

# Civil Service LEADER

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## Division For Youth

— See Pages 8 & 9

### Time To Choose Who Will Be CSEA Leaders

Beginning this week in The Leader, and continuing through the election, resumes of candidates for state and regional officers will be printed.

This week, the resumes are for the four statewide officers: president, executive vice-president, secretary and treasurer.

The Leader points out that these resumes are submitted by the candidates at the request of the nominations committee, and they are officially notified to do this by the statewide secretary. Resumes are printed as submitted by the candidates, with only minor styling changes by The Leader to fit into a newspaper format.

In no instance is the wording to be considered as an expression of The Leader's editorial opinion, since the photographs, statements and length of articles depend on the candidates. Resumes or photos not submitted cannot be printed, of course.

Whereas this week it has been possible to give equal treatment to the eight candidates for statewide office, in the future it will be necessary to list the candidates for the State Executive Committee and for the Regional Officers in run-on style. In those instances, The Leader will print the candidates in the reverse order from that in which their names will appear on the September ballots. It is hoped that this will aid in providing equal treatment to all.

### Four Social Services Leaders Plan Joint Action To Safeguard Jobs

(From Leader Correspondent) — MINEOLA — Civil Service Employees Assn. leaders representing the four biggest Social Services Departments in the state outside New York City are planning joint action to

protect members in the event of a state takeover of welfare.

Irving Flaumenbaum, president of the Nassau chapter, said joint action was being discussed with E. Ben Porter, president of the Suffolk chapter; David

Reeves, president of the Social Services unit of the Erie chapter, and John Haack, president of the Westchester chapter.

Employees need protection against job cutbacks and involuntary transfer, Flaumenbaum said.

He said that Porter, Reeves and Haack agreed that they may have to have a face-to-face strategy meeting.

Flaumenbaum's chapter includes a 2,000-member unit in the Social Services Department. Porter's represents about 1,200, and both Reeves and Haack represent more than 1,000-member departments.

State takeover has been proposed in Congress, and the leaders reported concern among the membership that consolidations could result in staff reductions and involuntary transfers to remote locations.

"We are hopeful that the state CSEA Social Services committee will recognize the gravity of the situation."

of joint action "the new safety-colored vests and hats that were issued at CSEA's insistence," Gambino says. "It is up to CSEA to follow up on the various safety issues and insure, as a union responsibility, that the equipment that is out in the field is utilized."

Gambino's safety philosophy (Continued on Page 14)

### Agree On Safety Program For DOT Dist. 10 Members

Joseph T. Gambino, president of the Civil Service Employees Assn.'s Department of Transportation District 10 chapter, has announced the initiation of a new safety program which is jointly sponsored by his local CSEA chapter and DOT management and include in its initial run selected safety films and a half-hour demonstration on specific safety-related subjects.

Bernard Bradley, safety director for the district, conducts the lectures, while program content is worked out jointly by Gambino and various management safety representatives. Gambino cited as an example

## North Country Kicks Off Election Campaign

(Special To The Leader)

PLATTSBURGH — A coalition of 10 chapters of the Civil Service Employees Assn. located in Clinton and Essex counties of the State's "North Country" last Friday kicked off the 1973 Association election campaign with a "Meet the Candidates Night" at Plattsburgh's Royal Savage Restaurant.

Incumbent president Theodore Wenzl and his opponent Ralph J. Natale headed the list of top office candidates who took part

in the first of what will be a full series of such meetings around the state.

The event, coordinated by Betty Lennon, new president of SUNY-Plattsburgh chapter, also marked the first such joint effort of the various CSEA groups in that region. Other chapters joining SUNY-Plattsburgh in the program included the SUNY Faculty-Student Association, Clinton County, Essex County, Clinton Correctional, Adirondack Correctional, North Country En-

vironmental Conservation, Ray Brook, Clinton Transportation and Essex Transportation.

Other candidates for statewide office making an appearance included incumbent first vice-president Thomas H. McDonough and second vice-president A. Victor Costa — opponents for the new office of executive vice-president; incumbent Jack Gallagher and Capital District Conference president Ernest Wagner, seeking the post of treasurer, and Joseph Lazarony; nom-

inee for secretary. His opponent, incumbent Dorothy E. MacTavish, was unable to attend.

Nominees for office in the Capital District Conference included E. Jack Dougherty, Jr. running for president; Jean C. Gray and Jon Schermerhorn, seeking first vice-president; Howard Cropsey, nominee for second vice-president; John Vallee and Mildred Wands, two of five named for third vice-president; Carole Trifletti, for secretary, and Harold Ryan, for treasurer.

## STUDY MENTAL HYGIENE PROBLEMS



Members of the special Civil Service Employees Assn. Task Force for the Development of Community Residential and Rehabilitative Programs and CSEA staff members discuss some of the ramifications of recent Mental Hygiene Department policy changes and their effects on employees and patients, at a recent meeting at Schrafft's Motor Inn in Albany. Left to right are Theodore C. Wenzl, president of CSEA; John Conoby, CSEA collective negotiating specialist; Julia E. Duffy, Pilgrim State Hospital chapter; Anna Bessette, Harlem Valley State Hospital; Robert Guild, CSEA collective negotiating specialist; Ronnie Smith, Willowbrook State School, and William McGowan, West Seneca State School.

### CSEA Task Force Debates Effects Of Program Changes

ALBANY — Members of a Civil Service Employees Assn.'s special Task Force for the Development of Community Residential and Rehabilitative Programs met late last week to discuss and plan action on a number of labor-related problems which have cropped up as a result of recent program changes announced by the Mental Hygiene Department.

Cited by the task force as being of specific danger to the patients was the practice of an "open door policy" at various institutions which has caused the incident rate at the institutions, according to committee sources, "to have jumped at an alarming rate."

The special CSEA task force, chaired last week by Theodore C. Wenzl, brings input from institutions throughout the state to CSEA Headquarters. Task force members attending the meeting characterized the failure of the open door policy, along with other recent managerial decisions as "being detrimental to a good labor-management relationship."

Julia E. Duffy, task force member from Pilgrim State Hospital, noted specifically, "patients are committing more suicides, jumping off fire escapes, wandering out onto the expressway or about the institution half clothed, all of which leads to a deplorable and uncontrollable situation which is rapidly coming to a head."

Other task force members include: Ronnie Smith, Willowbrook; William McGowan, West Seneca, and Anna Bessette, Harlem Valley.

(Continued on Page 3)

*Don't  
Repeat This!*

### Agnew Probe Damages Position As Heir Apparent

THE investigation of Vice President Spiro Agnew contains the essential element of the classic Greek tragedy, the fall from grace by the mighty and powerful because of such completely human forces as greed and avarice.

The nature of the investigation is a serious one. It involves such criminal violations as (Continued on Page 6)

### INSIDE THE LEADER

City Chapter Man Wins Case — See Page 2

Latest Eligible Lists — See Page 15

# Goldberg Wins Reversal Of Unsatisfactory Rating

Irving Goldberg, an employee in the State Agriculture & Markets Dept., recently won a long fight to reverse an unsatisfactory work rating which, he claimed, was illegal and a device to punish him because of his activities in behalf of fellow members in the Civil Service Employees Assn.

Goldberg received legal support from CSEA, after New York City chapter president Solomon Bendet made a plea to the Association's Board of Directors that Goldberg was being harassed as a result of serving on the chapter's executive council.

CSEA regional attorney Stanley Mailman argued the suit before Supreme Court Justice Louis G. Bruhn, whose ruling said

in part:

"The thrust of the Petitioner's attack is aimed at the Report of Unsatisfactory Rating which was mailed to him by letter dated February 18, 1972 from (Mr.) Kim T. Blot, Personnel Administrator of the Department of Agriculture and Markets.

"He claims such report 'was an invalid and ineffective report of unsatisfactory rating, was

arbitrary and capricious, an abuse of discretion, violative of lawful procedure and affected by an error in law, because of its failure to comply with provisions of law and for other irregularities and improprieties."

"To substantiate such legal conclusions he claims first that the report in question was dated February 15, 1972 subsequent to February 1st, the date on which according to the report itself 'must be sent' to the Personnel Officer and also subsequent to the date for rating required by the Department of Civil Service.

"Second he claims that while the Department of Markets has treated the report as an unsatisfactory performance rating the report itself, on its face, recites it is an 'interim' report for the evaluation period 'October 14, 1971 to December 31, 1971' and not 'an annual summary judgment' to constitute a 'performance rating' as defined by Section 35.1 of the Rules (supra).

"While this apparent deficiency was attempted to be corrected by a letter of March 6, 1972 from the Director of Personnel of the Department of Agriculture and Markets to Mr. Chris Hill of the Department of Civil Service, such letter, he claims, was ineffective to amend the report since it was written subsequent to the period within which reports may be filed and was written by a person other than the employee's supervisors, as required by Section 35.1 and 35.5(2) of the Rules, supra.

"Third he claims that on September 28, 1971 he had received an 'employee appraisal' for the period January 1, 1971 through June 30, 1971 from the person who was his supervisor until on or about October 15, 1971 which appraisal was summarized as 'above average.' He further claims that he was not counseled concerning any work deficiency or progress and received no other appraisal forms, or other written evaluations or appraisals during any part of the calendar year 1971 for his (Continued on Page 5)

# FDNY Fights Hazards In High Rise Buildings

Of the 1,000 high-rise buildings subject within the past year to new fire-prevention regulations, only about half have satisfactorily met the Fire Dept.'s standards, according to Fire Commissioner Robert Lowery.

The Dept. last week released a progress report on its year-old safety program. Of 1,000 high-rises, 772 have taken steps to comply with the standards while action by 571 have been approved by the Dept.

The program, initiated one year after the Aug. 5, 1970, fire at One New York Plaza where two firefighters lost their lives and 50 others were hospitalized, consists of upgrading evacuation procedures and the training of building occupants to become fire safety directors.

A total of 1,709 occupants have passed the written exam for fire safety director, while 694 of those have also passed on-site exams and received certificates of fitness from the Fire Dept.

The program also mandates changes in design of new buildings and safety requirement implementation within existing structures under Local Law 5 signed by Mayor Lindsay earlier this year.

The changes under the law provide for compartmentation of sprinkler systems, pressurization of stairwells to prevent smoke contamination, and smoke detection systems to prevent the spread of smoke by air conditioning.

To date, 1,407 violation orders have been issued and 250 summonses served to 222 critically dangerous buildings, according to Lowery.

"We will haul these violators into court again and again," said Lowery, "and will ask judges to stiffen the fines when there is flagrant disregard of the regulations." Fines of \$250 by the courts are not stringent enough to force compliance, Lowery maintained.

This past month, 191 violation orders were issued and 26 summonses served.

Chief of Department John O'Hagan, who directed firefighting operations at the One New York Plaza disaster, said of the

program: "We have made it easier for people to escape a fire, but until we get changes in building design, construction and furnishings, we will not achieve much in reducing the frequency, intensity and spread of fires in modern high rise buildings."

## Police News

The following 323 people have been appointed to the position of police officer on probation, effective May 29, 1973:

Gary W Abrahamsen, Salvatore Accardi Jr, Carlos E Acha, Salvatore Ales Jr, Elma T Allen, Carl W Altner, Olivia V Amorison, Richard P Anderson, Carol B Appelman, Richard A Arbas, Emma J Arkin, Robert Barrett, Kathleen J Barron, Wayne H Behnken, Charles J Bennett, Mary N Bevilacqua, John S Bobot, Susan H Borchert, Mary B Boyd, Barbara Bozzo.

Christopher A Brannigan, Katherine D Bridges, Paul N Bruno, Robert J Burke, Thomas T Burke, Kevin M Butler, Richard T Byrnes, Luis A Cabrera, Judy A Camacho, Rosemary E Carbonaro, Kathryn F Carroll, Brian C Casey, Vivian F Cassidy, Gilberto Castro, Anthony TChirchirillo, Barbara J Collins, Anthony Compitello, Michael P Connors, Robert Consalvo, Bernard J Cordaro.

James F Curley, Dennis J Dalpiaz, Reginald L Davis, Jane E Deacy, Eileen T Degnan, Catherine DeLaRionda, Herminio Delgado, Virginia P Denike, Francis R Derasmo, Patricia A D'esposito, Michael V Devine, Thomas F Dewitt, Nicholas Di-brino Jr, Maureen Dickerson, Kathleen E Driscoll, June B Donovan, Valarie A Doran, James J Doyle, Patricia M Doyle, William J Doyle.

