

# Civil Service LEADER

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## Departmental Candidates

See Page 14



**CSEA HITS THE ROAD** — Kirby Hannan, manager of the Civil Service Employees Assn.'s new mobile office, stops for brief talk with Thruway toll personnel as the mobile office set out last week for an extended tour of Thruway

outposts in connection with CSEA's campaign for re-election as bargaining agent for the maintenance, toll and clerical bargaining unit. Talking to Hannan is Gene Perry, supervising toll collector at Exit 24, and Gerald Vitek, toll collector, is at right. (See story for details.)

## CSEA's Mobile Office On The Highway To Solving Problems On The Spot

ALBANY—The Civil Service Employees Assn.'s headquarters on wheels, known as the "mobile office," began its first tour of duty last week.

CSEA president Theodore C. Wenzl, who first saw the need for such a traveling information and assistance center, said the mobile office would visit Thruway work locations in the coming weeks in connection with CSEA's intensive campaign for re-election as representative of the 2,100-member maintenance, toll and clerical bargaining unit of Thruway employees.

The office—a 27-foot long, 7½-foot wide camper-type vehicle—is scheduled to visit Thruway employee work locations in Buffalo and Syracuse this week. CSEA field representatives will travel with the mobile office crew and will meet Thruway employees at meetings and rallies along the route.

"Our mobile office is stocked, staffed and ready to bring to our members the personal assistance,

advice and materials necessary to carry out CSEA's role as the number one public employee representative in New York State," Wenzl said.

The office, manned by manager Kirby Hannan and assistant manager John Trela, will provide private meeting and consultation space and work space for CSEA field staff and for members.

### On The Spot Action

"When the mobile office arrives at a work location," Wenzl said, "employees there will be able to meet with their CSEA field representative to discuss their problems in this confidential and private atmosphere, and gain information on how to file grievances, how to submit reallocation and reclassification appeals, and on their rights and privileges as public employees. The unique aspect of the office is that it will afford CSEA members a private location to talk with CSEA staff and to get assistance with problems.

"Thruway employees in the maintenance, toll and clerical unit are already familiar with CSEA and its accomplishments for them," Wenzl said. "Our precedent-setting contract for Thruway workers is the best in

the State, and our representation of members in grievances and other problems has been excellent in all respects. I am very confident that CSEA will be re-elected in this unit.

"However," he continued, "CSEA is not campaigning only on its past record. An employee organization must constantly work to better the terms and conditions of employment of its members, or it is of no value to them. One of the assets of CSEA's new mobile office is that it gives our staff members and the people, a place to talk, so that they can discuss the people's problems and the challenges that face Thruway employees today, and CSEA can act to better conditions."

### Inside The Leader

1. Along the Campaign Trail — See Page 8
2. Binghamton School Pact — See Page 13
3. Eligibles — See Page 10

## Patient Transfer Blocked

## Parents and CSEA Members Keeping Gouverneur Open

The slogan, "Power to the People," was recently driven home at Gouverneur State Hospital in Lower Manhattan when a spontaneous coalition of parents and members of the Civil Service Employees Assn. joined ranks to outflank the State's decision to cry "poverty" and force the hospital to close its doors.

Gouverneur is a 73-year-old brick structure just north of the Fulton Fish Market, fronting on the East River. It contains 193 mentally retarded youths who mainly cannot fend for themselves, being unable to eat, wash or dress for the most part.

Helping them to overcome their handicaps are 109 patient-care staffers, all members of the Civil Service Employees Assn., which has a 100 percent enrollment of the employee roster at the hospital under chapter president Ernest Randells.

By way of explanation, many of the Gouverneur patients, aged 10 to 26, are spastic, severely brain-damaged cases, who had previously been at Willowbrook State School, another State facility, located on Staten Island. The Willowbrook school is considered the second most overcrowded in the State.

Thus, when Gouverneur, a former NYC hospital, became available, the State took it over and transferred nearly 200 patients to this new home, where the youngsters could receive more personalized attention and rehabilitation. On their own initiative, dedicated staffers have succeeded in getting one patient to walk alone, three to walk with aid, and eight to eat autonomously.

The cruel blow came April 23 when the Department of Mental Hygiene issued a memo signed

by Dr. Jack Hammond, hospital director at Willowbrook, stating that Gouverneur would be shut down almost immediately. Adding insult to injury, he ordered the helpless youngsters to be transferred to Willowbrook, despite the overcrowding and reduced care they would receive there.

But neither the parents of the retarded children nor the hospital employees who tended them were prepared to accept the verdict without a fight.

### First Confrontation

When Dr. Frederic Grunberg visited the hospital, one of the parents, Mrs. Willy Mae Good-

(Continued on Page 3)

## Strike Averted In Hamburg DOT

HAMBURG—A work stoppage scheduled for last Friday by State Department of Transportation workers in the Hamburg DOT chapter of the Civil Service Employees Assn. was narrowly averted when agency officials agreed to CSEA's demand to restore a summarily dismissed employee to his job.

The strike action was voted by the chapter's executive committee, headed by chapter president Edward McGreevey, after a local supervisor fired Nicholas Katrein, a highway equipment operator when he refused to carry out a bridge cleaning assignment because of reportedly unsafe working conditions.

A few hours before the plant walk-out, the Department conceded that Katrein had been unjustly terminated and agreed to restore his job and provide adequate safety measures.

At the same time, the chapter announced it will initiate a third-stage grievance to regain 1½ days' pay lost by Katrein while off the job to protest his out-of-title work assignment, and to correct the hazardous working conditions involved.

Official approval for the strike, as required under CSEA's State constitution, has been voted by the union's Board of Directors on Thursday, on a motion introduced by Richard Cleary, DOT representative.

*Don't Repeat This!*

## Civil Servants In Britain Have Much In Common With U.S.

IF, by some stretch of the imagination, a member of the Civil Service Employees Assn. were suddenly transplanted in England, he would feel perfectly at home. He would be a public employee (Continued on Page 2)

## Candidates Due At L.I. Conf. Meet Saturday

All candidates for statewide office in the Civil Service Employees Assn. have been invited to a special meeting of the Long Island Conference to be held this Saturday, Aug. 7, at noon in Carl Hoppl's Restaurant, Baldwin.

George Koch, Conference president, said there also would be a session on restructuring of the Employees Association.

# Don't Repeat This!

(Continued from Page 1)  
and a member of an independent organization of public employees. He would find himself also engaged in a losing battle against inflation and skyrocketing living costs. During the past year, the cost of living in England increased by 10 percent.

In collective bargaining with his public employer, such a transplanted CSEA member would hear once again the typical refrain that he has so often been hearing from his American public employer: that the government has no money, that taxes are virtually at confiscatory levels, and that public revenues cannot be increased without precipitating a taxpayers' revolt and without destroying the British economy.

The British economy is plagued by the same symptoms that trouble the American economy. Inflationary pressures are high, business activity is stagnant and unemployment levels are mounting. In the middle of July unemployment in England exceeded 800,000, the highest level of unemployment in England since 1940. In the peculiar language of the British,

employees laid off for economic reasons are described as "redundant."

It is within the framework of these economic conditions that British public employee unions are obliged to bargain with the public employees. Last autumn, local government employees mounted a six-week strike that crippled public services. Troops were called into the East End of London to clear piles of rotting market refuse and local health officers were concerned over river pollution after thousands of workers had abandoned their posts.

### Escalator Clause

The work stoppage last year resulted in a 15 percent wage increase, but Alan Fisher, general secretary of the 380,000 member National Union of Public Employees, says that the increase has been eroded by living-cost increases. Accordingly, the Union is demanding not only a substantial wage increase but is asking also for what the Union describes as a "threshold agreement," under which increases in the cost of living would automatically be matched by pay increases. Such an escalator clause, Alan Fisher said, is "more important to lower paid workers than promises of jam tomorrow by the government employers."

In addition to a substantial wage increase and the escalator clause, the National Union of Public Employees is demanding longer annual leave for employees with less than five years' seniority, extra statutory holidays, better split-shift payments, and more rapid advance towards equal pay for women employees.

The average earnings of the civil service employees amounts to approximately 21 pounds a week, which can be translated into American money at the exchange rate of \$2.40 per pound.

In a general way, the employers are seeking to hold public employee wage increases to 8 percent and hope that exhaustion of union funds in the course of last year's strike will help produce a settlement at approximately that figure. It is a fact that the union is in precarious financial shape, but internal finance problems have not dulled the militancy of the negotiators for the British National Union of Public Employees.

## State Mortgage Unit Notes Appointees

Three appointments have been made by the Governor's Office for vacancies on the board of the State Mortgage Agency, with varying expiration dates.

Named as chairman was Thornton G. Edwards of Eggestonville, whose term will end Jan. 1, 1975. Other members are Lawrence H. Levy of Bedford Village and Joseph L. Searles III, with terms set to expire at the start of 1974 and 1973 respectively.

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## Union Town Unit Gets Specialist For Negotiating

ENDICOTT — A milestone has been achieved by the Town of Union unit of the Civil Service Employees Assn. this week, according to Frank Warwick, president of the TU-CSEA unit.

"After two years of laymen negotiation, our unit has received notification for a CSEA collective bargaining specialist to represent the full range of employees in our contractual sessions," Warwick said.

Nels E. Carlson, CSEA collective bargaining specialist, will initiate contractual contacts prior to Aug. 1, 1971.

Serving as liaison representatives on the TU-CSEA negotiations team are: Mrs. Eileen Wilson, past-president of the TU-CSEA unit; George Mancini, vice-president; Mrs. Jennie Possemato, secretary; Pete Kohut, and Warwick.

"Our Town's employee salary provision is a decade behind the times according to an analysis review by a governmental professional," Warwick said.

Supervisor Robert Kropp and the Town Board are required to contact Carlson prior to Aug. 1 for initiating the bargaining sessions, as legally mandated by the existing contract.

### For Career Aides

## Seek Specialist Personnel Jobs

Headquarters for the Eastern Area, Military Traffic Management and Terminal Service, has vacancies for position classification specialists, GS-9 or 11, and personnel staffing specialists, GS-9 or 11. Applications will be accepted only from persons having career or career-conditional Federal Civil Service appointments.

Applicants for both positions must have: A four-year accredited college course leading to a bachelor's; or three years of experience in systems, methods, and administration showing the ability to analyze problems, apply sound judgment, communicate effectively, resolve problems, or a combination of such education and experience.

