are in need of Engraving Press Workers to set up and operate modern or Carver engraving presses at \$100-140 a week . . . There is a need for Protective Signal Installers experienced in burglar alarm systems in stores using hand tools. Driver's license and own car preferred. The pay is \$3 an hour.

Experienced Office Machine Servicers are also wanted to operate manual and electric typewriters, adding machines, calculators or photocopiers at \$100-150 a week . . . Experienced Sewing Machine Repairers for industrial sewing machines are wanted at \$100-150 a week . . . Also Hand Collators with experience in carbon collating at \$90-100 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

Young men age 17½ to 24 years old can become Plumbers by taking a five-year apprenticeship program which includes on-the-job and formal classroom training. Applicants must

have a high school or equivalency diploma and have been a resident of the metropolitan area for one year. Also, for those honorably discharged from service from the Armed Forces, the age limit has been extended to 27 years old. An aptitude test will be given and a doctor's certification certifying that the applicant is physically able to perform the work is required. Also must be a citizen of the United States. The apprenticeship wage rate for the 1st year is \$2.85 per hour with yearly increases during the five-year course. Those interested in training for the Plumber trade should apply in person before July 30 by going to any one of the Industrial Offices of the State Employment Service. In Manhattan, go to 255 West 54th St.; in Brooklyn, to 250 Schermerhorn St.; in Queens to 42-15 Crescent St., Long Island City, and to 25 Hyatt St., St. George.

In the clerical field, experienced Biller Typists good at figures and able to type 35 words per minute accurately, are needed at \$100-125 a week . . . There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Burroughs Sensimatic machine preferred. The pay range is \$110-140 a week . . . Full Charge Bookkeepers with thorough experience in all phases through general ledger

and trial balance are wanted for jobs \$150-200 a week.

Plug Board Operators with experience and typing ability can get jobs paying \$100-125 a week . . . Beginning Clerk Typists are wanted at \$85-100 a week and Beginning Stenographers at \$100-120 a week. No experience needed. These jobs are in all types of offices and locations. Typing speed must be 35 words per minute and stenography 70 to 80 words per minute accurately . . . There are jobs available for experienced Clerk Typists at a salary range from \$100-130 a week . . . Also experienced Secretaries are wanted at \$125-150 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

There is a need for Electrical Motor Repairer for small motors in shop or on customer's premises. Must have six months' experience, tools and a chauffeur's license for jobs paying \$140 a week . . . Fully experienced Roofers with ladder and scaffold experience are wanted at \$25-35 a day and a Table Sawyer with one year experience and able to cut lumber is needed at \$110 a week . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

Byline, By Golly

Some 173 candidates on City Exam No. 0221 recently received list notices. They are vying for editorial assistant jobs.

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Mental Hygiene Assn. Hears The Candidates Give The Reasons Why

ORISCANY—Candidates for Statewide office in the Civil Service Employees Assn. had the opportunity to express their views to representatives of Mental Hygiene Dept. employees during the annual Summer meeting of the Mental Hygiene Employees Assn. which met at the Trinkaus Manor Hotel here recently.

In order of their appearance, here are their remarks:

F. JOHN GALLAGHER, incumbent treasurer, seeking re-election. Pointing to his record of service in the post, he asked for a vote of confidence by returning him to office for another term.

DOROTHY MAC TAVISH, incumbent secretary, seeking re-election. Pointed out that she resides in Albany and is a former employee of the Employee Association, where she visits often to take care of CSEA business. She noted that her qualifications as secretary in the

make use of the position to act in behalf of her fellow employees.

EDWARD DUDEK, State University delegate from SUNY at Buffalo and candidate for fifth vice-president. Quoted from the President John F. Kennedy concerning looking to the future, not to the past. Dudek pledged to working for the future goals of CSEA.

GEORGE DE LONG, incumbent fifth vice-president seeking to move up to fourth vice-president. Noted that he was a longtime member of both CSEA and MHEA who has enjoyed

others, from CSEA representation. Pointed out that in Rockland County, same move is now beginning on local government level. "They are out to wipe us out, but before anyone gets me out I vow a fight up to the U.S. Supreme Court." He reiterated his goals for the coming year: an operable computer system for CSEA, stronger lines of communication within CSEA, stronger grass roots authority, and insistence on a pension system tied to the current salary of the employee from which the employee retired.