Joseph B Ehrenhardt, Karen A Eng, John J Esposito, Andrew M Ferrante, Raymond J Fernandez, Ronald J Fico, Marie L Finamore, William J Fleming, Earl E Foster, Kathleen M Fra-ner, Patsy Franzese, James J Fulton, Joseph F Gagliano, Rol- and Geddes Jr, Roberta E Getz, Marcelo Giraldez, Renato Giur-danella, Roseann Godstrey, Cor-mas W Gordon, Patricia Gordon.

Diana J Graf, Thomas J Granger, Robert A Graziano, Kevin P Gruntz, Janet A Guardino, Martina A Guidone, Carol A Guss, Charles F Hagelstein, Janet L Hall, Catherine I Hamm, Edward Hass, William G Helm-sorig, George A Henrique, Wil-liam J Hollander, Kathleen M Holmes, Charles F Hoskins, Nancy A Howells, Isabel Hughes, Robert L Cartmel.

Roberta A Cucchiaro, Michelle Hanish, Edward Kiernan, Daniel (Continued on Page 5)

## C. S. E. & R. A.

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K-4340 Nov. 19-Nov. 23 4 NIGHTS (AB).....\$108

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ABBREVIATIONS: MAP - breakfast and dinner daily — CB - Continental breakfast only and AB - American breakfast only.

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# CANDIDATES LISTED IN ORDER THEY WILL APPEAR ON BALLOTS

Because the upcoming Civil Service Employees Assn. elections for statewide officers, state executive committee members and regional officers is so vitally important, The Leader is reprinting the official list that indicates the order in which candidates names will appear on the ballot. (Statewide officers appear on page 16.)

The people who are elected will have the responsibility of guiding the Association, oftentimes setting new precedents, during this period of decentralization. When these people take office, they will be the first leaders of an organization that has restructured itself to bring union democracy closer to the rank-and-file member.

There will be regional presidents (who will also have the dual title of statewide vice-president, ranking immediately behind the statewide president and statewide executive vice-president. There will be regional offices and staffs to serve the particular needs of members within those regions. The Board of Directors has been expanded to give more equal representation to the larger departments; for

instance, Mental Hygiene will have 14 representatives instead of 4).

It should be evident, therefore, that this is one of the most important elections in CSEA history. The Leader apologizes to the various candidates for the excessive number of errors that appeared in last week's listing as a result of the effort to include the list before deadline. This list printed below should be used to correctly identify the candidates.

It should also be pointed out that the use of the word "petitioner" refers to space that has been reserved for inclusion of candidates who file petitions for inclusion on the ballot. This occurs for the four statewide officers, the state executive committee and the six regional presidents. In the listing below, how-

ever, "petitioner" is not included for Mental Hygiene, because it is impossible, at this time, to determine in which grouping the petitioner would belong. In the event petitions are not filed, all candidates who are listed below "petitioner" will move up one position.

The listing below makes no reference to the incumbents, as has been the past practice of The Leader, since there has been some dispute over whether certain offices are the same since the titles have been changed: These are statewide executive vice-president, the six regional presidents and the Central Conference executive, first and second vice-presidents.

Due to space limitations, the Regional list will be printed next week.

## STATE EXECUTIVE COMMITTEE

**AGRICULTURE & MARKETS**  
1. John Weidman; 2. petitioner.

### AUDIT & CONTROL

1. Harold Ryan; 2. petitioner.

### AUTHORITIES

1. Vito Dandrea; 2. petitioner; 3. Jean C. Gray.

### BANKING

1. petitioner; 2. Victor V. Pesci; 3. John F. Geraghty.

### CIVIL SERVICE

1. Richard Barre; 2. petitioner.

### COMMERCE

1. petitioner; 2. Emil J. Spiak.

### CONSERVATION

1. Jimmy Gamble; 2. petitioner; 3. Jo Ann Fisher.

### CORRECTION

1. Jack Weisz; 2. petitioner; 3. John J. Synnott.

### EDUCATION

1. Nick Fiscarelli; 2. petitioner; 3. Alvin Rubin; 4. Dan Maloney.

### EXECUTIVE

1. Charles J. Rizzo; 2. petitioner; 3. Louis Colby; 4. Boris Kramarchyk; 5. Mary Moore; 6. Nellie DesGroseilliers; 7. James T. Welch; 8. Gerald Purcell; 9. John D. Cocoran; 10. Donald Antinore.

## HEALTH

1. Robert Stelley; 2. John Adamski; 3. petitioner; 4. Ernst Stroebel.

## INSURANCE

1. petitioner; 2. Solomon Bendet.

## JUDICIAL

1. petitioner; 2. Ethyl Ross.

## LABOR

1. petitioner; 2. Bernard Canute; 2. Vincent Rubano; 4. Robert Lattimer; 5. John Wolf.

## LAWS

1. James Mulvihill; 2. Julius Stein.

## LEGISLATIVE

1. petitioner; 2. John Perkinson.

## MENTAL HYGIENE

14 to be elected, with one from each geographic sub-group within the five regional groupings. Mental Hygiene employees within each region will vote at large for either two or three candidates within their region only (the number varies from region to region), with the top vote-getters in each sub-group being elected.)

### Long Island

1. Harry Raskin; 2. Julia Duffy.

1. Joseph Keppler.

1. George Szurnicki.

### Metropolitan

1. Dorothy King; 2. Marjorie Reeves.

1. Salvatore Butero; 2. Ronnie Smith.

1. James Barge.

### Southern/Capital District

1. Richard J. Snyder; 2. Tris Schwartz.

1. John Clark; 2. Anna Besette.

1. Arnold Wolf; 2. Nicholas Puziferri.

### Central

1. William Gagnon; 2. Raymond Pritchard; 3. William Deck; 4. James Moore.

1. Clarence M. Laufer; 2. Dorothy Moses; 3. Leo J. Weingartner.

### Western

1. Charles Peritore.

1. William McGowan; 2. James Bourkney.

## MOTOR VEHICLES

1. petitioner; 2. Thomas McDonough.

## PUBLIC SERVICES

1. Bernard F. Dwyer; 2. petitioner; 3. Michael Sewek.

## SOCIAL SERVICES

1. Karen White; 2. Evelyn F. Glenn; 3. Delore Henderson; 4.

## petitioner.

## STATE

1. Bernard Silberman; 2. petitioner; 3. Loretta Morelli.

## TAX & FINANCE

1. petitioner; 2. Samuel Emmett; 3. E. Jack Dougherty, Jr.; 4. John T. Daley.

## TRANSPORTATION

1. Richard E. Cleary; 2. Nicholas J. Cimino; 3. Sherman Glass; 4. Edward F. Malone; 5. petitioner; 6. Leonard T. Prins; 7. Timothy McInerney; 8. William F. Dupee; 9. William T. Lawrence.

## UNIVERSITIES

1. Albert J. Varacchi; 2. Harry Healing, III; 3. Gerald T. Brown; 4. Dorothy Rabin; 5. petitioner; 6. Edward Dudek; 7. Gerald Toomey; 8. Eleanor Korchak.

## Mental Hygiene

(Continued from Page 1)

Committee study also touched on recent rulings preventing patients from performing duties at the hospitals. The CSEA task force noted that rehabilitation was becoming increasingly more difficult. They cited many patients as being "unable to adjust to this drastic change" which was causing "apathy or a condition where the patients are just not participating in anything." Ronnie Smith, from Willowbrook, reported that many of his employees were concerned about "the relationship of State versus county employment and where they fit in" in the projected departmental plan. "None of this has been properly explained," said Smith, "and it may be appropriate to arrange a meeting with the commissioner to pin down some of these loose ends."

McGowan, of West Seneca, cited the necessity of gathering more information concerning the new structure for arranging personnel in the seven regions delineated by the Department. He expressed concern about the possibility of "political appointments" as the jobs reached the community level and said, "There is no doubt but that we are going to have to face an unequal distribution of employees with the problem of all-chiefs-and-no-indians prevailing unless CSEA is allowed to meet with the department and negotiate the implementation of the new programs."



**HEALTH MEETING** — Ernst Strobel, standing left, chairman of the Civil Service Employees Assn. Health Department chapter, checks the program with Jason McGraw, CSEA collective negotiating specialist, and George Shumway. Seated, from left, are: Bob Stelley, Genevieve Clark, John Adamski, vice-chairman, and Ralph Inman.

## Flaumenbaum Asks Rockefeller Support On Inflation Control

**MINEOLA** — Gov. Rockefeller has been urged to use his influence with President Nixon to stimulate inflation-control action in a request by Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

Flaumenbaum told the governor that "inflation is making meaningless the pay scales of

everyone in public service." He also noted that it imposes privation on retirees.

The telegram followed a direct missive to Nixon earlier, prompted by the fears evident among civil servants in the Long Island state institutions, the local government services and retired civil servants.

Flaumenbaum noted the patriotic restraint exercised by public employees in recent negotiations.

"We have supported in good faith the President's efforts to control inflation, and now we need some action at the federal level in good faith to protect us."

"It is time that leaders such as you," Flaumenbaum told Rockefeller, "take a strong stand in slowing down this runaway inflation trend."

A 20 percent increase in food costs, projected for 1973 by Nixon Administration officials, make urgent a new policy to protect working men and women in public and private employment. Flaumenbaum said.

"While the civil service is well organized and vocal, we recognize that runaway inflation can destroy our entire nation," he said.

## Western Conf Plans Meet In Hornell

**HORNELL** — The Hornell City chapter of the Civil Service Employees Assn. will host the Aug. 17-18 meeting at the Ponce De Leon Restaurant here of the Association's Western Conference, according to chapter president Earl P. Logan.

Workshops, dealing generally with retirement, will be featured Friday evening, Saturday morning's schedule calls for the County Workshop meeting, co-chaired by George Clark and James Mangano.

Conference president Samuel Grossfield will preside over the Saturday afternoon general business session of member chapters. A banquet will conclude the day's activities.

Logan also warned that the cutoff day for banquet reservations has passed, and that no reservations will be accepted at the door.

## CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

### August

- 14—Westchester County chapter executive council meeting: 8 p.m., chapter office, 196 Maple St., White Plains.
- 17-18—Western Conference meeting: Hornell.
- 22—Niagara County chapter picnic: 6:30 p.m., Niagara Orleans Country Club, Middleport.
- 24—Motor Vehicles chapter clambake: 1-10 p.m., Lanier's Grove, Colonie.
- 27—CSEA Board of Directors meeting.
- 28—DOT Region 2 clambake: Stanley's Grove, Marcy.

### September

- 24—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghamton.

## Nassau Ed Chapter Conducts Election

If a member of the Nassau County Educational chapter, Civil Service Employees Assn., does not receive a ballot in the mail by Aug. 17, he should contact the following individuals:

Armando Rosati, 185 No. Second St., Bethpage, N.Y. 11714. Phone WE 8-5715.

William Link, 25 Franklin Ave., Hewlett, N.Y. 11557. Phone FR 4-6041.

Ronald Harris, 51 Muney Ave., West Babylon, N.Y. Phone JU 7-4958.

Larry Visconti, 66 Birch St., Farmingdale, N.Y. Phone CH 9-2989.

Frederick Bossi, 22 Edna Court, Baldwin, N.Y. Phone SU 5-3527.

Clark Campney, 14 Lilly Lane, Levittown, N.Y. Phone PE 1-2734.

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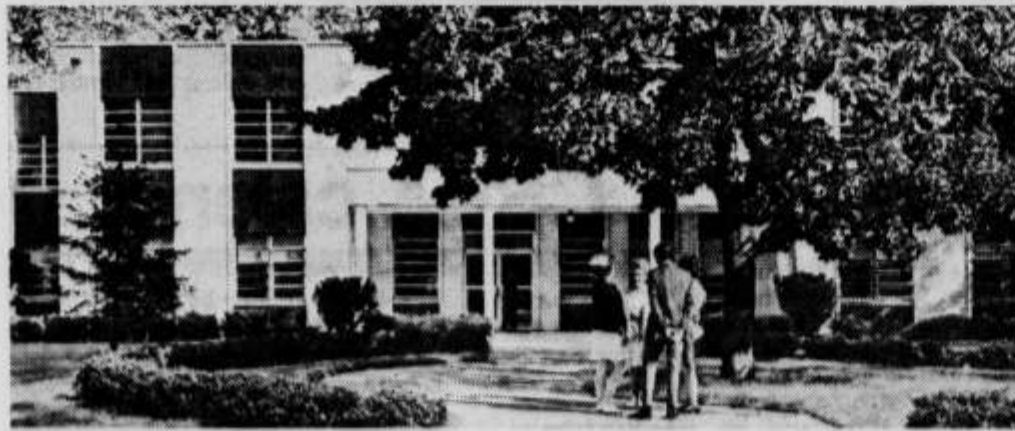


## Physical Disabilities

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*Joseph J. Panzarella, Jr., M.D.  
Medical Director*



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*Philip Goldberg, M.D.  
Medical Director*

**\*The Blue Cross Statewide Plan (PA. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.**

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## Police News

(Continued from Page 2)

J O'Sullivan, Peter Pastorini, Eleanore M Hurson, Robert J Irvine, Jacqueline C Jackson, Roland P Jiminez, Barbara J Jones, Donna M Jones, Jasper H Jones, Regina M Kearns, Patricia A Kehoe, James P Kelly, Maureen A Kempton, Carol S Kranick, George G Kubilus, Gregory G Kurdzos, Lorraine H Kurz.