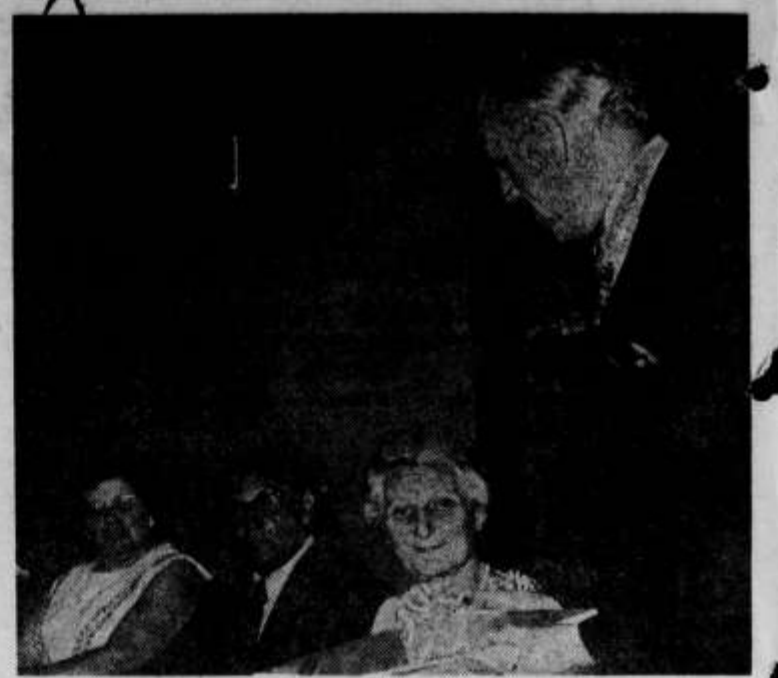
Additionally, candidates must have three years of experience for the GS-11 positions and two years for the GS-9 positions.

At least six months of this experience must be at a level equivalent to the next lower grade in the Federal service, or one year equivalent to the second lower grade.

Applications may be obtained by calling the Civilian Personnel Division of Headquarters, EAMTMTS at (212) 439-5400, ext. 2194, or by writing to the headquarters, ATTN: Civilian Personnel Division, 1st Avenue and 58th St., Brooklyn, 11250.

## FOSTER PARENTS ARE SPECIAL PEOPLE —

Parents who can share their home and family life with a foster child are very special people, and are greatly needed.  
We need long term foster homes for children of all ages. Please call or write The Children's Aid Society, 150 East 45th St., N.Y.C. 10017. Tel: 682-9040, Ext. 329.



**RUTH BAILIE HONORED** — After 25 years of service to the Civil Service Employees Assn., as both secretary to all CSEA presidents between 1946 and 1967 and head of the stenographic unit, Ruth Bailie of Albany has retired. Above, CSEA president Dr. Theodore C. Wenzl presents one of her gifts on behalf of Miss Bailie's fellow workers, as Dorothy MacTavish, left, CSEA secretary, and CSEA executive director Joseph D. Lochner look on. The banquet took place at Albany's Golden Fox Restaurant.

## Finale On Fireman Entries To Arrive In Mid-August; Expect Substantial Influx

The final gong for fireman applications is fast approaching. Arrival is slated for Aug. 18, states the City Personnel Dept. A considerable number of openings have been predicted.

This particular job is expected to be perhaps the largest single draw in Summer season recruitment. The reason: it remains one of the few now open in the no-experience-sought category. Two other titles have recently joined the fold—stenographer and parking enforcement agent. Those titles are open to both sexes whereas only males are accepted into training as firefighters.

At this juncture, entrants may live anywhere in the New York City metropolitan area. Attempts to restrict hiring to City residents have not succeeded. The two primary prerequisites are having a high school diploma or equivalency, and being able to meet detailed physical criteria. Height minimum has been lowered to 5-foot-6 over recent years. Other standards will be found in the announcement.

### Pay Rate Picture

On entering service as a fireman, at present salary scales, you earn \$9,499; three years of tenure brings you incrementally to \$10,950 in pay plus the chance to compete on the next promotional test for the rank of fire lieutenant at \$13,524. Contract negotiations are now in progress between the City and the Uniformed Firefighters Assn., and a salary hike is expected to result from these talks.

In addition to a written, multiple-choice test, weighing 100, a qualifying medical and physical test will be administered. Portions of that test will include agility, strength in dumbbell lifting, abdominal strength, pectoral strength and a power broad jump. "Candidates must qualify in every one of these sub-tests," says the official exam notice.

The written test, moreover, will pose questions on verbal ability, reading comprehension, City gov-

ernment and current events, scientific and math aptitude. On the medical test, candidates will be rejected for "any deficiency, abnormality or disease that tends to impair health or usefulness." One opportunity will be given for re-examination if a written request is submitted.

Fullest details on medical and other standards appear on the Department of Personnel job bulletins, available at 55 Thomas St., Manhattan, weekdays between 9 a.m. and 5 p.m. For the convenience of those not working in the area, the Department also stays open until 5:30 on Thursday evenings.

## Suffolk Cty. Hunting Span.-Tongue Stenos

Efficiency in speaking "espanol" plus the aptitude to take dictation at 80 wpm can direct you to steno job openings in Suffolk County government. Paying \$210 biweekly, the County is now scanning vistas for Spanish-speaking stenographers.

Tests occur on the second and fourth Monday of each month, at the County Center in Riverhead. The written portion involves such areas as: reading comprehension, vocabulary, checking, filing and office practices. A typing exam, also needed for appointment, sets the minimum at 40 wpm.

Once hired, expect to handle typing, mimeographing stencils, taking and transcribing dictation, plus a variety of secretarial duties. By calling PA 7-4700, ext. 249, and asking for the County Civil Service Dept., you may obtain more information on typical duties of this job.

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## CSE&RA's Great Fall Program



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### SPAIN

Oct. 30 to Nov. 7—  
Only \$259

For detailed information, write to Civil Service Education and Recreation Assn., Room 711, 1501 Broadway, New York, N.Y. 10036.

Available only to CSE&RA members and their immediate families.

# CSEA Members Fight To Keep A Hospital Open

(Continued from Page 1)  
man, approached him and posed some pressing questions. She asked about the overcrowding problem at Willowbrook, and was told it wasn't as crowded as ten years ago.

But under further inquiry, he did admit that the school was still very understaffed and overcrowded. Grunberg stated that he had no other choice but to send the patients back there or ship them home, according to Mrs. Goodman.

She refused to accept either choice, and within four days employees and community were mobilized to the point of bringing action in court.

Along on the plans and in a community liaison role were two key CSEA chapter officers, Irene Allen and Sadie Alexander, both attendants. Miss Allen is proxy delegate for the Gouverneur unit of CSEA, while Mrs. Alexander co-chairs the grievance committee.

These three persons, working as individuals, also contacted the State Assn. for Retarded Children, the Willowbrook School Benevolent Society, WOR personality Barry Farber, Reps. Shirley Chisholm and Bella Abzug, and Governor Rockefeller himself, in an appeal for help. The three later presented their case on the Farber radio show.

**Grassroot Efforts**  
Simultaneously, a door-to-door neighborhood campaign was staged, alerting the local residents to the action the State planned to take without any consultation with local people. Mrs. Judy Snead, parent of a deceased retarded child, and Jose Morales, of the Lower East Side Neighborhood Health Council, were in the vanguard of this effort.

With the aid of attorneys Thomas Gleason and Murray Schnepps, on April 27, a temporary restraining order against shutting down the hospital was won by the parents in the State Supreme Court.

A week later, on May 3, the State appealed the stay, and the parents instead won a continuation of the injunction.

In the continuing legal battle, the parents won a permanent injunction on May 17, and also a State appeal of that injunction during early June. The State then took the matter into the Appellate Court, and won in July. On July 8, some 18 patients were to be transferred to Willowbrook, but parents and employees again joined forces in an effort to halt the move.

Meanwhile, on July 8, the date of the planned transfer, the community turned out en masse to block the doors. "It was quite chaotic; they weren't prepared for this," noted Mrs. Alexander. The administration backed off and left, coming back later with retardees to help in the transfer.

Hospital director Hammond then visited Gouverneur from his offices in Willowbrook in an attempt to pacify the dissenters. He promised the parents a meeting with Dr. Miller to smoothly arrange the transfer.

**Miller On Hot Seat**  
A July 14 meeting was arranged. At that meeting, besides the Commissioner, there were Drs. Grunberg, Hammond, Jab-

bol and Murphy and several others, confronting the parents and employees. Reported Miss Allen, with reference to Dr. Miller, "Those parents beat him to death. He just could not answer any of the questions to their satisfaction."

The main concern posed was how Willowbrook could possibly hope to handle more patients who needed ambulatory care when they were already sadly understaffed. William Corrigan, an employee evaluator from DMH, reportedly said that budget cuts would force staff cutbacks at Gouverneur and that he could not guarantee how many employees would face layoffs. The number kept changing on a day-to-day basis, reported Miss Allen, from 60 down to 40, from 90 percent down to 35 percent. "The figures were dangling in front of us in an attempt to get our compliance," she asserted.

**Intimidation Hinted**  
The meeting with Dr. Miller was to take place in Willowbrook, which took on the image of an armed camp, according to those present. Police were reported to be stationed in every building. Persons who came voiced the belief that these tactics were used in a try to intimidate the parents to back down in their vehemence and not prevent the transfers.

What also aroused the Lower East Side community was the pink-ticket system of allowing only parents to meet with the Commissioner. Interested community residents were barred. Through the Benevolent Society, working with several active CSEA members, parents who could not attend gave written authorization to be presented by others.

As a result of the Commissioner's meeting with the parents, a one-week delay in reaching a decision on the future of Gouverneur was pledged. The parents reluctantly accepted. On the seventh day, a DMH official said the delay would be extended two more days for further study. Then, on the eighth day, Wednesday, July 14, the Commissioner ruled that Gouverneur would stay open—at least temporarily.

Closing will be delayed at least until next April, when the fiscal year ends. In the interim, a new home for Gouverneur's patients and employees will be sought. Among other potential



A spastic youngster receives help in being fed by Mrs. Felecia Blanchette, an attendant at Gouverneur. Hard-working employees have made considerable progress in moving patients along the road of rehabilitation.

(From Leader Correspondent)  
**FILLMORE** — Forty-seven non-teaching employees in this Allegany County community's central school district recently settled their first work contract with their employer with the help of the Civil Service Employees Assn.

The contract called for a six percent pay raise and various other benefits.

The CSEA unit expects soon to join the Allegany County chapter of the organization.

The contract with the Fillmore School District, a one-year pact, prescribes security rights for the workers in the areas of seniority, transfer and promotion, grievance procedure and permanent status.