A. VICTOR COSTA
Candidate For 2nd VP



SOLOMON BENDET
Candidate For 2nd VP



GEORGE DeLONG
Candidate For 4th VP



RICHARD TARMEY
Candidate For 3rd VP



JACK GALLAGHER
Candidate For Treasurer



EDWARD DUDEK
Candidate For 5th VP



IRVING FLAUMENBAUM
Candidate For President



THEODORE C. WENZL
Candidate For President

Court of Claims makes her familiar with and prepared to cope with secretarial problems of the CSEA.

EDNA PERCOCO, MHEA delegate, seeking election as secretary. Noted that her 22 years of State service in the secretarial capacity and her role as chapter and Metropolitan Conference secretary gives her the necessary background for the position she added that her full qualifications would appear in her brochures and in The Leader. She stressed that the position was more than "a note-taker" but a member of the CSEA Board of Directors, where she would

working in behalf of his fellow employees. He pledged to continue his past record of accomplishments.

RICHARD TARMEY, incumbent fourth vice-president seeking election as third vice-president. Pointed out that he was proud of his part in CSEA's record of accomplishment in the past and pledged to work unceasingly for greater glory in the future.

SOLOMON BENDET, incumbent second vice-president seeking re-election. Struck out at recent Taylor Law revisions which would deprive management and confidential employees, among

A. VICTOR COSTA, candidate for second vice-president. Costa also decried the banning of management and confidential members from CSEA membership. He vowed to resign his management position and take a lesser job title in order to remain active in CSEA. He praised MHEA as a strong adjunct to CSEA. He pointed out that his platform consists of the maintenance of seniority rights; keeping the membership informed at all stages of negotiations; decentralization of CSEA; the resistance of union challenges; a new division for school district employees and increased staff.

(Continued on Page 16)



THOMAS McDONOUGH
Candidate For 1st VP



FREDERICK HUBER
Candidate For 1st VP



DOROTHY MacTAVISH
Candidate For Secretary



EDNA PERCOCO
Candidate For Secretary

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Social Service Unit Acts
File Unfair Practice Charge After Binghamton Deadlock

BINGHAMTON — The Binghamton Social Services unit of the Civil Services Employees Assn. has notified the City of Binghamton that it has filed unfair labor practices charges against the City after failing to come to terms on a 1971 work contract.

The unit has been negotiating unsuccessfully with the City for a new work agreement for nearly 11 months. City SS unit president George Tomaris said the decision to file the charges was made after a thorough discussion regarding the situation by the unit's executive board. The unit recently rejected the City's third substantive offer after City negotiators demanded that

SS employees work until 5 p.m. throughout the year.
A dismissal from work at 4

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p.m. has been a long-standing City tradition in most non-essential City departments, during Summer months, having been inaugurated long before the advent of modern air-conditioning systems. The SS unit incorporated the tradition into its formal contract several years ago.

In rejecting the City's offer, Tomaris said his unit's members felt the demand was arbitrary, dictatorial and unreasonable as far as the point had not been previously negotiated during 1971 bargaining sessions and was not an issue before mediation and fact-finding.

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Spirited Debates On Layoffs, Taylor Law Dominate MHEA Meet

ORISCANY—The problems created by the State's austerity budget that affect both Mental Hygiene Department patients and employees were discussed here at the annual Summer meeting of the Mental Hygiene Employees Assn.

Meeting here at the Tronkaus Manor Hotel, delegates from the State's Mental Hygiene facilities heard officials of both MHEA and the Civil Service Employees Assn. condemn patient transfers, lay-offs of career employees and added work-loads as well as the State's policy of continuing a large number of political appointments, no-show jobs, non-essential jobs, consultants and contracting for services from outside sources when the contract work could be completed at less cost to the State by permanent, competitive class employees.

Samuel Cipolla of Craig State School in Sonyea, a MHEA consultant, urged that MHEA, in cooperation with CSEA, direct its efforts towards insuring that the letter and spirit of the Civil Service Law regarding layoff procedures be followed strictly. "The law provides for layoffs in the inverse order of hiring," Cipolla noted, "and the State has not been following its own rules. This must be made a grievance and the matter further stipulated in our next negotiation session."