Patricia M Lane, Pedro J Latorre, Thomas A Latorre, Rosalie Lefkowitz, Catherine M Leo, Gail P Long, Vanina F Maffia, Kevin P Malley, Beverly E

Malmbeck, Milagro Markman, Theodore Martine Jr, Fernando J Martinez, Wilfredo R Mateo, Anna M Martucciello, Lorraine Martucciello, William R Mathis, Frederick F Matula, Anita P Matusiak, Randolph T Mayer, Lois J McAndrew.

Barbara McClancy, Robert A McCormack, Agnes McGinnis, James A McGinnis, John J McGrath, Kenneth F McGrath, Janice R McKenzie, Eva J McNiel, Bettie J Meaders, Joanne C Meyers, Linda A Miglino, Walter Miller, Martha I Miranda, Kathleen C Mooney, Mary P Morrissey, Joel Natale, William L Navarro, William T Nelson, Kathleen M Fraher, Beraldine L Bishop.

Nancy L Lyle, Wendy T Reid, Patricia M Nielsen, Eleanor M Nola, Neil P O'Connor, Donald J O'Neill, Daniel Opromolla, Brian F Oregon, Helen Padlan, Clara A Palumbo, Gail Parker, Carlos Pastrana, Cesar Perez, Ruthann T Pitaro, Bettye B Porter, Ellen M Quigley, Law-

rence E Reade, Richard N Reid, Helene M Rinaldi, Barbara M Riordan.

Michael Rosco, Patricia E Rolton, Ronald J Rossi, Celia E Roth, Luis A Salgado, Robert L Salters, Patricia L Sand, William Saunier Jr, Patricia A Scarlett, Ronald J Schibelski, Christopher A Schiebel, Robert K Schindelman, Ginny L Schneider, Robyn L Schwartz, Alice A Sherman, Dorothy Sidnam, Gerald W Simpkins, Mary Jane Stagno, Ronald S Stapleton, Thomas M Stedina.

Fannie H Still, Sandra E Stout, Luis J Suarez, Susan Taylor, Frank J Trapanotto, Jacqueline M Valente, Robert J Vargas, Geraldine Wallace, Barbara L Walker, Paul Warren, Patricia M Whalen, Richard S Whitaker, Charles E Williams, David J Williams, Ann D Wittenburg, Jeanne L Wittenstrom, Ellda Wodicka, Mary Jo Yakowenko, Anthony A Zappola, Marie E Zolfo, Charles H Zollo, Ronald A Zollo, Robert P Zurzolo.

## City To Offer Retiree Class

A course on "Planning for Retirement" will be offered in the fall 1973 Municipal Personnel Program, City Personnel Director Harry L. Bronstein announced.

"Planning for Retirement" is designed primarily for those people who plan to retire within the next three years. The course will stress the value of maximum retirement allowance, with particular emphasis on the new options 4-2 and 4-3.

In addition, the course will offer in-depth treatment of both income and estate taxes and a lengthy exploration of other investment media.

Detailed attention will be given to Social Security benefits, including determination of amounts and the most suitable time for application.

## Admin Biz Prom

The city Dept. of Personnel reports that 163 candidates for administrative business promotion coordinator, have been found not qualified to take open competitive exam 3031. Of the original 186 who filed during June, the remaining 23 will undergo technical-oral testing August 13 and 14 at the Dept. of Personnel, Room 424, 220 Church St., Manhattan.

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Also, there will be discussion of any other matters relevant to planning a secure retirement.

For further information on this and other courses, call 566-8815 or write to the Department of Personnel, Bureau of Career Development, 40 Worth Street, Room 422, New York, N.Y. 10013.

## Goldberg

(Continued from Page 2)

performance during that year in spite of the direction in a memorandum of Ersa Poston, President of the Civil Service Department and Commission, dated July 29, 1970 and implemented by memorandum of L. R. Crowell of the Department of Markets dated September 9, 1970 which latter memorandum stressed the importance of informing employees in writing when their work performance is deficient and advising them of their progress or lack of it in correcting deficiencies on forms prescribed for that purpose.

### Report Not Complete

"Fourth, he further claims the report was not completed by a reviewer despite the provision on the form itself for certification and signature of a reviewer and the requirement of Section 35.5(a)(2) of the rules, supra, that 'the rating shall be reviewed by one or more successive levels of supervision' and in the event of a difference of opinion as to the rating of an employee, a final determination shall be made by the agency head or by a person so designated by the agency head."

"Fifth, he further claims he was deprived of his right to successive appeals to his own Rating Board and then to the Commission because of failures and misleading information given by the Department of Markets.

"Lastly, he claims that the unsatisfactory performance rating followed efforts made by him on behalf of fellow employees as a delegate to represent them and five days after he had testified against his Department in a proceeding held on February 10, 1972.

While, in a lengthy affidavit submitted on behalf of the Respondents by an associate attorney in the Legal Section of the State Department of Civil Service, an attempt is made to explain and justify all of the challenged procedure this Court cannot agree with his conclusion that:

"We do not believe that the departure from normal rating procedure affects the validity of the rating or of the appeal rights of the appellant.

"Consequently, it might be possible to accept that conclusion if the departure involved a minor or insignificant matter, but the succession of departures in this case went far beyond that point and to allow such a radical departure would undoubtedly dilute the performance rating program to one of form rather than substance.

"Therefore, it is the judgment of this Court that the relief sought must be and hereby is granted."

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TUESDAY, AUGUST 14, 1973

## Division For Youth: Where The Chips Fall

THERE are so many services provided for the public by Government that we sometimes don't pay attention to them unless we ourselves are directly affected.

One of these services is provided by the State Division For Youth, with training schools throughout the state in such places as Highland, Industry, New Hampton, Tryon, Overbrook, South Lansing. Do their names sound familiar? Probably not, for these are places where we send those youngsters who get off the track at an early age.

The Leader this week presents an inside look at two of these schools: Otisville and Warwick, both located in the Catskill region of the state.

Joel Douglas, a professor of labor relations, recently told a meeting of CSEA members in upstate Warren County that "You have to get it into your heads that management is one animal and you are another. You cannot be in two camps."

That may very well be true, but frankly we haven't looked into that aspect of the situation at the training schools.

There are problems, and there are sob stories to be found at the institutions. Perhaps it could even be said that that is why these facilities exist in the first place.

The purpose of the article is to be educational — not to defend or attack anyone, whether it be the state, the administration, the staff or the students. Rather we want to point out what problems all of these people share, and how they are going about working out their difficulties in these days of increasing economic squeeze.

Maybe the most personal aspect of this factual story (starts on page 8) is a quote by one of the boys at Otisville: "These men just don't go home when their time is up, but they stay and see if they can do something to help you . . . These men make us feel that we are people and we are important."

If you learn something from the article, then The Leader has been well rewarded for the efforts of its staff in preparing it. We like to feel that the purpose of a newspaper — any newspaper — is to leave the reader a little more knowledgeable and wiser than he or she was before reading it.

### Questions and Answers



**Q.** Although I applied for monthly disability payments in a local social security office, I received a letter from a different social security office telling me I'm eligible for payments. If I have a question or a problem, which office should I get in touch with?

**A.** You should call, write, or visit the local office. The people there can help you with a problem or answer any questions you

may have.

**Q.** I'm debating whether to retire soon or wait until next year when I'm 65. If I retire early, I understand I'll get smaller payments. How can I find out how much I'll get whenever I retire?

**A.** You should call, write, or visit any social security office. They can give you a pamphlet that explains how to estimate the amount of your monthly payment.

### Don't Repeat This!

(Continued from Page 1)

bribery, extortion, tax fraud and conspiracy. The Vice President has clearly and forthrightly protested his innocence, and he is, of course, entitled to the presumption of innocence, until convicted like all other citizens. However, in a political atmosphere polluted by Watergate disclosures, the presumption as it relates to high public officials has become more myth than reality.

#### Prospects Diminished

In Washington, where politics is everybody's preoccupation, Agnew's Presidential prospects have already been sharply discounted, even though no one knows the extent, if any, to which he is involved in the Maryland events under investigation. Under the circumstances, Washington is flooded with speculation as to the make-up of the next Republican ticket.

Former Treasury Secretary John B. Connally, a favorite of many, is regarded completely out of the running. Now on a round-the-world trip with his wife, Connally has become a paraphrase of General Douglas MacArthur's aphorism to the effect that old Treasury Secretaries never die, they just fade away.

The Agnew difficulties have stimulated widespread speculation of a Republican ticket headed by Gov. Nelson A. Rockefeller for President and Senator Howard Baker of Tennessee for Vice-President. There are a number of facets about such a ticket that has given wide currency to the speculation.

Among these are the feeling that the cold war has substantially ended so that national issues will move to the fore, while international problems move to the backburner. The implications are that the Republican leadership will look to the Governor with broad administrative experience, rather than a Senator with experience in foreign affairs, to lead the next Republican ticket. From this point of view, Governor Rockefeller is outstanding among Republican governors.

#### Some National Issues

As many Republicans see it, the state of the economy, living costs and food shortages are likely to be of greater public concern than detente with Moscow and Peking.

The growing interest in Senator Baker on the national ticket is a tribute to the importance of television. Until the Watergate hearings, Senator Baker had been a relatively obscure minority Senator, who was highly respected by his colleagues but unknown to the public. His performance as Vice Chairman of the Senate Watergate investigating committee has made Baker a household word overnight and stamped him as a comer among Republicans on the national political scene.

The tide of events flows rapidly in politically conscious Washington, and 1976 is a long way off. Much will happen that will determine whom the Republicans will nominate at their convention in the summer of 1976. What is manifest is that, at the moment, the Republicans are thinking much more desperately than the Democrats about their next ticket.

## Civil Service Law & You

By RICHARD GABA



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

### Presentation Of Demands

The Bellport Teachers Assn. case decided recently by the New York State PERB Hearing Officer, Cole Pilcher, presented several interesting issues for consideration.

In this case, the Teachers Association and the School District had commenced their negotiations for a new contract to replace a contract that was to expire June 30, 1972. Written proposals were exchanged, and the parties had several negotiating sessions at which some of the various demands of the Association were discussed.

The president of the school board was quoted in a local newspaper to the effect that the union's demands were outrageous. The chief negotiator for the Teachers Association was also quoted in that local paper to the effect that the Board of Education should concern itself more with educating the students than with the increase in the tax rate. Subsequently, another article was published in the local paper containing the actual demands made by the Teachers Association. The purpose of placing these demands before the public and the Teachers Association constituency was to put pressure on the teachers negotiating committee to reduce the bargaining demands.

AT THE NEXT NEGOTIATING session that had been scheduled, the chief negotiator for the Association advised the District that because its demands had been made public, it would declare an impasse and request mediation and fact-finding. No other negotiating sessions were held except in connection with that mediation and fact-finding. The Hearing Officer pointed out in his decision: "There is nothing in the record to support the Association's claim that the publication . . . of the Association's demands was in fact a bad faith attempt to negotiate directly with employees . . ." He therefore found that the communication by the District of the Association's demands to a local newspaper for publication did not constitute a violation of section 209-a(1)(d) of the Taylor Law.

In the same case, the teachers' union also claimed that it was an improper practice on the part of the District to refuse to discuss budget cuts and staff reductions prior to their implementation. The Association relied on the recent *Huntington* case to support its contention that decisions to make budget cuts and related job eliminations—as well as the impact of such decisions—is a mandatory subject of collective bargaining. The Hearing Officer pointed out that the Association never requested negotiations on this subject, since it had already declared an impasse and had requested assistance from PERB in the mediation and fact-finding procedures. "Therefore, in the absence of a clear and unequivocal demand for negotiations on this subject (impact), there can be no violation of the Act."