It also provides for 100 percent medical and hospitalization payments by the school district, an extra holiday and four weeks' vacation after 15 years' employment.

Danny F. Jinks was the field representative assigned the negotiations. Mrs. Betty Howden, the unit president, headed the bargaining team.

## Erie City Backs Irv Flaumenbaum

**BUFFALO**—The Erie County chapter's executive council met here recently and unanimously endorsed the candidacy of Irving Flaumenbaum as president of the Civil Service Employees Assn.

## Renahan On Ballot

**ALBANY** — Dennis M. Renahan, a correction officer at Auburn Correctional Facility, has received enough signatures to be placed on the ballot for State Executive committee representative from the Correctional Services Dept., the Civil Service Employees Assn. announced last week.

sites mentioned is the abandoned House of Detention facility, on Christopher St. in Greenwich Village.

Adele West, CSEA field representative handling the employees' situation there, termed the fight "a long, arduous journey that we have won." She thanked the workers for using militancy to practical ends.

**BUY U.S. BONDS**

# Broome County CSEA Fights Punishment Of Snow-Bound Aides

**BINGHAMTON**—Civil Service Employees Assn. representatives have been given four weeks to file additional briefs with State Public Employment Relations Board arbitrator Irving Sabghir, professor of industrial relations at the State University at Albany.

CSEA is engaged in a dispute between its Broome County unit and County officials over pay and time deductions levied against County employees, who found themselves snow-bound during the 22.5-inch snowstorm, and were unable to get to work.

Broome County CSEA officials, in filing a grievance, opposed the action taken by County officials against employees who did not report for work between 9 a.m. and 1 p.m., at the height of the storm on March 4. They maintain it represented a unilateral and, therefore, illegal change in the work rules incorporated into the CSEA contract and should have been subject to negotiations.

The severity of the storm forced Broome County executive Edwin L. Crawford to close the County offices for the day, except for absolutely essential services.

On March 5, employees who had not reported to work as scheduled were advised by Crawford that they would be counted absent for four hours, and required to make up the time lost by: (a) subtracting four hours from their personal leave, (b) by subtracting four hours from accumulated compensatory time, or (c) by working four hours overtime on another occasion at straight-time pay.

CSEA Broome County unit president Joseph Gabor contended that the requirement departed from the County's past practice under the unusual conditions section of the work rules, covering times of storm or other emergencies, affecting the employees' ability to report for work. Some were penalized for missing work on Dec. 26, 1969, under a similar storm situation.

Broome County personnel director Kenneth Meade, Jr., said that on Mar. 4, only 233 of the County's 1,400 employees had failed to report for work because impenetrable drifts piled up by the storm's high winds that made some roads and driveways impassible. Meade said Crawford was generous in providing three ways for the employees to make up their cost-time that day without loss of pay.

**Ironic Twin**  
Meade added that to have handled the situation any other way would have been unfair to the more than 1,000 County workers who did manage to report for duty despite the storm. Ironically, both Gabor and Meade were among those 233 who were unable to make it to work that morning.

Gabor testified that his car became stuck that morning three times on the City's south side, and he abandoned efforts to try to get to work after hearing a radio report that all County offices would close at 1 p.m.

A similar report heard by Meade as he was attempting to free his car from his Norwich

driveway resulted in the same decision. Meade lives 40 miles from Binghamton.

In the course of the hearing, Prof. Sabghir asked whether or not the County had made any hardship exception for employees who had not heard the announcement of closing issued by Crawford and might have arrived for work between 1 and 5 p.m. that day.

Meade responded that no such complaints were received. Gabor, however, said Crawford's speedy announcement of his pay-docking policy forestalled any complaints which might have otherwise been filed.

Prof. Sabghir gave CSEA County field representative Richard Sroka one week to decide whether to file an additional written brief and another three weeks, for the preparation and filing of such a brief, and for Meade to respond. Gabor issued the tongue-in-cheek request that a decision on the dispute be made "before the snow flies again."

Gabor and Sroka were joined in their efforts in behalf of the County employees by Broome County unit grievance committee chairman John Tandl, a County probation officer.

## Richard Corcoran

Richard Corcoran, 59, who was president of the Auburn Correctional Facility chapter of the Civil Service Employees Assn., for many years, died July 29 in Auburn.

In addition to his post as a chapter president for more than 10 years, Mr. Corcoran served as representative from the State Correctional Services Dept. on CSEA's Board of Directors for many years.

Mr. Corcoran was a member of many CSEA committees, and was very active in the CSEA campaign to win representation rights for employees in Correctional services.

He was also a member of the Auburn City Council.

## Mobile Office

(Continued from Page 1)

"It is no longer sufficient for a public employee union to operate from its headquarters on an ivory tower basis," Wenzl said. "The mobile office will allow CSEA's services and staff to go where the action is—right to the people who are our members. Only in this way can we feel the pulse of the people and determine what goals we must seek in helping them win the benefits they want and need."

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Pass Your Leader To A Non-Member

CIVIL SERVICE LEADER, Tuesday, August 3, 1971

# Why do we Recognize Blue Shield?

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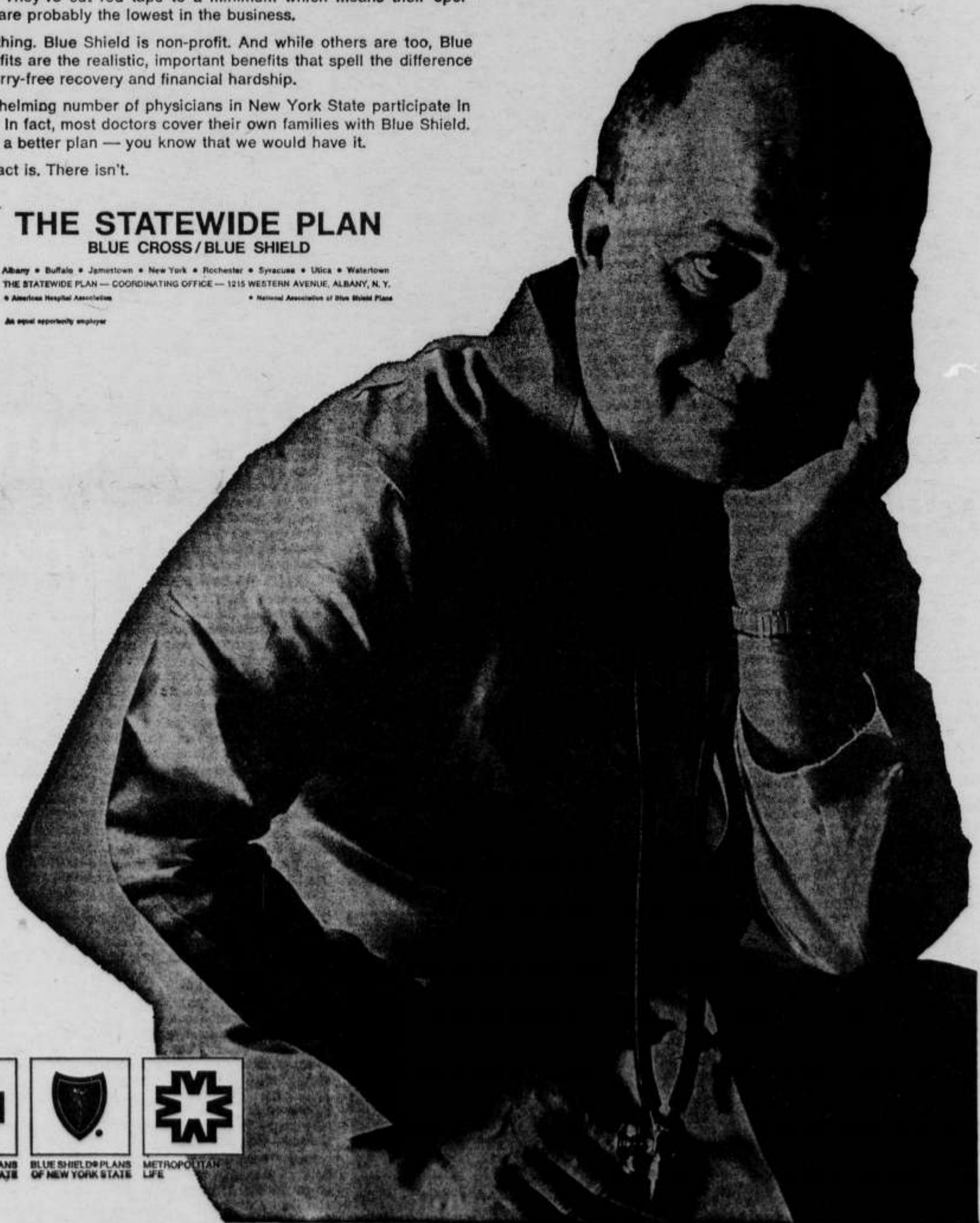
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# Opportunities Across The Hudson

## Jersey Shines Spotlight On Jobs In Counseling, Crafts And Trades

This week, The Leader continues its list of open-continuous positions currently existing in New Jersey State Government.

Going alphabetically by category, the groupings of counseling/guidance/social work as well as crafts and trades will be mentioned in this edition.

Fourteen titles are encompassed. The bulk of them offer eligibility only to residents of the Garden State; however, several are open to New York State and other out-of-state citizens.

In any event, applicant information can be gotten by writing: Department of Civil Service, Announcement Bulletin, State House, Trenton, N.J. 08625.

Next week's listings of the "Jersey Job Opportunities" series will cover four new categories: education and training, electronic data processing; housing, and investigating/inspecting.

Here are the details on the 14 titles being featured this week:

### Title S-201C

#### Asst. Sec./Board Of Psych. Exam.

This counseling/guidance position lists a pay scale of \$9,402-12,225; it is available to any qualified U.S. citizen, regardless of residence. Utilizing Code 4, the CS Department plans to

weigh education/experience as 30 percent, and devote the remaining 70 percent to written and/or oral exams. If both are given, the written's weight will be 40 percent.

Definition: Assists the Secretary, Board of Psychological Examiners, Division of Professional Boards, Department of Law and Public Safety, by determining when cases are ready for Board review, preparing cases for the Deputy Attorney General when Board decisions have been challenged, and by supervising clerical programs and staff.

Requirements are: A PhD degree in psychology and completion of a one-year internship in clinical or counseling psychology. (Submit transcript with application.)

Two years practice as a professional psychologist.

Note: This title has been announced in a previous job opportunities bulletin and N. J. has not obtained enough applicants to fill this position.