The MHEA delegates also accused the State of participating in "divide and conquer" tactics against CSEA, whom they endorsed at their collective bargaining representative. Splitting State employees into five bargaining groups was bad enough, they agreed, but a recent edict removing a large group of confidential and managerial employees from representation is "unconscionable."

Some 25,000 State employees would be deprived of their right to belong to CSEA unless court action causes the action to be held unconstitutional, Clippolla said.

Can Lose The Best

"What is worse," he added, "is that the employees so deprived, will be experienced unionists with the highest degree of knowledge in representing their fellow employees."

MHEA delegates vowed a strong fight for the return of members of the security unit to the folds of CSEA. Delegates approved a measure which called upon all members to approach

members of the unit to convince them that their interests will be best served by an overwhelming vote for CSEA in the next election. CSEA has already declared its intention of challenging Council 82, AFSCME as soon as possible.

Miss Eufemio's Motion

Rabella Eufemio of Rockland State Hospital, an honorary vice-president of MHEA, received unanimous support for her resolution which called upon the CSEA's restructuring committee to increase the voting power of Mental Hygiene Department chapters on the CSEA Board of Directors. Miss Eufemio will present the resolution at the next meeting of the committee scheduled for July 23 at the Southern Conference meeting in Orangeburg.

Speaker at the banquet which closed the two-day meeting was Joseph Ferlauto of the State Employees Retirement System.

Cries of outrage came from the delegates and their guests when Ferlauto explained that expanded pension benefits which State employees have enjoyed for the past decade were still temporary, requiring Legislative approval each year by the State Legislature.

Recent Taylor Law modifications have removed the matter of pensions from the bargaining table and delegates felt that unless some immediate action is taken, members would be in danger of losing their benefits.

Bendet Disagrees

Solomon Bendet, second vice-president of CSEA, one of the banquet guests, got involved in a discussion with Ferlauto, noting that he had been in contact with counsel who assured him that the expanded pension benefits were permanent in nature.

"If Mr. Faluto is correct," Bendet said, "then we must act in all haste to protect our rights. A return to the 1962 formula could result in members losing as much as 40 percent of their final pension computation." (A latter check on the facts proved

Bendet correct on the permanency of the retirement measure.)

Guests at the dinner introduced by Irene Hillis, MHEA president, and Frank Costello, toastmaster, included the candidates for Statewide CSEA office, (see separate story), CSEA conference presidents Randolph V. Jacobs of the Metropolitan Conference; Nicholas Puzzerferri, a MHEA consultant who is also president of the Southern Conference and a candidate for Mental Hygiene representative on the Board of Directors, and Charles Ecker, president of the Central Conference; State Senator James H. Donovan (Rep., 44 S.D.); Robert Guild, collective bargaining specialist for CSEA and Joe Deasy, Jr., city editor of The Civil Service Leader.

Other officers of MHEA attending the session included: Richard Snyder of Wassail State School, first vice-president; Theodore Brooks, of Syracuse State School, second vice-president; Pauline Fitchpatrick, of Newark State School, third vice-president; Babette Slazenger of Rockland State Hospital, honorary vice-president; and Dorris Blust Pierpont of Marcy State Hospital, secretary-treasurer.

The next meeting of MHEA will be at the Waldorf Astoria Hotel in Manhattan in September, immediately preceding the CSEA meeting. Miss Hillis and Edna Percocco will be co-chairman of the meeting arrangements committee.

Co-Sponsor Clambake

CHENANGO — Binghamton chapter and Broome County chapter of the Civil Service Employees Assn. are co-sponsoring an all-day Clambake here July 31. The all-day event at Pine Plains will feature games, food and "fun for all."

BUY
U.S.
BONDS

Along The Campaign Trail

(Continued from Page 14)

FREDERICK HUBER, candidate for first vice-president. Called for a greater respect for the rights and thinking of all membership, representatives to the Board of Directors should be able to represent the thinking of their constituents. Instead of strikes CSEA, he said, should immediately embark on a strong political action program on the State and local government level. He pointed out the success of members of the Gowanda State Hospital chapter which, through political and community action caused employees and residents alike to change party registration and closed down an entire town for an afternoon in a protest demonstration. Ten phone calls, he said, multiplied over and over again, will change the minds of legislators and, if not, can cause them to be voted out of office. With CSEA providing the service and communications necessary, we can overcome, he added.