THE FINAL ISSUE considered by the Hearing Officer had to do with the school board's claim that the Association, in breaking off negotiations and declaring an impasse, failed to negotiate in good faith. The Association had argued that this action was taken within the statutory impasse period prior to the end of the fiscal year of the public employer and that it was merely exercising its rights under section 209. The decision points out, however, that there is a joint responsibility upon public employers and the employee organizations to negotiate collectively, and that under the circumstances it was premature to break off negotiations prior to each side having the opportunity to present and explain its demands. *In the Matter of Central School District No. 4, Town of Brookhaven and Bellport Teachers Assn., Inc.* (6 PERB 4501, case nos. U-0499 and U-0517).

A RECENT DECISION from the Dutchess County Supreme Court involved a petition filed by the Putnam Valley Central School District seeking to enjoin the Putnam Valley Federation of Teachers from taking any steps to conduct an arbitration regarding the unit placement of the school nurse.

In this case the school district had entered into a collective bargaining agreement with the Teachers Association in which the Federation of Teachers was recognized as the bargaining representative for "all professional personnel, excluding administrative staff such as the supervising principal and Junior High principal, temporary personnel and

(Continued on Page 15)

# FIRE FLIES

by Paul Thayer

Twenty-five years ago, when I had just begun to photograph the firefighters of New York, I recall joining a group of Bell Clubbers and members of 7-7 in Brooklyn. The spot was Bond and Broadway and while watching a 3rd alarm being put to bed, the conversation turned to the Broadway Central Hotel which was alongside the fire building.

Taking the old type of construction into account, the general consensus was that it would not be long before that awful place would probably go out in a blaze of fury. We figured that it would be at least a borough call, and that many people would die because of it. That was 25 years ago. Since that time, via radio, I have lived to hear many a heart-chilling "class three" for the old hotel and frankly, it has been somewhat of a mystery to me, because of the events of the past year, that the place had not been forced to close.

As recently as 11 months ago, a second alarm fire took place there. I also recall that over a period of perhaps two years, there were several arsonists running rampant touching off the place almost at will.

The editorial thinking of certain of the media wonders why the unauthorized construction went on, undetected, and, what kind of an outfit would dare to undertake such a task without the myriad of permits required for such alteration.

Back around 1939 or so, when I had as tough a time as anybody making a living, I worked as a timekeeper for a bricklayer contractor. We had a straw boss who got every drop of blood out of each bricklayer as demanded by the head man. If Jimmy didn't like the work of a certain man he cursed him out and called the whole line of bricklayers a "bunch of violin players and harness makers." It would seem that the Broadway Central folks were dealing with that type of "artisan" with fatal results.

In line with the Broadway Central collapse, I heard from several people that "the Manhattan dispatcher" jumped the gun and on his own, ordered all rescue companies in the city to respond. Well, if he had, I would have congratulated him. The conditions as described by first arriving units would have justified such action. However, he did not take such action upon himself. The chief at the scene ordered all available rescue companies special-called, among other things. What supervising dispatcher Bob Carolan did was to anticipate that, at that time of night, after a rainstorm of deluge proportions, and at the height of rush hour traffic, those rescue companies just had to be badly delayed in responding. Therefore, to fill the gap, he special-called three ladder companies, which, under the circumstances, seems to have been the right thing to do, and just the kind of action which makes a good supervising dispatcher a great one. Let that be a lesson to you two characters... Check

your facts before passing them on to old P.J.T. or you'll get yer head busted!

In buffing circles over the years, it was sort of a rule of thumb that a warehouse, a lumber yard, a brewery or a church usually would go to a fifth alarm. That was back in the days when firefighters fought fires without masks, and an engine company (the best) was good for about five minutes of punishment before being carted off to the hospital or at least being lined up on the sidewalk like cordwood. Swinging the eight and six pound axes on the roof in a grand effort to "open her up" had a lot to do with it too, especially if the roof was made of oak planking. Forget it! In half an hour, the roof opened itself like "boom"!

I had a dramatic example of the "new ballgame" in Fire Department tactics a week ago Sunday when a Greek Orthodox church was gutted at 24th Street and 9th Avenue in Manhattan. When the 7-5 was given, I had just been relieved on my job and headed for the Westside highway. To the southeast the sky was black and at 42nd Street, the red glow of fire was seen against the early morning sunrise. That, however, was where the comparison ended. When I pulled up to the scene, I took about two minutes to get my gear and in doing so, I turned my back upon the roaring inferno. When I turned to face my subject, poof! the fire had disappeared! I was stunned...! A church fire, put out with the snap of a finger, with only a second alarm assignment! Of course, I should be used to that sort of thing by now. It's part of the new ball-

game... two stangs two tower ladders and one satellite and that was it! Magnificent equipment, beautiful heavy streams, nobody hurt... terrific!

As I stood there after my movie footage was finished, I recalled when Assistant Chief Richard Denahan was still in the job; the talk of a new type of "snorkle" was rampant. Actually he was working with Mack Corp. designing the now famous tower ladder as we know it today. To me, his name should be right up there on the basket. As I recall the fine chief officer which he was, and how he encouraged me during days when the going was pretty rough, in my heart at least I saluted him and promised myself that some day soon, I will take him to dinner and talk of days gone by, never to be repeated except in the hearts of those who were lucky enough to have been part of a now departed era.

## Fire News

### 22 Retirements

The following 22 members are retiring from the Fire Dept., effective various dates between July 27, 1973, and Jan. 4, 1974: Lieutenants Thomas J. Moore (2), Angelo J. Foppiano, Nicholas J. Maddaloni, Edward T. Lamadore. Firemen 1st Grade Robert E. Cunningham (2), Andrew C. Cavagnaro, William C. Wilson, Jr., Walter J. Manning, Thomas A. Gladitsch, John M. Yesko, Frank D. Ultimo, George R. Springman, Warren E. Tabbott. Kenneth J. Fellmann, Daniel C. Rodgers, Robert J. Salter, George Z. Simandl, Martin C. Eyler, Arthur W. Ahrens, Thomas C. Hair, Henry N. King, Warren W. Schultheis.

### Rise in Rank

The following 12 members of the Fire Dept. were raised in rank last week: Designation as Assistant Chief:

Deputy Assistant Chief Allen D. Hay.

Designation as Deputy Assistant Chief: Deputy Chief Joseph C. Hess.

Prom. to Deputy Chief: Battalion Chief Manuel Skillings (no. 55).

Prom. to Battalion Chief: Captains Donald P. McCarthy (no. 148), Edward J. Smith (4) (no. 149).

Prom. to Captain: Lieutenants Anthony R. DiMartino (no. 83), Peter S. Carino (no. 85).

Prom. to Lieutenant: Fr. Walter E. Brett, Thomas M. King, Gerard F. Sweeney, Robert J. Fernbacher, Herbert Perclavalle, Jr. (no. 171).

### 23 Retirements

The following 23 members of the Dept. are retiring effective between July 2 and January 3:

Battalion Chiefs Raymond Beplat, Alfred Demarest; Chief in Charge William Selfried; Captain George Bailey; Marine Engineer David Harney;

Lieutenants Michael Strisko, Henry Hinton, Paul Nickel, Arthur Binninger, James Forrest, Gilbert Moscatello, John Crimmins;

Firemen 1st Grade Joseph Lienhard, Stanley Kulesa, Walter Macknits, Domenick DiLena, Douglas MacMillan, Harold Hermann, George B. Mannion, Richard J. Costello Jr., Edwin A. G. Carlson, Allan J. Carpenter, Gerard T. Burke.

### Levey To Fashion

ALBANY—Mrs. Irving L. Levey, of New York City, has been reappointed a trustee of the New York Fashion Institute of Technology for an unsalaried term ending June 30, 1982.

## Letters To The Editor

### Police Name Tags

The Editor: Regarding the wearing of name plates by policemen, the public must be made to understand that the role of a policeman in society is unique. In order for a police officer to perform his lawful duties effectively and impartially, he must remain separate and apart from the general public in the course of his routine duties. The mandatory wearing of name plates will only result in over familiarization on the part of the public towards the police, and such familiarization will inevitably breed contempt, thereby causing further inefficiency in police effectiveness in crime prevention.

CARL DI MEDIO  
Bronx, N.Y.

## IRS Needs Typists Now

A high school diploma or six months of office experience are the minimum requirements for numerous vacancies open with the Internal Revenue Service, Brooklyn District.

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Applicants may contact Miss Costello of the IRS Brooklyn District, Personnel Branch, 35 Tillary St., (212) 596-4392. Those eligible will be required to take a written test.

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# STATE DIVISION FOR YOUTH

## Can It Work Miracles?

By HERBERT GELLER

**W**HAT is happening at the state training schools for delinquent youth? A lot of things and especially many changes which have created a whole new ballgame for the operation of the schools. These new procedures which are bringing the schools into the modern age of rehabilitation through teamwork have been instituted or are being put into effect

in most of the facilities operated by the state for youth in trouble or on the brink of trouble with the law.

Like anything new, the procedures take some time to get used to and there have been some criticisms of what has been called "overly permissive regulations" along with continuing staff shortages, particularly at Warwick and Otisville schools.

Since last winter when the full scope of the new procedures became apparent, CSEA state leaders, area field representatives and chapter officers have been watching the situation closely to see that the changes do not affect employee rights or benefits and to see that proper in-service training is given so that employees can give the new era in management of the training schools their fullest cooperation and best efforts.

To see how the schools are getting along, this Leader correspondent recently visited Warwick and Otisville schools for boys in Orange County; Warwick serves boys 12 to 14½ and Otisville takes them between the ages of 14½ and 15½. All of the boys are sent to the schools by the courts and are designated as juvenile delinquents or persons in need of supervision.

The most noticeable immediate fact about the two schools is that in the past two years the courts have drastically reduced the number of youths being sent there. Warwick, which had as many as 400 students a few years ago, now has an enrollment of about 160, while Otisville, a more modern institution which once had 378 students, now has only 176.

The reduction in students has not lightened the load of the training schools, according to Joseph Manzari, acting superintendent at Warwick.

"The kids we get here now are more troubled and more in need of help than those we had in the past," he said.

What the courts have apparently done is to send what they consider to be the hardest youths to rehabilitate to the state training schools, leaving those with lesser problems to community programs.

The first thing the visitor to the schools notices is how open the two institutions are. There are no guards, there are no fences and no one carries guns or clubs.

Surrounding the two schools are the beautiful, rolling foothills of the Catskills with miles and miles of woods and farmlands. Warwick and Otisville are about 25 miles from each other and the hills where Warwick is located can be seen from high elevations at Otisville.

Warwick is a much older school than Otisville, having been built in 1930. Otisville was opened in 1955 and Dr. Benjamin J. Hill, its founding superintendent, is still the head of the school. Warwick's Superintendent A. Alfred Cohen has just retired and his staff has planned a big retirement party for him.

The state government with some reservations appears to be supporting continuation of the two schools, although there appear to be some fears at Warwick that possibly the state may close down this school and combine its students with those at another division for youth institution.

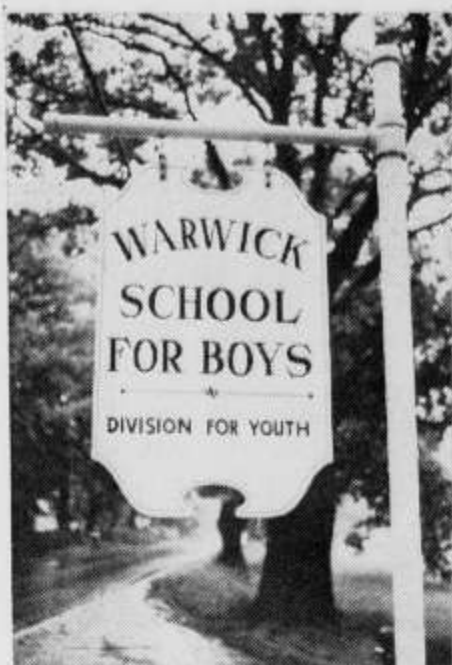
Although the state has apparently not reduced the staff at the schools, the Division for Youth does not appear to be too generous when it comes to providing new staff members whenever they are needed.

A perfect example of this is at Warwick where a brand new recreation building, including an Olympic size swimming pool, was completed three years ago at a cost of \$1,500,000. Warwick is on the shores of a big lake that is now polluted and can't be used for swimming, and the pool was built to replace its lost swimming facilities.