### Title S-419B

#### Asst. Super/Res. Group Center

Emphasizing graduate study, this position has openings for both Jerseyites and nonresidents. Code 2 applies here, calling on entrants to take the written and/or oral tests. When both are conducted, a 6/4 relative weight ratio will prevail. Those persons hired can expect \$10,887-14,151 in pay.

Definition: Assist the Superintendent by taking charge of designated activities and by assisting with others.

Requirements are: Master's degree in guidance, education, sociology, psychology, social work or related field. (Submit transcript with application.)

Two years of experience in

professional work involving the institutional care, custody and training of young persons deprived of their liberty, one year of which shall have involved staff supervisory responsibility.

Appointees may be required to obtain a New Jersey driver's license.

Note: Proof of license(s) must be submitted prior to appointment. Two lists will be established. The first, residents; the second, non-residents.

### Title S-420

#### Community Prog. Analyst III

Invoking the Jersey residency rule, the analyst's job presently has the starting pay of \$8,124, climbing incrementally to \$10,560. Applicants will face the Code 2 scoring formula: a possible written/oral combination, in which the former will weigh 60 percent and the latter 40 percent.

Definition: Provides assistance to local community action agencies concerned with anti-poverty programs.

Requirements are: Two years of experience in providing assistance and guidance to socially oriented programs, such as community action agencies, dealing with the problems of the economically deprived.

Appointees must possess a New Jersey driver's license.

Note: Proof of license(s) must be submitted prior to appointment.

### Title S-108C

#### Head Cottage Training Super

Among Jersey-only resident jobs in social work is this post paying \$7,737-10,059. Limited education standards will pertain, and Code 2 will be employed to score candidates (explained previously). Specific related experience, however, will be required of applicants.

Definition: Supervises cottage personnel engaged in non-professional programs designed to maintain the health and well-being of residents.

Requirements are: High school graduation or an equivalency certificate.

Three years of experience in a supervisory capacity in the care of children or adults in an

institution or general hospital.

Note: This title has been announced in a previous job opportunities bulletin, but N. J. has not obtained enough applicants to fill this position.

### Title S-421

#### Program Develop. Specialist II

A baccalaureate is requisite for this \$9,875 title, which offers a top salary of \$12,839. Candidates can anticipate use of Code 2 in grading, with its written and/or oral exam format. Professional experience, as enumerated below, is also sought of those who apply, as well as legal N.J. residence.

Definition: Prepares clear, sound, accurate and informative reports.

Requirements are: Bachelor's degree. (Submit with application.)

Two years of professional experience in the development of programs designed to help solve the socio-economic and training needs of State and/or local communities or agencies; one year of this experience shall have included responsibility for research, negotiation and the writing of proposals for such programs funded by public or private sources.

A Master's degree may be substituted for the one year of basic experience.

(Continued on Page 7)

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CIVIL SERVICE LEADER, Tuesday, August 3, 1971

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TUESDAY, AUGUST 3, 1971

## The Taylor Law

APPLICATIONS and interpretations of the Taylor Law continue to confound, as two recent incidents demonstrate.

On the one hand, there is the Jones Beach life guard story. After months of striking, the guards accepted an original pay proposal they had originally rejected and, at the same time, were told they would not be penalized under the Taylor Law although in every sense of the word they are public employees—even if for only a few months out of the year.

On the other hand, there is the New York City police story. Despite showing up for work—fully uniformed—during a job action, the rank-and-file policeman is being told he is now going to be docked six days' pay under the terms of the Taylor Law.

Why the difference?

Well, the court ruled—hazily—that the Jones Beach guards appeared to be wrongly represented. That is probably true, since they lost half a Summer's work and made no gain on their basic salary. But does that mean that thousands of policemen are to be penalized because they were properly represented?

You figure it out. The whole thing escapes us.

## Social Security Questions & Answers

**Q.** My mother is unable to manage her social security payments. What should I do?

**A.** Notify your social security office of your mother's condition. If, based on a medical report from her doctor or legal findings, she is unable to take care of her benefits, someone will be appointed to receive and manage them for her. This person should be a close relative with whom your mother is living or someone who is genuinely interested in your mother's welfare. The person must agree to use the money for your mother's needs and to make an accounting of the money received and spent. Ask your social security office for additional information.

**Q.** My father died on the last day of the month. Why must his retirement check for that month be returned?

**A.** The check must be returned because social security benefits end with the month of death. Although your father lived until the last day of the month no check is payable for that month. The opposite is true when he first began to get benefits. Even though he reach-

ed retirement age on the last day of the month, he would have received a check for that entire month.

**Q.** My husband and I have been receiving a single monthly check with both our names on it. He died before endorsing the check. What must I do with the check?

**A.** You can return the check to be re-issued in your name. If you have an immediate need for the money, visit your social security office, and they will stamp the check so you can cash it without your husband's signature.

**Q.** My father wants to retire at 62. Will he be able to get social security?

**A.** Yes, but his monthly checks would be 20 percent less than the amount he'd collect if he retired at 65.

**Q.** I have contributed to social security for ten years. How much will I get when I retire?

**A.** That depends on your earnings. The amount of your social security checks will be figured at the time you retire on the basis of your average earnings over a period of years. But your

## CIVIL SERVICE TELEVISION

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

Tuesday, Aug. 3

1:30 p.m.—Around the Clock—"Emergency Tactics." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Intramuscular Injections." Refresher course for nurses.

Wednesday, Aug. 4

6:00 p.m.—Return to Nursing—"Patient with Peptic Ulcer." Refresher course for nurses.

6:30 p.m.—Around the Clock—"Emergency Tactics." Police Dept. training series.

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

8 p.m.—Urban Challenge—"Fighting the Wonderland of Drugs." Host: Boro Pres. Robert Abrams.

Thursday, Aug. 5

1:30 p.m.—Around the Clock—"Emergency Tactics." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Patient With Peptic Ulcer." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Emergency Tactics." Police Dept. training series.

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

Friday, Aug. 6

1:30 p.m.—Around the Clock—"Emergency Tactics." Police Dept. training series.

3 p.m.—Frontline, NYC: Guests to be announced. Social Service Dept. program.

7:00 p.m.—On the Job—"Siamese Gates." Fire Dept. training series.

8:30 p.m.—Assemblyman at Large: Assem. Brian Sharoff. "A Conversation with Meade Esposito."

Saturday, Aug. 7

7 p.m.—On the Job—"Radiological Materials." Fire Dept. training series.

Sunday, Aug. 7

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

## Civil Service Law & You

By RICHARD GABA



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

## Personal Service Contracts

THERE HAS BEEN much recent attention paid to personal contracts of government. This attention has focused upon the substantial amount of tax dollars spent on these contracts and the manner in which the contracts are let. Thus, much has been said concerning public hearings, competitive or non-competitive contracts, and the necessity of these contracts. One aspect of personal service contracts, however, has been ignored. This aspect is the civil service protection afforded public employees and the effect of such personal service contracts upon this protection.

GOVERNMENT IS mandated by the Constitution and other laws to provide certain services to its people. Other services are permitted to be furnished by government. There are numerous limitations in the manner in which government may provide these services. One limitation is provided in the New York State Constitution. This limitation is that "appointments and promotions in the civil service of the state and all of the civil divisions thereof . . . shall be made according to merit and fitness. . . ." Article 5, Section 6. Any personal service contract by government cannot violate this constitutional provision.

THE COURTS HAVE considered seven factors in determining whether or not a governmental personal service contract is valid. These seven factors are as follows:

(1) IS THE CONTRACT in fact a personal service contract? Thus, where a contract provided that independent commercial photographers were to be used for legal photography, the court held that this was not in fact a personal service contract, but rather the sale of "merchandise." *Drummond v. Kern*, 176 Misc. 669.

(2) IS THE PERSON who is performing the service an independent contractor or does there exist an employer-employee relationship with the contracting governmental body? The common law test will be used in examining personal service contracts. See 1966 Opinions of Attorney General, 108.

(3) DOES THE GOVERNMENT have the ability to provide these services through existing civil service procedures? A contract for medical and surgical care was held to be unconstitutional where it was shown that the government had the ability to provide such services through existing civil service procedures. *Turel v. Delaney*, 285 N. Y. 16.

(4) DOES THE PAST practice of the government exhibit a traditional use of personal service contracts of this kind? Thus, the courts have upheld architectural and engineering contracts on capital objects. *Hardecker v. Board of Education of City of New York*, 292 N. Y. 584; *Civil Service Technical Guild v. LaGuardia*, 292 N. Y. 586.

(5) DOES THIS personal service contract permit the government to "enter into a normal modern business practice" with substantial economic savings to the government. *Corwin v. Farrell*, 303 N. Y. 61, 68.

(6) DOES THE PERSONAL service contract involve the displacement of current employees of the government? Only in unusual circumstances is such displacement permitted. *Corwin v. Farrell*, *Supra* . . . 24 Opinions of State Comptroller, 917.

(7) DOES THE CONDUCT of the government disclose that "such contracts are employed as a scheme to oust civil service employees simply to make room for others"? *Corwin v. Farrell*, *Supra*, at 68.

THE HIGH WATER mark for limitation was in the *Turel* case, which stated that no personal service contract could be used where government readily had the ability to supply such services with its own employees. The low water mark was the 4 to 3 decision in the *Corwin* case which permitted the displacement of current employees upon the hiring of an outside contractor where such displacement was caused by substantial economic savings and by pressure from both the Federal and State government to have such savings instituted before any funds from them would be available, or, in other words, there existed a life and death situation to the governmental body. It can reasonably be expected that with the fiscal belt-tightening going on in this state, that employees and taxpayers will bring to the courts a series of new tests to the use of personal service contracts. The courts will then have to determine what water mark shall be used after the 20-year absence of any major litigation on this subject. In addition, the impact of the Taylor Law has not yet been considered by the courts.

# CS Positions In Jersey

(Continued from Page 5)

## Title S-157C

### Senior Occupat. Therapist

Both Jersey and non-Jersey residents are welcome to try for this \$8,530-11,092 title, using Code 2 for scoring purposes (written and/or oral). Requirements focus on college training plus a year of actual work experience, also. An applicable therapy course is an additional must.

Definition: Provides training in occupational therapy to patients and may supervise employees assigned to the occupational therapy unit.

Requirements are: A Bachelor's degree, including or supplemented by completion of an accredited course in occupational therapy. (Submit with application.)

One year in professional occupational therapy work.

Note: This title has been announced in a previous job opportunities bulletin and N.J. has not obtained enough applicants to fill this position. The present positions are located at Trenton Psychiatric Hospital and Ancora Psychiatric Hospital.