THOMAS MC DONOUGH, candidate for first vice-president. Speaking about priorities, McDonough urged the membership support their negotiation committees in their demands that job security and seniority be made a prime issue. He recommended that all CSEA and MHEA leaders push for a massive voter turnout in order to show the State Administration that CSEA leaders have complete membership support. "The last five years have been continuous crisis for CSEA," he said, "and this must be stopped."

IRVING FLAUMENBAUM, incumbent first vice-president and candidate for the presidency. Opening by pointing to his record as president of the Nassau chapter, the largest one in the State, he traced the chapter's growth from 18 members to over 20,000. He noted that Nassau chapter won an agency shop to end what he termed "the free-loading on good unionists. We are all one within CSEA. Over my years of service, I have helped employees settle problems in Central Islip State Hospital, the Department of Transportation, Kings Park State Hospital, Phipps State Hospital, and Manhattan State Hospital, as well as other State, school and local government facilities. When a public employee asks for help, I do not ask what jurisdiction he works for, but only if he is CSEA." Outlining his program, he cited the installation of a fully implemented and financed political action committee; full legal service to all members; preservation of the competitive

merit system; the implementation of career ladders in all departments as won in contract negotiations but which have not been activated; repeal of the Taylor Law amendments that would decimate CSEA and cause the loss of half of the Board of Directors; the return of retirement issues to the bargaining table; full agency shop, and a workable computer system which will increase CSEA income.

THEODORE C. WENZL, incumbent president seeking reelection. Opening his remarks by praising the officers of the MHEA, Wenzl paid tribute to the strong support given recent potential strike action by Mental Hygiene Dept. employees. "I have worked in behalf of Mental Hygiene employees and will continue to do so," he said. He cited a strong bond of cooperation between the officers of both organizations over the years, praising Irene Hillis, MHEA president, and her predecessors, Marie Donaldson and Frank Costello, as well as secretary-treasurer Dorris Blust Pierpont. He noted that many of the MHEA officers and delegates are active, also, in CSEA. In closing, Wenzl said, "Working together we can overcome all crises. We have outstanding leaders in both organizations and we want to continue working together to gain our final objectives."

WCB Team Scheduling Pre-Negotiations Meet

ALBANY—The Civil Service Employees Assn. Workmen's Compensation departmental negotiating committee will meet for a pre-negotiating session at 12:30 p.m. Aug. 3, 1971 at the Ambassador Restaurant, 27 Elk St., Albany.

Members of the committee include Rosalie Jones, Frederick Liddie, Donald M. Jurusik, Martha Owens, Robert V. Smith, Francis Kirby, Donald Holland, Grace Hillery and Canute Bernard. CSEA collective negotiating specialist John A. Conoby will assist the team in negotiations.

Roswell Executive Comm. Installed

BUFFALO — Newly elected representatives to the Civil Service Employees Assn. executive committee have been installed by the CSEA Roswell Park Memorial Institute chapter. They are:

Mrs. Sophie Doerr; Mrs. Mary Russell; Mrs. Ann Novick; Mrs. Margaret McVicars; Mrs. Carol Gallivan; Mrs. Elizabeth Watts; Charles Himmelsback, Charles Saller, Robert Stelley and Norman Durawa.



Dignitaries at head table during banquet at Mental Hygiene Employees Assn. meeting are, from left, Richard Snyder, MHEA first vice-president; State Senator James H. Donovan; Pauline Fitchpatrick; MHEA third vice-president; Joseph Ferlauto, representing the State Employees Retirement System; Theodore Brooks, MHEA second vice-president,

and Irene Hillis, MHEA president. In the picture at right, are Frank Costello, toastmaster and past president of MHEA; Theodore C. Wenzl, Civil Service Employees Assn. president; Dorris Blust Pierpont, MHEA secretary-treasurer, Mr. Pierpont, and the Roman Catholic chaplain for Marcy State Hospital.