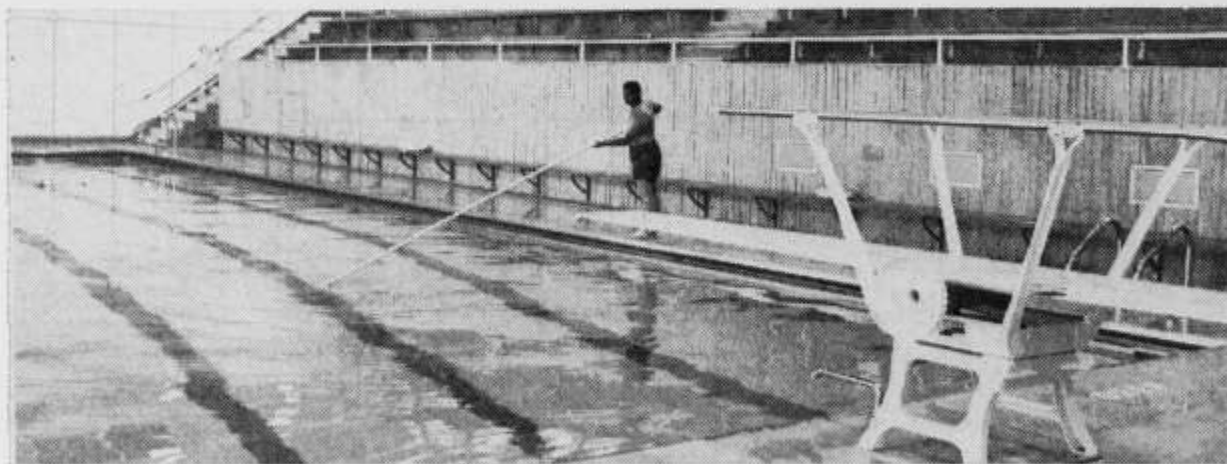
The new pool was filled with water when it was completed, but it could not be opened until this June because the state would not appropriate money to hire lifeguards and other recreation personnel required to operate the building.

For three years the Warwick students looked at their pool through the windows of the new recreation building, but had to be bussed to other state and private schools for swimming. This summer Manzari finally obtained some funds to hire sufficient employees to operate the pool and recreation building.

Acting Superintendent Manzari said the biggest thing at Warwick now is the new program teams which,



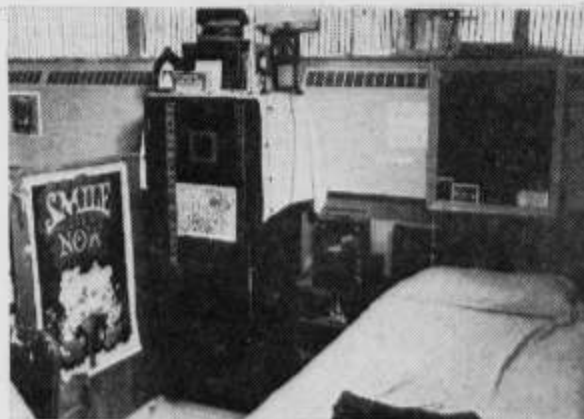
The state training schools have no fences, guards or sentry posts. Warwick State Training School is situated in the rolling foothills of the Catskills surrounded by miles and miles of woods and farmlands.



The swimming pool at Warwick State Training School is finally in use after three years of delay because the State would not appropriate money to hire recreation personnel needed to operate the pool and other facilities in the school's 1.5 million recreation building.



Acting superintendent Joseph Manzari of Warwick State Training School looks over the empty beds in the school's cottages resulting from the court's drastic reduction in the number of students sent to the State training schools. Warwick, which once had 400 students, is now down to 160, but those sent there now are most in need of rehabilitation, according to Manzari.



Students entering the state training school at first live in barracks, but can progress to the point where they have their own room and can go home for week end visits. Those at the highest grade level assume leadership positions in their cottages. They can decorate their rooms as they please and invite visitors.

(Leader photos by Ted Kaplan)



after some unsure beginnings, are starting to find their way as the chief rehabilitative organization at the school. The teams are organized on the cottage level and include houseparents, teachers, child care and social service workers who take care of the students in that cottage.

**T**HE chief element in the teams are the students themselves who meet frequently with the team and its members. Disciplinary authority is vested in the teams which function as semiautonomous units under the supervision of the superintendent and in accordance with school policy.

The former system had education, social service, child care and other services functioning as different departments of the school under the supervision of the superintendent. The services functioned as separate entities and their members did not always work together as a team.

Under the new system, the efforts of all staff members are focused and concentrated on the students in the cottages they serve. The system works in the following way, Manzari said:

"Suppose a student is doing poorly in reading. Under the old system I would be informed of this by the teaching staff and have to find out why he is such a poor reader.

"With the new setup, the question of the student's lack of reading comprehension is brought up at a program team meeting. Perhaps in that team there is a night staff member who knows that the student has difficulty sleeping. This system gives us a quick way to find the cause and cure for many student problems," Manzari said.

The program teams have made it possible for the staff to actually run the school, according to the acting superintendent. "I only advise and keep the teams functioning within policy guidelines, but the staff runs the school under this setup," Manzari said.

There is a built-in protection of student rights at Warwick through an ombudsman who can be appealed to by students whenever they think they have been unfairly treated. The ombudsman who is part of the school staff has the power to rectify any apparent injustices to the students.

At Warwick and to an even greater extent at Otisville there are many students who were sent there after serious criminal charges up to and including murder. All students are treated alike regardless of the reasons why they were sent to the institution.

"The important thing is how they behave here, not what they did before they got here. There is no kid here to be punished. They are here to be helped," Manzari said.

The major effort at the state training schools is concentrated on motivating the students to try to change the behavior patterns that got them into trouble in the first place. This is done slowly and in a variety of ways.

For instance at Warwick there are scrips shaped like play money which are called TH or Try Hard scrip. The scrip which is awarded for good conduct can be cashed in for items at the Warwick canteen.

The biggest reward the student can earn is a trip home and these can be no more than seven days but are usually a weekend. The visits are usually during school holidays and must be earned by the students.

Visitors are permitted at any time at the training schools. These are usually family and friends of the students but many local people visit the schools and many outside groups and organizations. Warwick gets many visits from the cadets at the U.S. Military Academy at West Point who take a great deal of interest in helping the students, Acting Superintendent Manzari said.

The state training school students attend classes while at the institutions. Studies of the boys at the institutions have revealed that many of them can't read or read very poorly. The way to help them upgrade themselves when they return to their own communities is to teach them to read well, according to Marvin Silverstein, a social worker at Warwick.

**W**ARWICK uses reading machines and many techniques, in fact anything that works in order to teach these kids how to read, Silverstein said. "When you have reading, you have the key to everything else, including finding a good job," he said.

Some of the students at Warwick and Otisville go on to high school and a few have even gone to college. There are many technical courses at the schools but academic subjects are considered to be equal in importance. At Otisville, Dr. Hill, the superintendent, has insisted that at least 50 percent of the schooling the students receive be in academic subjects.

Acting Superintendent Manzari said the schools are not just looking for conformity but are trying to develop a sense of self-esteem in the students to help them grow as individuals.

"We are suspicious of a boy that too easily conforms. What is he going to do when he is out of the institution? We are not looking for conformity but for genuine change," he said.

The boys at Warwick and Otisville are allowed to visit

the neighboring towns only if they are accompanied by staff members. There are a number of escapes and some of the boys do not return when they are allowed to go home for visits, but most of these usually return to the institutions. None of the boys are allowed to visit the neighboring towns alone, officials of both institutions state.

Otisville has four color-coded class levels which relate directly to a boy's individual progress. The student moves up through the different levels to eventual release. Boys in the lowest level, Admission and Orientation, which is colored red, have the fewest amount of personal privileges and are not allowed to leave the cottages without supervision.

Most students stay about one to three weeks in the red level. They are allowed to progress to Level I, which is colored yellow, if the treatment team feels a boy has stabilized himself in the program and has gained a clear understanding of program procedures to the point of making some sort of personal commitment. Level status can be lost through fighting, running away or drug use.

Promotion to Level I provides an opportunity for a boy to achieve success early in the program. Privileges are increased slightly and admission to school may occur on a voluntary basis immediately after promotion to this level. The basic program on this level focuses on work, recreation, group meetings and school. The student must make a performance contract at this level and fulfillment of the contract is how he qualifies for promotion to other levels.

In Level II, which is colored green, students are given many more personal privileges and are allowed to make their first visits home after three months in the program.

The last level is called Level III and is colored blue. Here a student is allowed to assume a leadership role in his cottage and is given his own room. He is allowed to take outside on-the-job training and can make frequent visits home. Release eligibility is attained at this level through performance contracting with the treatment team.

The level program is in effect in Otisville's Washington Cottage, which is a unit now consisting of 10 boys who have a significant history in the use of heroin and other opiate drugs.

Washington Cottage is a self contained unit with its own cooking facilities and its own school room. There are frequent rap sessions and family meetings to talk over problems. The staff consists of a youth parole worker who is the program coordinator, two houseparents who are child-care workers, four other child-care workers and an institution teacher. Six of these staff members constitute the treatment team.

Their job is to modify behavior which caused drug use, through conditioning and through guided group interaction.

Three of the boys in Washington Cottage in a discussion with this reporter without the staff members said they felt the program has really helped them. They have all put on weight after being freed from



Frequent rap sessions are held to talk over problems between youth and staff at the state training schools. Ted Baker, house parent at Otisville State Training School, discusses problems with student at the school's Washington Drug Treatment Cottage.

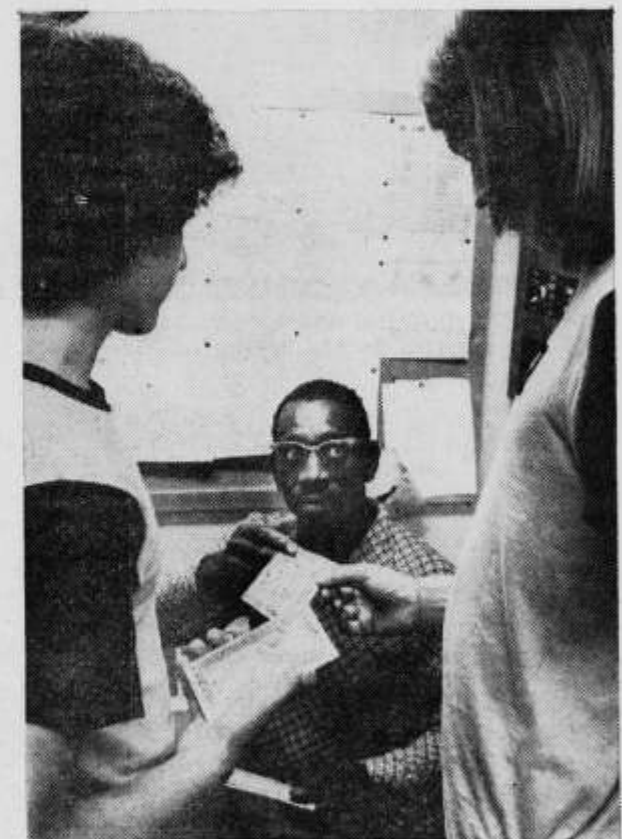


drug dependency and have begun to enjoy the country surroundings of Otisville.

"When I was home all I did was to go to the methadone clinic at 9 in the morning and sleep there on a chair until they closed at 9 at night. Now I know I can do a lot more than sleep on a chair all day," he said.

**T**HE boys also praised the staff members for their help and devotion to their job. "These men just don't go home when their time is up, but they stay and see if they can do something to help you. When we go over to the gym to play ball, they don't hurry us out when it's near quitting time, but they let us finish our game. These men make us feel that we are people and we are important," he said.

The big problem troubling the boys is what is going to happen to them when they go back to New York City where most of them live. One boy said: "When I go back to the City on my visits, I see my friends and how hung up most of them are on drugs. One of my friends asked me to take him back with me to Otisville and I would like to do that."



Norman Seruby, a staff member at Warwick State Training School, hands out Try Hard scrip to students at the school. The scrip, which is awarded for good conduct, can be cashed in for items at the Warwick Canteen.

Another boy said he had been released on parole but he was afraid he would slide back to the old life and had voluntarily returned to Otisville.

There is an aftercare program conducted in New York City by the Aftercare Drug Unit of the Community Services Bureau for boys from the Washington Cottage program. The New York City boys released from Otisville are supervised and worked with as a group by the city drug unit in order to maintain the relationships established with the boys in the family atmosphere at Otisville.

Extended release visits to the community for as long as 30 days are given to see if a boy can function in the community. He is allowed to return to Otisville for a brief visit or to stay for a longer time if he so desires.

The implementation of some of these aftercare concepts have become difficult due to a severe shortage of personnel in the aftercare units, a synopsis of the Washington Cottage program says.

A longtime Otisville staff member said: "I think we do a good job for these kids at the training schools but more should be done for them in the local communities where the trouble arises."

# This Week's New York City Eligible Lists

EXAM 2607

## PROM TO SENIOR

### ADMINISTRATIVE ASSISTANT

This list of 232 eligibles, made public August 8 for use by the following 29 city agencies, resulted from March 1973, written testing for which 372 candidates filed, 317 were called, and 271 appeared. Salary is \$11,800.