## Title S-422

### Services Trainee/Labor & Industry

These traineeships are offered to N.J. residents exclusively, at the entrance-level wage of \$4,750. The written/oral format under Code 2 will be employed. The major commitments applicants must make are to undergo special training for community leadership and to obtain a valid driving license.

Definition: Assists in and observes pre-professional staff in various assignments in the several Divisions of the Department of Labor and Industry.

Requirements: Applicants will be expected to attend and satisfactorily complete a training program in community leadership and other selected courses approved and/or sponsored by the Department of Labor and Industry including completion of a minimum of 15 college credits.

Applicants must be able and willing to qualify for and pass appropriate testing in order to acquire a valid driver's license issued by the New Jersey Division of Motor Vehicles within the first year of employment.

Note: When you complete the twelve month training program successfully, you will be promoted to Services Aide, Labor and Industry, at a salary range of \$5,499-7,149.

The present positions are located: Hackettstown, Camden City, Newark, Trenton and Yardville.

## Title S-423

### Barber

Barber applicants will be subject to both residence and Scoring Code 1 requirements, it was disclosed. The code designation suggests that a written and/or oral and/or performance test will await applicants. If all are administered, 3/3/4 weight ratio will hold. As to salary, the State provides \$6,963-7,881.

Definition: Shaves and cuts the hair of patients and/or inmates.

Requirements are: Appointees must possess a New Jersey license as Barber.

Note: Proof of license(s) must be submitted prior to appointment. There is an eligible list in existence for future positions in areas other than the one listed below. The location of the current positions: Trenton Psychiatric Hospital.

## Title S424A

### Chief Operat. Engineer II

This \$9,405 title, which rises progressively to \$12,225, demands both a high school diploma and related technical experience. Out-of-staters are eligible to apply, and all candidates are subject to the weight ratio of Code 2: written, 6; oral, 4.

Definition: Has charge of the operation, maintenance and minor repair of the power and heating plant.

Requirements are high school graduation or an equivalency certificate;

Two years of supervisory experience in the operation and maintenance of power and heating plants and auxiliary equipment;

Appointees must possess an appropriate grade and type New Jersey Operating Engineer's license.

Note: Proof of license(s) must be submitted prior to appointment. There is an eligible list in existence for future positions in areas other than the one listed below. The location of the current position is: Camp Kilmar in Edison.

Two lists will be established. The first, residents; the second, non-residents.

## Title S425

### Construction Repairman II

Jersey State residents only may be contestants for the \$6,063 repairman post. The ceiling salary here is \$7,881, and light but directly related experience is required. Scoring Code 1 is in use, offering the format of a written and/or oral and/or performance test (on a 3-3-4 weight ratio).

Definition: Receives on the job training, assists in and performs the less difficult of varied construction and repair tasks.

Requirements are: One year of full-time, paid experience in work involved in finishing concrete, in laying bricks and concrete blocks, and in setting wood and steel forms for the construction of concrete and reinforced concrete structures and pavements.

Appointees must possess a New Jersey driver's license.

Note: Proof of license(s) must be submitted prior to appointment. The present position is located; Department of Transportation at Matawan, Freehold and Union.

## Title S426B

### Electrical Mechanic I

A call to non-Jersey residents to join local eligibles for the mechanic's post has been sought.

ed. Pay scales now stand at \$7,737-10,059, with the requisite listing three years of related work history. Scoring Code 1 pertains, using the same weight formula as that noted for Construction Repairman II.

Definition: Takes the lead in the work involved in the installation and maintenance of electrical equipment of State highways and in the maintenance of movable bridge equipment.

Requirements are: Three years of experience in the installation and/or maintenance of varied types of electrical machinery and equipment. One year of training in electricity or electronics at an accredited vocational school or institution may be substituted for one year of experience.

Appointees must possess a New Jersey driver's license.

Proof of license(s) must be submitted prior to appointment. There is an eligible list in existence for future positions in areas other than the one listed below. The location of the current position is Newark Area.

Two lists will be established. The first, residents; the second, non-residents.

## Title S427

### Food Service Supvsr. IV

Code 4 will be utilized in appraising entrants for these \$8,530-11,092 positions. That means education and experience will weigh 3, while the results of a written and/or oral test

will weigh 7. Only Jersey residents may compete, however, with a baccalaureate and heavy experience sought of candidates.

Definition: Has charge of the economical and professional management of all functions, services, facilities and staff associated with storage, preparation and service of all food.

Requirements are: A Bachelor's degree in home economics or nutrition (submit transcript with application) with a major course of study in dietetics or institution administration.

Three years of experience in the management of a large scale food service unit.

For applicants who do not possess the college degree, two years of full-time top level supervisory experience in a large scale food service operation may be substituted for each year of college training.

## Title S428

### Head Green-Houseman

Candidates for the greenhouse-man post can expect Scoring Code 2—use of written and/or oral exam—as a rating device. Residents of N.J. only will be admitted to the test, and successful appointees will earn \$7,737-10,059. High school grads are sought, and light experience is satisfactory.

Definition: Has charge of the greenhouse and related work.

Requirements are: High school graduation or an equivalency certificate.

One year of supervisory experience in greenhouse operation and maintenance.

Applicants who do not possess (Continued on Page 11)

**WALTER MATTHAU**  
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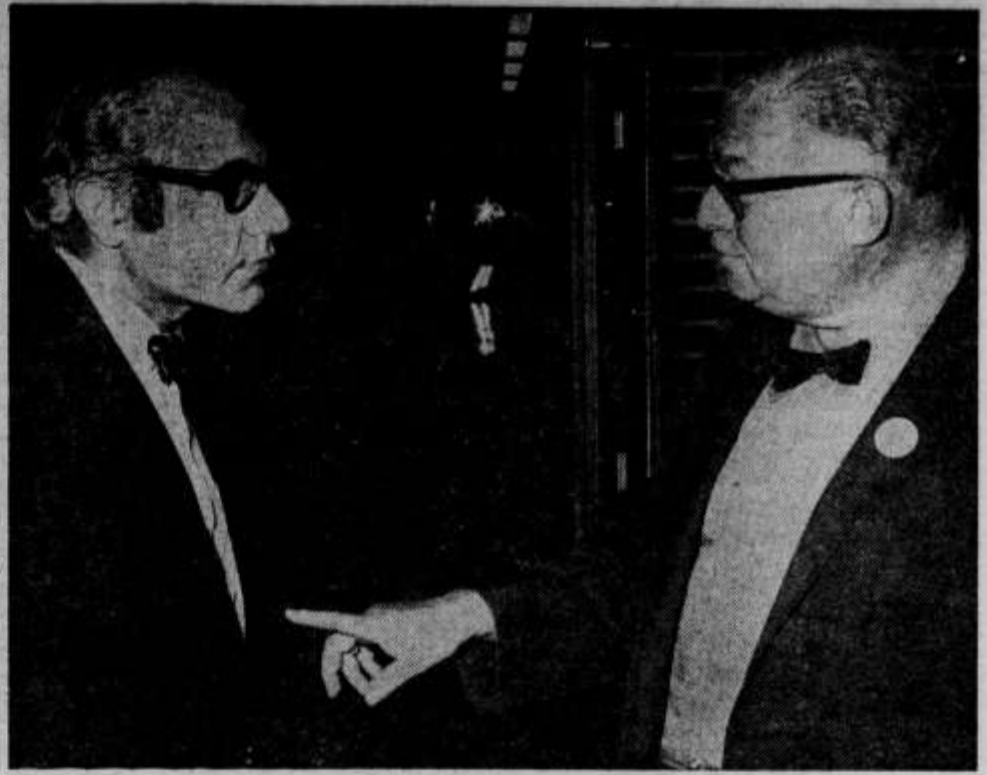
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CL-801



Making an explanation of the Association's mechanism is Theodore C. Wenzl, Statewide president. Dr. Mashikian, right, hosted the Southern Conference meeting, held at Rockland Children's Psychiatric Hospital.



Presidential contender Irving Flaumenbaum, right, emphasizes to director H. S. Mashikian of Rockland Children's Psychiatric Hospital that only organized political action will gain needed funds.

# Southern Conference: Latest Stop On Campaign Trail

ORANGEBURG — The latest station along the campaign trail for candidates seeking office in the Civil Service Employees Assn. was a meeting of the Southern Conference, held in the sylvan setting of the Rockland Children's Psychiatric Hospital. Almost all of the candidates turned out, several of them taking full advantage of the meeting's late start, by passing-out literature in the lobby.



Imperfections in the Taylor Law drew the attention of Westchester chapter president Michael DelVecchio, left, talking to Louis (Duke) Colby, the newly announced candidate for third vice-president.



Dorothy MacTavish, secretary of CSEA, swaps reminiscences with A. Victor Costa, a hopeful for the office of second vice-president.



Taking aim at the new law barring management/confidential employees from employee organizations is Solomon Bendet, CSEA's second vice-president.



Her background as a member of the Willowbrook SH negotiating team was one of the points noted by Edna Percoco, candidate for Statewide secretary.

Several of the candidates and followers gathered around the CSEA bulletin board to scan the array of political posters. "He's here, too," commented an unidentified member, expressing pleasure that his man was visually represented.

A few minutes later, Conference president Nicholas Puzifferri gavelled the group to order and, after the roll call and finance report were disposed of, the focal point became the candidates themselves.

The stage shone with bright lights, but the absence of a dais gave an informal air to the speeches. Equipped with a television-style hand microphone, the contestants mounted the platform in rotation of their offices, and outlined what they stood for. Some proposed, others disposed. Some pointed to their backgrounds, other gazed into the future. Style and delivery varied greatly.

While the parade of candidates took the inverse order

(Continued on Page 9)



Stress on revitalized political action was the theme propounded by Fred Huber, seeking the Association's first vice-presidency.



A verbal assault on inefficient dues refunds was launched by Louis Sunderhaft. He is challenging the incumbent treasurer.



Politics, what else? That's the topic of the day for, left to right: treasurer Jack Gallagher; candidate for third vice-president Richard Tarmey; candidate for fourth vice-president George DeLong; candidate for first vice-president Thomas McDonough, and Samuel Borelly, member of the restructuring committee.



## Issues Begin To Emerge

# CSEA Officer Candidates Appear At Southern Conf.

(Continued from Page 8)  
of level of office, the greatest excitement was generated late in the program when the various contenders for first and second vice-presidents, in particular, traded verbal punches.

The first vice-presidency, about to be vacated by Flaumenbaum, is up for grabs. Eyeing that post are Fred Huber, president of the Buffalo chapter, and Thomas McDonough, Motor Vehicles chapter president from Albany.

Huber's approach to the State organization stressed direct political action in a way that would put legislators on notice that their misdeeds to civil service interests would be challenged in the media. Organized phone campaigns to defeat anti-CSEA lawmakers was another plank of the Huber platform.

McDonough emphasized job security and the agency shop, maintaining that the Association is "always fighting brushfires" while falling to chart a definitive course for its future. He also asked for a strengthening of communications.

A. Victor Costa's candidacy for second vice-president encompassed a series of suggestions, ranging from an improved Mental Hygiene career ladder to decentralizing the CSEA and granting more autonomy in chapter staffing.

He called for expanded field services, singling out the County Division as one area where staff has not kept pace with growth. Costa's other proposals dealt with doing away with a confidential air around bargaining and providing school chapters a division of their own.

### Stresses Salaries

Incumbent second vice-president Solomon Bendet, seeking re-election, directed his attention to items like salaries and pensions. On the salary question, he endorsed a 20 percent across-the-board hike, for all State employees, suggesting that if the South Mall could be funded, so could the civil servant.

His pension proposal sought equity with the Legislature: 20 years at half-pay; 40 years at full-pay. He also hammered away at the challenge to union membership for management/confidential employees, and promised a court battle based on his firm belief that the new law is unconstitutional.

Bendet also argued in favor of paid shop stewards; an increase in geographical differential from \$200 to \$500, and for the institution of mass automobile insurance through the Association, which could mean as much as a 25 percent saving on premiums.

Louis Colby, the new candidate for third vice-president, concentrated on the issue of job security. "We need the merit system," he declared, "for without it, we're out of business." Because of his new status, Colby jokingly termed himself "the incognito candidate."

Richard Tarmey, seeking an elevation from fourth vice-president to third, said he would rather undergo "updating" than to simply stand on his record. He made no specific proposals,

but summed up his credo with the statement, "We've come a long way, baby, but we've got a long way to go."

### Pledge On Tenure

George DeLong, incumbent fifth vice-president who is gunning for the fourth vice-president position, unveiled a six-point platform. The major plank would guarantee public employees absolute tenure after serving 10 years.

Other suggestions focused on more frequent officer meetings; funding for retirement chapters; a career ladder for attendants; legislative liaison staffs to aid counties, and giving elective status to the sergeant-at-arms job at chapter level.

Dudek, vying for fifth vice-president, mentioned the importance of the Conferences and "the fruits of committee labor." Citing his own service on committees, he asserted that this background would equip him "to meet the challenges of tomorrow."

Candidates Hazel Abrams and James Lennon, also contenders for the post of fifth vice-president, did not attend this Southern Conference meeting.

The remaining contests, those for secretary and treasurer, generated little substantial commentary by and large. The tone taken generally found the incumbent saying he or she had performed well, and the insurgent candidate claiming he or she had the capacity to handle the duties as well if not better.

However, one topic did emerge as a bone of contention among the rivals for treasurer, Jack Gallagher and Louis Sunderhaft.

Caught in the verbal crossfire was the computer at CSEA headquarters which handles chapter dues refunds. Gallagher, the incumbent, admitted a few problems and asked the membership to be patient.

Sunderhaft took to the offensive, charging that the "software" and the whole staffing operation was incompetent. He noted his present post, director of data processing for the Chf

of Utica, hinting that his exposure there would help him rectify the present situation.

The two candidates for secretary, incumbent Dorothy MacTavish and challenger Edna Percoco, both spoke very briefly. Mrs. MacTavish stated, "Everyone knows that CSEA is in my blood," while candidate Percoco reviewed her qualifications in terms of CSEA committee roles held. She also pointed to her recent vote of support from the Metropolitan Conference.

Rivalry for the presidency recently reached high pitch when the two contestants for the top Civil Service Employees Assn. elective office rose to make their presentations.

Challenger Irving Flaumenbaum relentlessly pursued what he conceived to be the Association's weakness: an organization not in tune with the times. His program, as in the past, would harness the potential energy of the Association and create a politically potent voter bloc that packs a punch at the ballot.

The incumbent chief, two-term Theodore C. Wenzl, identified CSEA's direction with those of his policies as its chief executive. Wenzl suggested his four years have been indicative of the necessary "change" his rival keeps pressing, saying further that the State-CSEA contract is unparalleled among public employees nationwide.

### Flaumenbaum's Points

In more detail, Flaumenbaum said: "We need a change of leadership because our organization is not changing with the times. A political action committee is one of the most important things we've got to get. We've got to show muscle to the politicians, to tell who our friends are, and to throw our support to favorable candidates backed up by money.

"We've also got to gain an agency shop and get rid of the phonies who take our benefits but don't want to join CSEA — it's a sickening thing.

"On a subject dear to my



Buffalonian Edward Dudek cites his faith in CSEA's committee work to Richard Tarmey, right. Dudek seeks the fifth vice-presidency; Tarmey, the office of third vice-president.

## State Police (Civilian) CSEA Negotiating Team

ALBANY—The headline which appeared in the July 27 issue of The Leader, "CSEA Gets State Agreement on Work Rights for Troopers After Months of Negotiations" actually referred to an agreement reached by the State Police Civilian Unit with the Administration. CSEA team, expressed his "satisfaction with the overall settlement. In my opinion, everything that was important to us went through; I think we're all pretty happy with the final agreement."

Other members of the CSEA team were Stanley Sochalec, Troop A; Nelli Desgroselliers, Troop B; Patricia Yanson, Troop C; Joseph Haug, Troop D; Helen Halbritter, Troop E; Arlene Hall, Troop F; Richard Schrader, Troop K; Elizabeth Steward, State Police Headquarters, and Sally Cannon, Troop G.

Robert D. Quick, State Police deputy chief inspector, was chairman of the management team, aided by Stephen A. Smith, director of personnel.

## Select Arquette To State CSEA Sgt.-at-Arms

BUFFALO—Paul Arquette, president of the Buffalo State Hospital chapter of the Civil Service Employees Assn., has been named sergeant-at-arms for the Civil Service Employees Assn. Theodore C. Wenzl, Statewide CSEA president, has announced.

Arquette, a safety officer at Buffalo State Hospital and an active member of the CSEA chapter there for 18 years, has served on the CSEA State Executive Committee and Board of Directors since 1966, and was elected chapter president in March 1971.

Arquette will act as sergeant-at-arms at all Statewide CSEA conventions, and meetings, beginning with the 61st CSEA Annual Meeting at the Waldorf-Astoria Hotel in New York City, Sept. 8-10.

The appointment was made to fill the vacancy left by the untimely death of Ernest Hemstock of Binghamton.

heart, dues, I recently received a call from the Comptroller's office. There were 400 member cards, but no punch cards. This caused a 12-week delay in the processing, and that's quite typical. I'd say that as far as (chapter) income goes, we lose well over half a million dollars.

"What we need is a list of the membership for everybody — not of those who have left, retired or are dead. We need a proper list, and I pledge to set the record straight.

"Then there's this business about the confidential unit being knocked out. When I asked Assemblyman Kingston and others what happened, they said: Nobody objected! Well, why didn't we object? The bill is definitely anti-CSEA and an attempt to decimate our leaders. And our leadership must show the way.

"I insist on having meetings more than once a month. The members must have the means to the officers, for we're no more a social organization.

"We're now a business organization, and if you want a more dynamic organization than you've ever seen in your life, well, then—I'm your man."

### Wenzl's Record

Paul Arquette and Theodore C. Wenzl: "I always encourage these things to get-

## Westchester CSEA Thwarts Rival

WHITE PLAINS — The Civil Service Employees Assn. has roundly defeated an attempt by the Westchester County Correction Officers Benevolent Assn. to take over representation of the correction officers employed at the Westchester County Jail and County Penitentiary.

CSEA has represented most Westchester County employees, including the 156 correction officers, for several years.

The WCCOBA began their ill-fated proceedings to decertify CSEA by bringing a petition before the Westchester County mini-PERB (Public Employment Relations Board) in October 1970. After many delaying actions on that Association's part, the issue was brought to a final hearing in June 1971.

The mini-PERB board, ruling that there were no grounds on which to unseat CSEA, ordered the case dismissed.

together, and regret that there aren't more people here this evening. You who have come attest to the vitality of CSEA.

"Now change was mentioned earlier. Since I got to the helm, has there ever been greater change in those four years? As the first full-time president, I took on the unions and knocked them out.

"I've gotten for you the first two-year contract in public service, one that public employees are copying all across the nation. My policy is: change for the good of the Association.

"I have been able to effectuate this change, and it has been tremendous, magnificent. I've been able to meet every situation.

"Now the name of the game is 'fight,' and a job like this requires stamina, wisdom and courage. You can test me on all three counts. And we've all got to keep moving in this direction.

"No, we don't have to apologize, for now CSEA is a household word. We've been on radio, TV, and in the front pages of newspapers. We have won the public respect.

"Now, friends, get the vote out — let's get 100,000 votes out, for bigger and better change."