#### Addict Serv. Agency

No. 1 — 89.8%

1 Joseph Delbourgo, Roscoe W

Jenkins.

#### Bd of Education

No. 1 — 92.435%

1 Estelle P Ribowsky, Thomas J McGee, Patrick C Lanza, Jacob Weissberg, Charles Guarneri, Anne V McGrath, William J Mayer, Victor M Misuraca, Frank M Montemarano, Harold Anker, Joseph V Jack, Louis T Evers, Thomas J Starace, Mary J Gerty, Joseph F McKenna, Victor P Martin, Rosaline Millman,

Carol J Meyer,

#### Bd. of Est. Secretary

No. 1 — 80.705%

1 Earl E Wilkinson.

#### Boro Pres. Bronx

No. 1 — 77.475%

1 Genervivia Wiley.

#### Bureau of Budget

No. 1 — 84.785%

1 Muriel K Oswald.

#### City Plan. Comm.

No. 1 — 75.69%

1 Clara R Holbert.

#### Collective Bargaining

No. 1 — 83.68%

1 Martin A Conwisar.

#### Comm. on Human Rights

No. 1 — 81.725%

1 Suzanne G Smith, Victor R Morovek.

#### Consumer Affairs

No. 1 — 80.96%

1 Susie Parnes, Albert J Ko-mecki.

#### Correction

No. 1 — 86.06%

1 Saul Brandler.

#### Econ. Devel. Adm.

No. 1 — 89.63%

1 John R Hurley, Robert Lip-les, Virginia B Jack.

#### Environ. Protect. Adm.

No. 1 — 93.115%

1 Annie Weinreich, Raymond E Schwinn, Thomas P Brady, Raymond D Maikowski, John J Zimmerlich, Robert C Ross, Helen B Fenton, Joseph F McCarthy, Gerald Kornfeld, Beatrice Cohen, Edna Pinkelman, Robert P Casoria, Irving Spielman, Pearl Hunter, William M Lee, John F Krulewski.

#### Est. Emp. Retire Sys.

No. 1 — 82.575%

1 Daisy Gattengo.

#### Fin. Adm.

No. 1 — 90.735%

1 Harry Edelstein, Joseph A Liccione, Agnes M Mulry, Vincent L Grimm, Philip J Granito, Eileen C Waters, Morton D Hahn, Stanley D Kirshberg, John J Lagattuta, Fannie Pine, Joseph F Curione, James A Gilroy, Lucia A Conyers, Michael T Beglin, Daniel Gluck, Olga Landau.

#### Fire Dept.

No. 1 — 83.935%

1 Robert W Norton, Albert E Allas, Helen V Kelly.

#### Health

No. 1 — 90.735%

1 Margaret E McMahon, Joseph Colteili, Rose Moravec, Jack Cerini, John H Martin, Harriet Gardner, Priscilla Golfield, Joseph Berlan, David Chester, Dominick Paolini.

#### Housing Auth.

No. 1 — 88.525%

1 Alexander Danza, Irving Rossnick, Sylvia Brenner, Annabelle Adler, Helen F Romain, Marilyn Rappoport, Joseph Galletta, Maxine E Sadiq, Evelyn Ratner, Martha Blatt.

#### Housing Devel. Adm.

No. 1 — 85.04%

1 Delores Elverson, Henry O Bygland, Marie A Bongiorno, Nathan Moro, Mack A Cogen, Carmen D Barrett, Diane Mintz, Elsa Getter, Barbara B Griggs.

#### Law Dept.

No. 1 — 83.085%

1 Frank V Kelly, Dennis J Conroy, May Coopersmith, Lilly Miller.

#### Mayor's Office

No. 1 — 86.775%

1 Herbert V Luisi, William J Leonard.

#### Munic. Serv. Adm.

No. 1 — 90.99%

1 Muriel Strong, Hyman Vernoff, Harry A Sherez, Frederick Schaefer, Henri J Nibur, Frank Saulevis, William J Renda, Jacob F Weinrib, Lillian Todes, William F Schultz, Beatrice H Meyerson, Julius A Shaw, Pearl D Seltzer, Beatrice Freizer, Edward Adamson.

#### Off. Comptroller

No. 1 — 85.125%

1 Blanche L Borchert, Marvin L Rosenberg, Peter F Berlinghoff, Arthur A Vidockler.

#### Parks, Rec. Adm.

No. 1 — 86.605%

1 Thomas J Mullany, John B Dunne, John F Kearney, Franklin H Senior, George F Huemmer.

#### Personnel

No. 1 — 82.575%

1 Lillian Rudomin, Eleanor M Kane, Martin J Nicholas, Samuel L Greene.

#### Social Services

No. 1 — 93.88%

1 Marcella V Coulturst, Phyllis Rosen, John W Dennehy, Pearl F Devonish, Lino Fetonti, Otto W Modest, Rita I Reid, Eileen B Brennan, Dorothy L

(Continued on Page 11)

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# This Week's City Eligible Lists

(Continued from Page 16)  
Lakritz, Celia H Negrin, Thelma J Mill, Charles G Weinstein, Paul I Ptucha, Stephen J Carmody, Lucille Gilbert, Sarah Samith, Sylvester Sacks, Catherine Metzler, Ethel Grosswirth, Benjamin M Tanowitz.

No. 21 - 81.385%

21 Gloria Pomerchick, William B Weisberg, Charles Berk, Veronica A Liatto, Ruth F Ferguson, William M King, Solange Bailey, Joseph J Wedar, Allyce B Risueno, Fay M Carbo, Hedda Levinson, Arnold P Mumford, William Baker, Derothea Adams, George J Steinberg, Sylvia Fox, Mary T McDonnell, John H Linzey, Gertrude L Vaughan, Juanita E Johnson.

No. 41 - 78.155%

41 Helen Ardizzone, Miriam P Jaffe, William J Burns, Robert Goldfarb, Louise Mendes, Carol L Williams, Celia Sonnenberg, Seymour Bauman, Elvira F Townsend, Leah Friedman, Jeanne J Bryan, Spiridion Mahestadt, Harriet L Schwartz, Anna Tonkonow, Ruth P Gerstman, Anthony G Mannino, Catherine Gibbons, Ruby M Donato, Randolph W Eversley, Stephanie Troy.

No. 61 - 74.33%

61 Frank A Graham, Frederick Gorey, Esther M Lowery, Charlotte Ginna, Anne J Quagliano, Frances Garruto.

Tax Commission

No. 1 - 82.83%

1 Katherine Lond.

TA, Car Maint

No. 1 - 94.35%

1 Blanche Barth, Cynthia T Hope, Vincent G Conserva.

TA, Engineering

No. 1 - 80.705%

1 Virginia E Roche.

TA, General Admin

No. 1 - 90.65%

1 Catharine Kosachunis, Alan S Jager, Miriam Mitchell, Robert Levy, Rocco P Dalessandro, Milton A Gross, William A Scherer, Harry P Caloger, Lillian Seinfeld, George M McCallion, Joseph Kopelman, William G Simmen, Margaret M Donnelly.

TA, Maint. of Way

No. 1 - 84.785%

1 Louis Duckett, Stephen Simone.

TA, Stations

No. 1 - 78.785%

1 Israel C Bessel.

TA, Surface

No. 1 - 77.305%

1 Kenneth I Ancrum, Joseph Licause.

TA, Transportation

No. 1 - 82.83%

1 Nicholas S Mamo.

Transportation Admin

No. 1 - 90.6%

1 Thomas C Murray, Gene F Caka, Marie E Ahern, Evelyn M Hughes, Gertie Liebman, Kathryn M Hyman, Edward J Brady.

Trib Bridge Auth

No. 1 - 81.505%

1 Arthur Sussman, Howard J Goodstein, Edwina S Ferguson.

### ADMINISTRATIVE AIDE EXAM 2026

This list of 5,009 eligibles, established July 25, resulted from June 2 written testing for which 14,029 candidates filed and 9,392 appeared. Salary is \$7,900.

The Civil Service Commission has approved the eligibles on this list for appointment to Police Administrative Aide effective Sept. 4 providing those eligibles on the existing Police Administrative Aide list are exhausted. (Continued From Last Week)

No. 261 - 97.5%

261 Robert D Nunziato Jr,

Harold L Holder, Spiro Makris, Otto Froese, Isidore E Stutman, Paul M Goldstein, Stephen H Schwartz, Anne M Shields, Samuel Applebaum, Linda R Caporale, Doris A Gunther, Lorraine M Davis, Helen B Deiner, Edwin J Carlson, Harold Kaba, Linda Armstrong, Charles F Crowell, Louis Friedland, Ronald S Fordham, Malcolm I Shelsky.

No. 281 - 96.3%

281 Janet Turkin, Burton Kraft, Irving Sussman, Frank S Karle, Samuel J Lipsky, Ann M Byrne, Jacob Winkler, Jonathan J Cappel, William J Riley, Elizabeth Ellwood, Ronald J Braut, Judy Weekes, Joan H Salvadore, Roy Goldblatt, Albert F Zeltman Jr, Lorraine A Ghignone, Ellen S Buchner, Sandra Danon, Irving White, Phyllis Minnard.

No. 301 - 96.3%

301 Charlotte Lesprier, Angelo Turturro, Bernice E Cummins, Gertrude Bloom, Benah E Schnur, Mon Loule, Judith E Reiss, George R Falco, Roy N Greenberg, Gregory R Murrain, Ann J Steffen, Alan R Kass, Richard A Back, Rebecca Eskin, Bruce W Both, Jan A Paderewski, Robin A Sambur, Charles E Duffy, Simon Grinberg Gloria R Lewis.

No. 321 - 96.3%

321 Sandra A Jeronimo, Estelle N Margolin, Renee Weinberg, Helen Lipschutz, James B McElwain, Ira Barouch, Robert Ballesteros, George Krakower, Martin Jarsky, Jerome S Blumberg, John J McKeon, Thomas D Mullen, David T Stein, Bernard Friedman, James J Tierney, Thomas M Scianna, Luther Harris, Morris Skolnick, Loretta M Larusso, Alfred S Robins.

No. 341 - 95.0%

341 Michael J Farrell, Josephine Speranze, Richard Roberts, Katherine Callaghan, Louis Endick, Kaylee Laskowitz, Richard Sidorsky, Rosalind Shmulewitz, Phyllis R Shelkowitz, Allen V Spurga, Thomas J Purnell, Joseph J Sciallis, Ellen Thebault.

Calvin L Eddy, Gladys J Loewenthal, Jay M Cohen, Joseph E Glencamp, Shirley Paley, Frederick Lovero, Margaret S Gluck.

No. 361 - 95.0%

361 Charlie R Harvey, Reene M Jagust, Gerald S McCormick, Susan Seidman, Karyn J Rogart, David Raps, Vincent G Varisano, Mary Giuriceo, Rose Kaufstein, Clifford L Glasberg, Andrew M Siegel, John Rondon, Jonathan L Rosenbloom, Arthur L Licht, Jack Himmelstein, Susan Chin, Michael J Ames, Edith Elsenberg, Zachary S Margolies, Richard A Alschuler.

No. 381 - 95.0%

381 Sheila R Wyse, Jonathan

(Continued on Page 12)

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# City Eligible Lists

(Continued from Page 11)

Kahn, Janice Blau, Linda M Woolverton, Barbara Bierer, Marcela Penaranda, Paul Kalagassy, Marilyn Gernalnick, Sondra

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L Skiaver, Donald Bass, Ralph E Winters, Edna Feher, James R McTiernan, Carol Rubin, Maurice Laufer, Leslle L Buccinna, Marie B McGowan, Helene Kamen, Eve S Macioli, Bernard Peltz.

### No. 401 — 95.0%

401 Eleanor Soeliner, Edward R Jelinek, Meyer Goodman, David L Fersh, Lynne I Rosenberg, Louis Brinker, Ellen B Rado, George Weiss, Bettina M Bunting, Lavinia C Johnson, Domingo Velez, Mark M Rubin, Doris M Hansford, Helen T Janis, Jeffrey Burg, John Tarrago.

Elizabeth Charters, Barbara Ringer, Paul P Basco Milton Lichtenstein.

### No. 421 — 95.0%

421 John C Shea Jr, Meyer Zuber, Joseph Gleason, Bruce D Jagoda, Sidney Schwartz, Larry Sonenschein, James F Battersby, Duvoille A Dixon, George Director, Peter J Gawrychowski, Joseph H Block, Murray A Sterling, Barnett Hoffner, Emll D Ashurst, Thomas W Clacher, George Schapiro, William D Youngelman, Leonard Lichtblau, Ellen M Kronberg, John P Vanadia.

### No. 441 — 93.8%

441 Peter S Bramson, Saul D Vogel, Katherine Healy, Howard Weinberg, Joel R Silver, Phyllis Z Pittinskyharkins, John C Schinkel, Victoria L Clements, Paul Rehr, Anthony F Inzerillo, George J Gorra, Miriam Szapiro, Robert Alderman, Vincent J Roto, Steven H Stein, Robert Mascali, Myra G Domingo, Linda R Podell, Michael Aaronson, Vincent P Guarcello.

### No. 461 — 93.8%

461 Gary C Heller, Leonard M Strashinsky, Melvin S Hammelburger, Michael J Shanley, Bonnie R Laks, Mark D Gerstenzang, Bruce R Heigh, Ellen Melore, Nathaniel Bloch, James F Hanley, William L Peskoff, Frances Nadler, Raymond Liverpool, Rita E Swerdlhoff, Gerard Lamastra, Stuart A Cohen, Michael A Silano, Michael N Pirrone, Richard J Wontropski, Kenneth A Dejohn.

### No. 481 — 93.8%

481 Penelope J Stubbs, Phoebe E Burns, Paul F Bauer, Charlotte Lapidus, Rosalyn E Marshall, Thomas J Flood, Dennis G Pignato, Ruth E Strom, Barbara Shore, Jeffrey A Albert, Marie D Svokos, Sheila M Vaughan, Andrew J Varley, George Roberts, Stephen J Barman, Thomas Martino, John F Abate, Michael Wenzberg, Ambrosia B Parker, Sol Davidson.

### No. 501 — 93.8%

501 Steven M Levine, Dorothy Derosier, Lillian Furman, John F Gebbia, Alice L Ridgway, Teresa G Fennell, Stanley L Israel, Walter W Guddat, Ronald Bing, Stephanie Spirn, Julianna F Sanchez, William Glickman, Sharyn R Teitel, Anne Louis, Steven Bennett, Louis J Rosenstock, Alice L Glassgold, William H Long, Diane M Dwyer, Leroy T Corbin.

### No. 521 — 93.8%

521 Audrey Z Mindermann, Richard M Schneider, Bryan B Fox, Mortimer C Jacobson, Robert R Backes, Richard M Greene, Patricia C Rutman, Richard Lucke, Steven G Meth, Elaine F Bushell, Susan Kozlowski, David I Stern, Marguerite Crane, Sylvia Vanlierop, Thomas J O'Keefe Jr, Leonard T Mangano, Herbert Feldman, Joseph Spiegel, Harold I Garfinkel, Fran E Greenfield.

### No. 541 — 93.8%

541 Emily R Schwartz, John C Mahon Jr, Roslyn Wolfson. (Continued on Page 13)

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# Eligibles

(Continued from Page 12)

Evelyn Fabien, Kenneth J Gould, Mary Meace, Julia B Sloane, William F Guida, Sara A Sanders, Richard E Cardin, Murray Obrentz, Theodore Walker Jr, Peter J Lanaia, Henry A Barbera, Albert Weinstein, Saul Rafson, Wolfgang W Weber, Arthur P Kraemer, Seymour Waksman, Rudolph I Smith.

No. 561 — 93.8%

561 John M Haden, Alexander Diaz Jr, Lawrence C Burgess, John V Pirrone, Luke J Kralyvich, Everett P Dobbins, Charles S Coleman, Dean J McCarthy, Michael L Borgia, Joseph Guttman, Moses Sabbagh, Marilyn C Haste, Michael J Steinle, Daniel H Goetter, Abraham J Averbach, Victor Leader, Isaac Ferzy, Deanna Feder, Gloria M Miller, Alvin P Simon.

No. 581 — 92.5%  
581 Wayne H Reagan, Salvatore Solafani, Carol A Oshinsky, Abe Goldenberg, Jean E Kirchner, Geraldine Nazer, Steven Oberman, Doreen L Nelkin, Arcoold J Oblas, Richard S Sasnow, Joseph Colucciello, Dana S Riell, Marilyn Greene, Arthur B Laurie, Edward A Bertellotti, Joseph Granek, Louis Ginsberg, Cynthia E Vail, Carmen L Dilandro, Michael Loobman.

No. 601 — 92.5%

601 Robert L Carlin, Phyllis Weinsten, Anna C Braut, George Siegel, Stewart A Feigel, Margaret T Liberati, Rita S Jones, Richard B Kimmel, Hughie K Yee, Martin J Zolondek, Maxine L Conyard, Joseph Cusenza, Ronald Rubin, Anthony L Kidney, Juliana M Yanusheski, Judith Jacoby, Martin E Lewis, Charles P Ratisher, Anton I Trapman, Doris A Kirchner.

No. 621 — 92.5%

621 Patricia A Gaetani, Georgina Gyimesi, David A Krieg,

Joseph A Castellano, Jon K Benigni, Nick H Sayward, Murray Sacknoff, Betty E Jayne, Arnold W Fisch, Judah Mashitz, Howard M Korn, Charles E Emerson, Debbie Zoland, James G Cleary, Patricia A Davis, Theresa L Passantino, Ira D Blumstein, Moleine D Karan, Dorothy A Rachelson.

No. 641 — 92.5%

641 Nicholas G Ventura, Bernard L Bennett, Ralph Friedman, Irene Bergman, Ralph G Greenwood Jr, Robert G Curth, Merry M White, Frank J Fogarty Jr, Alan L Rosen, Kenneth J Antoncich, Martin A Lenkowsky, Rebecca Leonard, Conrad A Martin Jr, Richard Reich, Surinder K Khanna, Monte H Dym, Mark A Mintz, Donald W Dewey Jr, Herman P Yahn, Julius R Kunofsky.

No. 661 — 92.5%

661 Rose Seraydar, Lawrence Arem, Steven R Berger, Myron Rosenberg, Florence Blackman, William P Ebner, Lynn D Piel-

occio, Mildred Raffalow, Herbert L Ziegler, Gerald A Kaplan, Sarah Rosenfeld, Ahda Stein, Jerome Weinstock, Michael A Colangelo, Aurel M Littmann, Dolores Stewart, David L Kemp, Francis E Seus, Linda M Hyman, Howard Lewton.

No. 681 — 92.5%

681 Patricia A Reilly, Marlon D Willenbacher, Jesse L Shanklin, Ronald Clay, Patricia V Corrigan, Cecelia M Donowski, Arthur J Gerry, Phyllis Cartelli, Charles R Jeffords, Eric D Raepe, Brett B Greeley, Joan L Bishop, Frances B Burrell, Michael H Glass, Michael J Corey, Jan S Cohen, Anna P Delnegro, Mary R Warren, Bruce M Klein, Glen A Sylvester.

No. 701 — 92.5%

701 Robert J Herscher, Hyman Taub, Bennett Blackman, Esther Valfer, Victor P Courtein Jr, Charles F Young, Leonard S Bertrand, Michael J Monahan, Aaron L Silver, August Imperato, David Woodard Jr, William

Shapiro, Paul E Koppenheffer, Henry R Jacobs, Sidney Kempfer, John Bonomo, Irving Goodman, Hyman Belansky, Stanley Fedorovich, Ernest C Spillitis.

No. 721 — 92.5%

721 Louis R Gasero, James M Durkin, Irving Schwartz, Anna Bishop, John J Marshall, Bertha Stark, Sheryle K Sansovic, Richard C Bauman, Paul J Gajkowski, Laurie B Rosenblum, Robert A Stok, Maye M Damico, Marvin M Pomerance, Maurice J Sedacca, Kathy A Kausch, Alan Stern, Yvonne J Applewhaitte, Daniel E Remick, Constance Kaufman, Milton Tannenbaum.

No. 741 — 91.3%

741 Audrey S Ausfresser, Frances M Sarnoff, Otto Smilowitz, Anthony J Idone, Roy W Kratochvil, Samuel P Barbera, Shirley D Jones, Ada A Kagan, Pearl Winters, Alan Markowitz, Bernard Keyes, Nehama Balos, Isaac Fleishman, Adrian Booth, Charlene Lubon, Charles P Teixeira, Marfiaret M McGuinness, Herbert C Gecht, Esther R Smoke, George F Visalli.

No. 761 — 91.3%

761 Luana P Speledore, Shirley A Franklin, John Rizzi, Stephen B Carman, Rosalyn Schauer, Alice J Schneider, Nathan Cantor, Joseph J Pavlica, Gerard F Soricelli, Edward D Lima, Leona Stein, Mark A Thompson, Lawrence D Levy, Linda A O'Donnell, Carol S Stern, Renee Gref, Jay L Schissell, Robert S Herman, Alan J Naznitsky, Mary Glordani.

No. 781 — 91.3%

781 Ethel G Baron, Peter Corticchia, Dorothy A Gross, Irene Zweibel, Joseph V Williger, Joseph J Spann, Elizabeth Figueroa, Nell B Kopi, Stephanie Fairweather, Judith M Monday, Anthony P Brullo, Pauline Kronhaus, Joel I Grossman, Davita A Silfen, Doris P Gilliam, Harriet W Lieeling, Gertrude Gang, Eleanor S Turner, Lillian R Simon, Burton Weiner.

No. 801 — 91.3%

801 Jack Zaffos, Thomas V Mazzoia, Edith E Kantrowitz, Sophie G Braverman, Julia H Caesar, Thomas Zamojcin, Olga O Johnson, Christine Chesnik, John B Moran, Judith Nichols, Linda A Danorea, Ellen J Jablinsky, Aldo D Tomel, Ross A Dugan, Kevin M Kaplan, Ruth Bowman, Cheryl J Gartenberg, Joseph T McCormack, Robert T Kandybowicz, Shelley J Gorelick.

(Continued Next Week)

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# CANDIDATES FOR CSEA STATEWIDE OFFICERS

## Wenzl

(Continued from Page 16)

I believe that progress for the future and improved personalized service to our membership are key elements to which we should address ourselves in order to continue along the successful path we have been traveling. A successful record of accomplishments is something to look back on with pride, but I don't intend to rest on past achievements. Instead, I will work even more diligently and with renewed vigor, not only to maintain our present position but to strengthen it through increased membership and service.

At the present time, in my view, there are three dominant matters to which CSEA should address itself; namely,

1. Full and proper implementation of the new three-year contract with the state.
2. A full resolution and guarantee for proper improvements in the entire pension area.
3. The pursuit of an affiliation on the national level by our organization, thereby strengthening our position against outside union intrusions.

When I assumed the reins of President in 1967, after serving as statewide Treasurer and First Vice-President, I was immediately confronted with the paradoxical Taylor Law which on one hand gave public employees, for the first time, the right to negotiate with their employers, and on the other, created numerous and complex legal problems and opened the floodgates to stiff competition from outside unions. These dues-hungry unions which sought to remove CSEA from its pre-eminent position in New York State public employment have suffered crushing defeats in representation elections during the years of my administration.

## Natale

(Continued from Page 16)

exercise of its voice as representative of more than 200,000 members and because more than 400,000 additional civil service workers in New York remain unaffiliated with any labor organization.

If they are not brought into the CSEA organization, he warns, CSEA could lose its position as number one in New York State.

Natale, a member and officer of CSEA for 15 years, is the elder statesman of the Hempstead Town unit of the Nassau chapter, a unit that has grown to almost 4,000 members. Natale served as president for four years until 1968. He is now first vice-president of the 20,000-member Nassau chapter of CSEA.

Natale is a veteran of more than 10 annual state conventions, and currently serves on the statewide Political Action Committee.

Natale's platform includes planks for closer liaison between Albany headquarters and regional and chapter presidents, review of Albany headquarters expenditures and action on such prime issues for the organization as career ladder enforcement, improved grievance procedures, safeguards on the issue of job security and modern and militant lobbying for CSEA's legislative objectives.

"I am concerned that the outer

edges of the circle of CSEA membership throughout the state are beginning to feel that the organization does not care for them," he declared. "What we have done in chapters and regional areas, we can do in Albany."

## McDonough

(Continued from Page 16)

Added to this are his 10 years of experience as president of the Motor Vehicles chapter, one of the largest chapters in the state organization, and eight years as a member of the statewide Board of Directors.

As a member of the Board, he has served on its Directors' Committee and just recently worked as an instrumental force on the Parking Committee that negotiated against the imposition of a monthly charge for parking levied against state workers on the Albany campus.

As a negotiator, he has been a key member under President Wenzl of CSEA's Coalition Negotiating Committee, which won the present state employees' contract, and is chairman of the Statewide Administrative Unit's negotiating team. As chairman of the Motor Vehicle Department's negotiating committee, he has negotiated such innovative procedures as flexible hours and paid stewards.