# Eligibles on State and County Lists

CIVIL SERVICE LEADER, Tuesday, August 3, 1971

SR ON THE JOB TRNG SPEC		5 Regan J Albany .....74.2		30 Murphy W Schenectady .....755		
1 Arje J Freeport .....93.0	2 Mermey N Rochester .....92.2	SUPVGT U I TAX AUDITOR		31 Ronannon D NY .....754	32 Russo L Tonawanda .....753	
3 Knapp D Bklyn .....89.7	4 Holtz G Fishers .....87.7	1 Greenman H NY .....82.5	SR ACCINT & SR AUDITOR		33 Creighton W Bklyn .....753	
5 Capone L Bklyn .....86.8	6 Abrams I Bklyn .....84.0	1 Lucy A Pelham Ma .....916	1 Neeb J Tonawanda .....911	34 Trickey H Albany .....752	35 Sherman R Elmout .....751	
7 Flynn J NY .....83.4	8 Ferraro R Vestal .....82.2	3 Feldstein S Yonkers .....876	4 Zdybe J S Cheektw .....875	36 Skibinski W Lackawanna .....751	37 Sanders F NYC .....748	
9 Rosa J Henrietta .....81.6	10 Rosenbluth A NY .....80.0	5 Mulligan G Albany .....866	6 Sokoloff H NY .....838	38 Devack B Flushing .....744	39 Semione A Albany .....743	
11 Riccardo F Ballston Spa .....79.9	12 Shapiro J Bklyn .....78.5	7 Banazer W Syracuse .....835	8 Kane R W Seneca .....816	40 Cichy R Amsterdam .....742	41 McCarthy R Lewiston .....740	
13 Slive D Fresh Meadows .....76.9	14 Pikulin R Plainview .....75.9	9 Owen R Saratoga .....816	10 Levy A Bklyn .....808	42 Lochner P Albany .....740	43 Roderick P Bx .....740	
15 Castellano F Masspequa Pk .....75.5	16 Slive S Floral Pk .....74.9	11 Diamond A NY .....800	12 Silverstein S Albany .....800	44 Nava N Rosedale .....738	45 Okkeffe E Albany .....737	
17 Frankel S NY .....73.8	18 Stockdale R Snyder .....785	13 Medici M Bx .....792	14 Gilbridge J Bx .....790	46 Grover I Bklyn .....734	47 Sanborn J Niagara Pl .....730	
18 Regan J Albany .....73.7	19 Vazquez A NY .....785	15 Meiselman L Rochester .....787	16 Preble T Syracuse .....786	48 Angerami J Schenectady .....725	49 Maher H Delmar .....723	
MANPOWER UTILIZ SPEC		17 DeFlumer E Delma .....786	18 Stockdale R Snyder .....785	50 Klein W Schenectady .....722	51 Schuyler J Elbridge .....716	
1 Rosa J Henrietta .....78.6	2 Goudreaux G Cold Brook .....77.2	19 Vazquez A NY .....785	20 Dantsig J E Elmhurst .....783	52 Luczak E Schenectady .....714	53 Romoff R Bklyn .....714	
3 Riccardo F Ballston Spa .....76.9	4 Rueckheim J Old Chatham .....74.5	21 Phillips H Kenmore .....778	22 Karafanda S Latham .....777	54 Burrow R Albany .....713	55 Tennyson E Sloansvil .....706	
SR MANPOWER UTILIZ SPEC		23 Bannon R Woodside .....771	24 Duggan G Watervliet .....767	56 Goeko V Latham .....706	57 Manzella A Delmar .....704	
1 Goudreaux G Cold Brook .....74.7	2 Rueckheim J Old Chatham .....73.0	25 Ayala E NY .....765	26 Rosenblatt S Bklyn .....765	58 Epstein B Bx .....702	59 Palmer J Elmout .....702	
SUP APP TRNG REP & SUP ME		27 Browne D Albany .....763	28 Kaplan M Bklyn .....760	60 Davies J Delmar .....702	ACCOUNT CLERK WAYNE COUNTY PROBATION DEPT.	
1 Witte H Bx .....81.0	2 Riccardo F Ballston Spa .....79.4	29 Maus S White Pla .....756			1 Bridger N Lyons .....74.5	
3 Slive D Fresh Meadows .....75.4	4 Tierney J Delmar .....75.2					

ADMINISTRATOR III NEW YORK CITY		SR MTCE SUPERVISOR				
1 Pulver I Flushing .....91.5	2 Shostak B NY .....83.5	1 Lavender W Johnstown .....88.1	2 Sudol H Pine Bush .....87.1			
3 Waxmon L Yonkers .....78.5	4 Rubenstein M Bklyn .....74.0	3 Thomas C Middletown .....84.3	4 Fedoryk W New Platz .....79.3			
5 Scordley V Bklyn .....74.0	6 Drucker E Bklyn .....73.8	5 Halloran J Cohoes .....77.7	6 Vreeland R Orisville .....77.6			
ADMINISTRATOR III, CIVIL COURT, NEW YORK CITY		7 Mastilak G Staten Is .....76.9	8 Gardiner H Goshen .....75.2			
1 Scordley V Bklyn .....74.0	ADMINISTRATOR III, CRIMINAL COURT NEW YORK CITY		9 Lemke L E Amherst .....74.9			
ADMINISTRATOR III, OFFICE OF PROBATION, NEW YORK CITY		1 Drucker E Bklyn .....73.8	10 Teffet A Kerhonksin .....72.5			
1 Shostak B NY .....83.5	ADMINISTRATOR III, SUPREME COURT, 1ST JUD. DIST. PROBATION DEPT.		SR TRANS ANALYST			
1 Waxmon L Yonkers .....78.5	ADMINISTRATOR III, SUPREME COURT, 2ND JUD. DIST. PROBATION DEPT.		1 Dowling E Rexford .....82.4	2 Dizenzo J Rexford .....76.4		
1 Pulver I Flushing .....91.5	ADMINISTRATOR III, SUPREME COURT, JUDICIAL DISTRICT		3 Cottrell D Albany .....75.4	4 Green D Latham .....74.7		
1 Rubenstein M Bklyn .....74.0	ADMINISTRATOR II, NEW YORK CITY		5 Putz D Delmar .....72.7	6 Rossi L Albany .....70.2		
1 Shostak B NY .....82.5	2 Drucker E Bklyn .....79.8	ADMINISTRATOR II, CRIMINAL COURT, NEW YORK CITY		CHIEF AUDITOR OF ST EXPND		
3 Waxman L Yonkers .....78.5	1 Drucker E Bklyn .....79.8	ADMINISTRATOR II, OFFICE OF PROBATION, NEW YORK CITY		1 McGill J Cohoes .....89.9	2 Amyot T Rexford .....86.0	
ADMINISTRATOR II, SUPREME COURT, 1ST JUD. DIST. PROBATION DEPT.		ADMINISTRATOR II, SUPREME COURT, SUFFOLK COUNTY		3 Collier J Troy .....86.0	SR X-RAY TECHNICIAN	
1 Waxman L Yonkers .....78.5	ADMINISTRATOR III, NEW YORK CITY		1 Farrell R Ray Brook .....89.4	2 Guise F Newport .....87.9	3 Skonski D Buffalo .....83.5	
1 Wexman L Yonkers .....78.5	ADMINISTRATOR I, SUFFOLK COUNTY, PROBATION DEPT.		4 Bolouski M W Brentwood .....80.6	5 Engesser S Utica .....78.7	6 Cope H Saranac Lake .....78.6	
1 Wexman L Yonkers .....78.5	ADMINISTRATOR I, NASSAU COUNTY PROBATION DEPT.		7 Kieptyka M Orangeburg .....76.6	8 Clark C Victor .....76.6	9 Ellis T Chadwicks .....75.7	
1 Cullen L Plainview .....85.9	2 Tilghman R Hempstead .....83.3	ADMINISTRATOR II, SUFFOLK COUNTY		10 Desplanche M Wingdale .....75.5	11 Taylor P Buffalo .....74.0	
3 Therne E Hicksville .....82.3	4 Brown R Westbury .....79.5	ADMINISTRATOR III, NEW YORK CITY		12 Barney K Dalton .....71.4	SR BLDG CONSTR ENGR	
5 Cloudman F Hempstead .....75.0	6 Cerrato J Franklin Sq .....74.1	ADMINISTRATOR II, SUFFOLK COUNTY		1 Thomas W Williamsvil .....84.8	2 Cornell N Newtonville .....77.8	
7 Wilbur A Baldwin .....72.5	8 Marcantonio R New Hyde Pk .....71.3	ADMINISTRATOR III, NEW YORK CITY		PARK ENGR		
SR TRANS CODING CLERK		ADMINISTRATOR I, SUFFOLK COUNTY, PROBATION DEPT.		1 Johnson P Trumansburg .....81.7	2 Chapman R Castile .....80.9	
1 Buechner D Schenectady .....88.8	2 Shufelt R Albany .....80.2	ADMINISTRATOR II, SUFFOLK COUNTY		3 Fagnan W Alpine .....79.2	4 Peterson C Chittenango .....76.3	
3 Wood A Ballston Spa .....80.1	4 Ryan J Castleton .....79.7	ADMINISTRATOR I, NASSAU COUNTY PROBATION DEPT.		5 Bard J Mechanicvil .....75.2	6 Quencer M Alexadra Bay .....73.9	
5 Oliver J Cohoes .....78.4	6 Rogus L Syracuse .....77.4	ADMINISTRATOR II, SUFFOLK COUNTY		7 Durziak N Tonawanda .....72.8	8 Tymczuk A Rhinebeck .....72.8	
7 Tobin J Loudonville .....75.3	8 Tolmes R Albany .....74.4	ADMINISTRATOR III, NEW YORK CITY		9 Tonneson C Cornwall .....72.3	10 Lodinsky L Trumansburg .....70.7	
9 Hickey E Schenectady .....74.2	10 Bowea E Albany .....73.5	ADMINISTRATOR I, SUFFOLK COUNTY, PROBATION DEPT.		SR RADIO DISPATCHER		
11 Griffin P Delmar .....73.4	12 Worth H Albany .....73.4	ADMINISTRATOR II, SUFFOLK COUNTY		1 Whitney C Amsterdam .....93.0	2 Malicki R Amsterdam .....81.9	
13 Ciejka M Cohoes .....73.3	14 Deming D Albany .....72.5	ADMINISTRATOR III, NEW YORK CITY		3 Loos G Schenectady .....77.9	4 Kodra S Voorheesvil .....71.3	
15 Harris N Albany .....72.1	16 Wilsey L Schoharie .....71.1	ADMINISTRATOR I, SUFFOLK COUNTY		SR PARK ENGR		
17 Giordano S Corbetnavil .....70.1	ASSOC TRANS ANALYST		1 Buddle A Trumansburg .....83.2	2 Barkevich J Hyde Pk .....78.6	Westchester Fails To Exempt Deputies	
HEAD MTCE SUPERVISOR		1 Hehl B Ballston Lk .....89.4	WHITE PLAINS — Daniel P. McMahon, sheriff of Westchester County, has failed in his attempt to remove all deputies, officers and employees of the County Sheriff's Department (except the undersheriff) from the jurisdiction of examinations and classifications under the Civil Service Law, the Civil Service Employees Assn. learned last week.		The sheriff had claimed that these employees act for and in place of their principal officer, and should therefore be given exempt classification.	
1 Clark J Syracuse .....88.7	2 Bentley M Verona .....87.7	2 Hall G Loudonville .....82.2	Supreme Court Justice John W. Sweeney, who presided over the hearings on the matter, said that there was no basis for this assumption, and quoted a similar case in upstate New York as precedent in his decision to deny McMahon's petition.		Ad Hoc Committee On Delivery System	
3 Lewis H Depew .....85.3	4 Fisher J Saranac .....83.7	3 Hartgen D Glenview Isl .....81.7	ALBANY — The ad hoc—new delivery system committee of the Civil Service Employees Assn. will meet Thursday, Aug. 19, at 10:30 a.m. with the Executive Board of the New York State Social Service Commissioners at the Thruway Hyatt House on Washington Ave. here.		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-	
5 Quinn H Ogdensburg .....83.5	6 Hillman E Cheektowaga .....82.2	4 Chimera R Menands .....81.3	Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-	
7 Migliore S Buffalo .....81.1	8 Haviland S Binghamton .....79.5	5 Brustman R Albany .....78.9	Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-	
9 Allen D Attica .....77.9	10 McGonigal J Oneonta .....77.6	OPTION B HEAD MTCE SUPERVISOR		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-		
11 Vannostrand W Ovid .....76.6	12 Levine H NY .....74.2	OPTION A HEAD MTCE SUPERVISOR		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-		
13 Johnson C Ossining .....74.0	14 Thies W Silver Creek .....73.2	OPTION B HEAD MTCE SUPERVISOR		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-		
15 Seymour M Newark .....71.5	OPTION A HEAD MTCE SUPERVISOR		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-		Committeemen include Charles Guarino, chairman; Nancy Rowles; Zita Parker; Frank Lawson; Geraldine B. McGraw; Sally Forsythe; John Shepherd; Richard Curbeau; Tony Tascarella; Arthur Bolton; Sandra Aroneck; Tanya Cook; Richard Tarmey; Patrick Monachino, CSEA collective negotiating specialist; Peter Morganti; Evelyn Deichman; Rulon Cushing; James Bolles, and Charles Car-	