As chairman of CSEA's statewide Legislative and Political Action Committee, he has led the Association through the troubled waters of politics. The political Action Committee, a new concept in CSEA's legislative efforts, for the first time openly and actively endorsed party candidates in the last election.

As an employee of the NYS Department of Motor Vehicles, he has worked in all areas of the state, and knows all sorts of people. Whether he has worked as a truck driver or as an office worker, he has been proud of his reputation as "a man of the people." He is also proud of his wife, Pauline, who accompanies him on most of his extensive travels on behalf of the Association.

McDonough has said: "The impressive growth of CSEA membership and staff over the past decades, and other unions' increasing attempts at encroachment into the ranks of our membership, and the obvious need to project ourselves more dramatically and positively in the State and local political arenas, all demand CSEA leadership that is experienced and decisive. I feel that my candidacy offers these things to you and your fellow members."

## Costa

(Continued from Page 16)

as chairman of the Director's Personnel Committee, chairman of the Director's Charter Committee, chairman of the Memorial Plaque Committee and first chairman of the statewide Credentials Committee, wherein he established the Delegates Certification procedure.

He has served three CSEA Presidents on 24 various statewide committees.

In 1963 Governor Rockefeller's sponsoring committee selected him for one year training in Public Administration encompassing State and County government.

In 1965, General S. E. Senior,

Chairman, Workmen's Compensation Board named him for one-year management training in Board operations.

The Government Employees Exchange awarded him the "1966 outstanding Public Employee Award."

A Korean War Veteran, he was presented the Army's Achievement Award for performance beyond the call of duty in personnel administration and training.

In 1967 the members of the NYS Rifle and Pistol Association elected him Director of Public Relations.

The NYS Conservation Council presented him on behalf of the one million sportsmen their "certificate of appreciation."

He holds membership in many civic and religious organizations, Izaak Walton League, Boys Clubs of America, and Veterans Posts.

He attended Temple University School of Business Administration.

While his involvement and accomplishments are many, he is best known as the "Architect of Restructuring CSEA." The Delegates overwhelmingly adopted 361 dramatic changes, to name a few:

5 Regional offices to serve the members.  
Each region guaranteed a CSEA Vice-President.

Staff realigned and field service expanded.

Guaranteed election procedures at all levels.

New fiscal controls managed by a professional comptroller.

Expansion of the Board of Directors.

Because of Restructuring, every member now has an opportunity to be heard and participate in CSEA affairs.

## Lazarony

(Continued from Page 16)

the Membership Committee, chairman of the Special County Problems Committee dealing with traveling seminars in negotiating, the Negotiating Expenses Committee, and as chairman of the Expansion Committee to develop methods of evaluation and to study the possibility of expanding CSEA jurisdictions into other areas.

As County Chairman, Lazarony worked on the development of career ladder committees in the areas of Social Services, Probation and non-Teaching School Personnel, carrying them for discussion and making suggestions in certain specific areas of career development.

In addition, he developed and implemented the concept of Educational Chapters with the idea of keeping the transfer at the option of the members in the particular chapters affected. He was also the first County Chairman to edit and submit a Leader Column entitled "Town and County" that was directed specifically at local government employees.

Lazarony is a graduate of Ithaca College and has post graduate work in Supervision and Administration at Russell Sage College and North Carolina University. He is a clinical instructor at Russell Sage School of Physical Therapy, and, as a supervising physical therapist for the Rensselaer County Health Department, has responsibility for all administrative records and program development.

Commenting on his candidacy Lazarony said, "From an administrative standpoint, we need to develop and maintain an indexed archive of CSEA action for use at all authorized meetings. After the meeting we need wider and more rapid distribution of the minutes and, as a final measure, it is necessary to take improvements in the record keeping system to the regions to develop a consistent system in all areas of the state."

## MacTavish

(Continued from Page 16)

makes it most convenient for her to carry out these duties.

She is employed in the State Education Department in Albany as a Secretary in the Division for Handicapped Children — a competitive civil service position.

As CSEA Secretary, her most important duty has been to record the minutes of all meetings of the Board of Directors, Delegates, and Chapter Presidents, and to furnish Headquarters with a rapid and accurate transcript of all these meetings. It is understandable, she states, that Headquarters needs the motions and action taken at these meetings in the shortest possible time, and she has seen to it that they receive this transcript rapidly — usually the following day. She also handles correspondence from the membership, assisting them in getting much-needed information.

In addition, she has traveled widely throughout the state, attending various meetings and functions, installing chapter officers, and performing numerous other duties of the office. She values most highly the many friendships she has made along the way.

However, should the duties of Secretary change under the new restructuring of CSEA, she states she is prepared to go along with any such changes, and feels confident that she can do so in a most capable manner.

She is a native of Amsterdam, and has lived and worked in the Albany area for more than 20 years. Before being elected statewide Secretary, she held many chapter offices and served on several statewide committees. She feels that the 10 years of her employment at CSEA Headquarters (1950-1960) gave her a valuable insight into the problems of the Association and enabled her to better fill the office of Secretary. From 1960 to 1972, her employment was divided between the Lt. Governor's office and that of the Presiding Judge of the Court of Claims. She is an active member of the National Secretaries Association and the Order of Eastern Star. She is married and has a son who is a high school music teacher in Connecticut, and a daughter who is a secretary in Boston.

If re-elected, Mrs. MacTavish plans to put her secretarial abilities and experience to work for the membership of CSEA as she has done in the past, and pledges her 100 percent support.

## Wagner

(Continued from Page 16)

tions of assistant actuary, administrative analyst and budget analyst. He is presently working as an information representative and is a former chapter president.

Wagner, a native of Clayton, N.Y., is a graduate of Albany State College with a B.S. in math. He served in the U.S. Army two years, 1961-63, and also spent two years as a teacher.

## Gallagher

(Continued from Page 16)

Serviceman by the New York State Thruway. Prior to coming to the Thruway, he worked in private industry as a bookkeeper, time keeper, time expeditor, cost accountant, and finance and payroll clerk.

He served in another position before he was elected State Treasurer. For six years he was President of the Syracuse Thruway chapter, and also was a member of the negotiating team, grievance chairman, etc., during this time.

Then in 1969, Jack was elected statewide Treasurer and, after doing such a fine job for two years, was re-elected in 1971. But he did not stop there. He has also served the members of CSEA as chairman of the Ad Hoc Fiscal Affairs Committee, a member of or consultant to the Budget Committee, Regional Office Committee, Audit Committee, County and State Negotiating Expense Committee, Mileage and Subsistence Committee, Insurance Committee, Executive Committee, Computer Committee, and a member of the Board of Directors. Evidence that Jack is not afraid of going the extra mile.

Gallagher and others were also instrumental in developing an efficient computer program that would aid chapters in receiving their dues refunds at the proper time. There has also been a comptroller hired who will be responsible for coordinating membership, insurance, records, etc. These two important programs, in which Jack played a vital role, were accomplished so that CSEA would be a well-organized union.

For the past four years the incumbent has been pleased to serve as your Treasurer and feels sure he has worked in every way possible to satisfy the chapters and members who elected him to this office. He is asking that you again elect an experienced man to this very important position in the State CSEA hierarchy. I'm sure that you will agree that Jack is qualified and deserves to be re-elected because he gets things done, he will work for you, he has experience, he has ability.

Gallagher and his wife, Ariene, have three children and three grandchildren. They live at 6 Garden St., Mohawk, N.Y.

## DOT Safety

(Continued from Page 1)

is an offshoot of the recently negotiated State-CSEA contract for the Operational Services Unit employees. The contract calls for appropriations on safety-related programs and specifies, along with the educational aspects of safety, that committees will be jointly established to study areas such as clothing allowance and other working conditions.

Gambino said, "These contract provisions are all good ones, but require the interaction of both management and the union. Here in District 10 we are doing everything we can to see that management knows what we want."



# CANDIDATES FOR CSEA STATEWIDE OFFICERS

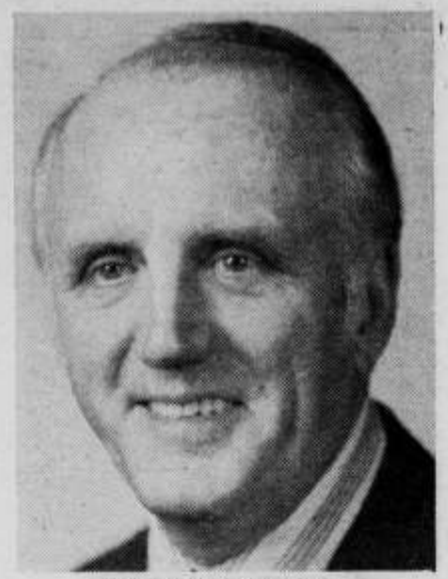
## PRESIDENT



**RALPH NATALE**

Theodore C. Wenzl: It has indeed been an honor for me to serve as your full-time statewide President now for three terms. Together, we have brought the Civil Service Employees Assn. through six of its most active and stormy years. If re-elected, I will continue to work full-time toward maintaining and strengthening CSEA's position as the largest and most powerful force working for public employees in New York State.

(Continued on Page 14)



**THEODORE WENZL**

Ralph J. Natale, a 15-year veteran of state Civil Service Employees Assn. affairs, is a candidate for president.

Natale said he entered the race because a gulf has been developing between the real CSEA — the rank-and-file in the chapters and units — and the increasingly remote bureaucracy of the Albany headquarters.

Especially, Natale said, is the apparent indifference to the CSEA's potential power, both through the proper

(Continued on Page 14)

## EXECUTIVE VICE-PRESIDENT



**A. VICTOR COSTA**

Thomas McDonough, incumbent First Vice-President of CSEA, believes the main purpose of a union is to negotiate better wages, benefits and conditions of employment for its members. As such, he reminds members that his efforts as chairman of the Administrative Unit negotiating team and as chairman of the statewide Political Action Committee are unique qualifications as he again seeks election to the second-highest office in the Association.

(Continued on Page 14)

A. Victor Costa of Troy, Second Vice-President and chairman of the Restructuring Committee, has served CSEA for 23 years. He has been employed by the Dept. of Labor, Workmen's Compensation Board for 25 years.

He held all positions at a chapter and conference level, serving four terms as President of the Capital District Conference representing 40,000 public employees.

A 12-year member of the Board of Directors, he served

(Continued on Page 14)



**THOMAS McDONOUGH**

## SECRETARY



**DOROTHY MacTAVISH**

Joseph C. Lazarony has been a CSEA county chapter officer since 1966. He served as his chapter's principal negotiator and contract administrator during that period in addition to being a member of the statewide Board of Directors and Chairman of the County Division's Executive Committee.

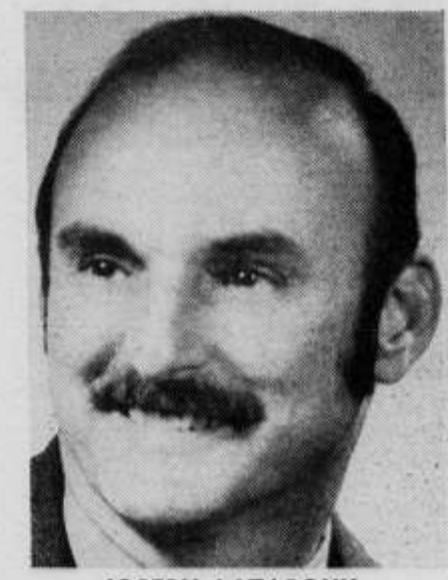
During Lazarony's tenure with CSEA he has served on dozens of committees in a wide range of areas including

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Dorothy MacTavish is just completing her third term as statewide Secretary, and would like to continue for another term.

She has worked very diligently for the membership in this capacity, but states she has found it to be a most stimulating and gratifying experience. The duties of the office have become very familiar to her, and the fact that her office is only one short block from CSEA headquarters

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**JOSEPH LAZARONY**

## TREASURER



**JACK GALLAGHER**

Ernest K. Wagner is presently serving his second term as president of the Capital District Conference and has been chairman of the Pension Committee for the past three years.

He has been a member of the Board of Directors for four years; the Charter Committee, four years, and the Fiscal Policy Committee.

In the Retirement System, Wagner has held the posi-

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Jack Gallagher, your present CSEA treasurer, is seeking re-election again. This important office needs an able, qualified man to fill it. Someone who can be depended on and who is not afraid of putting in the extra hours — which is often necessary. Someone like Jack Gallagher. Let's review his background a little bit and I'm sure you will agree.

For 18 years Gallagher has been employed as a Toll

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**ERNEST WAGNER**