## SICKNESS INSURANCE OR HEALTH INSURANCE

Sickness insurance costs money.  
Health insurance saves money.  
Sickness insurance tends to aggravate health problems.  
Health insurance places a priority on preventive health care.  
Sickness insurance means frequent hospital admissions.  
Health insurance means fewer hospital admissions.  
Sickness insurance is indemnity insurance. One never knows what the final medical costs will be. In today's costly, fragmented, complex and confusing search for the best in medical care, this can often mean playing Russian Roulette with medical expenditures.  
Health insurance today means truly prepaid group practice health care. Whether it's open heart surgery, a multiphasic health testing examination, office visits, pediatric care, costs are prepaid for however long the medical need exists. This kind of health care makes sense.  
This is what the Health Insurance Plan of Greater New York is all about.  
This is why prepaid group practice plans, such as H.I.P., are being talked about by people all over the country.  
This is why the public is questioning sickness insurance and looking to health insurance for health protection.  
The Health Insurance Plan of Greater New York will be pleased to send a representative to your agency or firm to explain in detail how prepaid group practice health care provides preventive, diagnostic and curative medical services for better health.



HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 Madison Avenue

# FIRE FLIES

Paul Thayer

On Monday morning, July 19, out on Rockaway Pt. Blvd., they buried a nice guy from 121 Truck, who got killed in line-of-duty a couple of days before. His captain said there was none better and, the way he said it, one knew he meant every word of it.

The rig was a metal aerial Mack Truck and, there is no room for anyone to stand on the side, as there is with the American La France. Therefore, with a full crew, things become slightly crowded up there in front: when you get close to the box location and you see a guy standing in the middle of the street, waving you in, you know you have a job.

If there isn't anybody at the box, and you just turn the corner, and there she is — blowing through the roof — any firefighter knows exactly what needs to be done and what is expected of him.

As a result, there is a mad dash by the hook, ax and halligan men for their tools, while the rig is still moving, even though they could wait a few seconds — until the rig comes to a stop — and then grab the tools.

However, firemen aren't built like that, and of all the times I have been with them, rounding a corner and seeing it blowing, I have never seen a company wait to grab their tools until the rig comes to a stop. There is just one mad dash for each tool, because each man knows exactly where his spot is going to be as well as the probable conditions he will find when he gets there.

In addition to which, the 10- or 15-second delay in waiting for the rig to stop could well mean the difference between saving a life and losing one, should there be a light hazard upon arrival.

This is a reflex action . . . something which could happen in any truck company responding to any alarm, on any given day. The fact that it happens so seldom is one of many Acts of God which take place each day which enable the firefighter, in spite of a few close calls, to go safely home.

So it was on that sunny, clear morning on July 14, that a young firefighter, clinging to the rig just like his buddies, spied the fire at 1037 Box, made a grab for his tools, fell off the rig and was killed. St. Joseph's Hospital was very close and the ambulance service was good, but three days later . . . he was dead.

They also had a good chief in the person of Jim Maloney, whom I know well and deeply respect.

So it was, too, that the young firefighter, James Lavin, whose whole life was taken up with his beautiful wife, two young daughters, sports of all kinds, and his beloved Fire Dept., is dead.

I did not call his brother, Charley, out of respect for his personal feelings (when you lose your brother in the job, it's pretty tough to talk about it).

As for Jim's wife and kids, there is heartbreak ahead. First, there was the funeral. In the future, a memorial service will take place. Then, there will be the Christmas Party for the children of firefighters killed in line-of-duty, followed by the

soul-searing experience of that "Medal Day" when she joins her sisters in sorrow as their collective hearts are torn asunder, as a grateful city attempts to acknowledge the supreme sacrifice their loved ones have made in 1971.

Jim was the fifth man to die in line-of-duty in 1971. Would God will that he be the last but, unless fate radically changes its ways, he will not be the last. Life will go on.

I didn't know you personally, Jim, but the way the Captain and the men spoke of you, I wish I had. They gave you the supreme compliment — which only a blueshirt can. They said you were a good fireman. You must have been a really fine person.

Rest in eternal peace, Fireman first-grade James Lavin, Ladder 121, FDNY.

\* \* \*

**FIREFIGHTERS  
FIGHT FIRES . . .  
NOT PEOPLE.**

## D of E Program Utilized To Train

A program conceived and developed by the State Labor Dept.'s Division of Employment in cooperation with the State Department of Education will provide training in various individual referral occupations for 335 unemployed persons in the New York City area.

The training will be given under the Manpower Development

## N. Jersey Jobs

(Continued from Page 7)

the required education may substitute additional experience as indicated above to a maximum of four years.

**Title S429**

### Head Of Groundsmen

Jerseyites who successfully apply here also must confront the Code 2 rating system: a written and/or oral. Once hired, the groundsman receives \$7,737-10,059 in wages. In addition to high school graduation, the State demands one year of supervisory background in the pertinent area.

Definition: has charge of the maintenance of grounds, develops effective work measures, programs, schedules and procedures, supervises the proper use of equipment, materials, supplies and implements used in the maintenance of grounds.

Requirements are: High school graduation or an equivalency certificate.

One year of supervisory experience in work involving the operation and management of large scale groundswork.

Applicants who do not possess the required high school education may substitute additional experience as indicated above on a year for year basis up to a maximum of four years.

and Training Act, utilizing Federal funds.

Each trainee will receive a minimum of 25 hours of training a week up to a maximum of 52 weeks. While in training, those who qualify will receive up to \$56 a week in cash allowances plus an increase of \$5 a week for each dependent up to a total of six.

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# The Job Market

By BARRY LEE COYNE

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

A Loose Leaf Binder Company in Queens has a number of openings requiring skilled workers which they are anxious to fill. They have jobs for Coverers, Power Press Set Up Operators, Binders, Sewers, Paper Cutting Set Up Operators, Riveters, Gluers and Assemblers. The salary starts at \$90 a week and pays more depending on experience. Diesel Truck Mechanics with Class III license and heavy diesel experience are wanted for jobs paying \$4.50 an hour. Experienced Ceramic Tile Setters are wanted. No tools required for jobs at \$4 an hour. Also Water Proofer to work in private homes. Must have experience and own tools, and a chauffeur's license is preferred. The pay is \$30 a day. There is a need for Electrical Motor Repairer for small motors in shop or on customer's premises. Must have six month's experience, tools and a chauffeur's license for jobs paying \$140 a week. Fully experienced Roofers with ladder and scaffold experience are wanted at \$25 to \$35 a day and a Table Sawyer with one year experience and able to cut lum-

ber is needed at \$110 a week. Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

Young men age 17½ to 24 years old can become Plumbers by taking a five-year apprenticeship program which includes on-the-job and formal classroom training. Applicants must have a high school or equivalency diploma and have been a resident of the metropolitan area for one year. Also, those honorably discharged from service from the Armed Forces, the age limit has been extended to 27 years old. An aptitude test will be given and a doctor's certification certifying that the applicant is physically able to perform the work is required. Also must be a citizen of the United States. The apprenticeship wage rate for the first year is \$2.85 per hour with yearly increases during the five-year course.

Those interested in training for the Plumber trade should apply in person before July 30 by going to any one of the Industrial Offices of the New York State Employment Service. In Manhattan, go to 355 West 54th St.; in Brooklyn, to 250 Schermerhorn St.; in Queens, to 42-15 Crescent St., Long Island City, and in Staten Island, to 25 Hyatt St., St. George.

Employers of industrial workers in Manhattan are in need of Engraving Press Workers to set up and operate modern or Carver engraving presses at \$100 to

\$140 a week. There is a need for Protective Signal Installers experienced in burglar alarm systems in stores using hand tools. Driver's license and own car preferred. The pay is \$3 an hour. Experienced Office Machine Servicers are also wanted to operate manual and electric typewriters, adding machines, calculators or photocopiers at \$100 to \$150 a week.

Experienced Sewing Machine Repairers for industrial sewing machines are wanted at \$100 to \$150 a week. Also Hand Collators with experience in carbon collating at \$90 to \$100 a week. Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

## ◆ This Week's Key Answers ◆

Six sets of final key answers have recently been released by the City Personnel Dept. Of these, two are identical to previously announced proposed answers:

**EXAM 1503:** Promotion to Maintainer's Helper (Group A & C), NYCTA, test held May 24, 1971. Taken by nine candidates; no protests.

**EXAM 0586:** Promotion to School Custodian Engineer, test held Dec. 19, 1970. Taken by 45 candidates; no protests.

The following 11 sets of final key answers include the changes in boldface type.

### EXAM 7604

**PROM. TO RENT EXAMINER**  
Test Held Jan. 13, 1971

1, D; 2, A; 3, B; 4, A; 5, D; 6, B; 7, C; 8, B; 9, C; 10, C; 11, A; 12, A; 13, D; 14, D; 15, D; 16, C; 17, B; 18, B; 19, B; 20, D; 21, C; 22, D; 23, B; 24, B; 25, A; 26, B; 27, A and/or D; 28, C; 29, B; 30, D; 31, C and/or D; 32, D; 33, A; 34, C; 35, A; 36, D; 37, A; 38, B; 39, C; 40, B; 41, D; 42, D; 43, A; 44, B; 45, B; 46, B; 47, D; 48, C; 49, A; 50, C;

51, B; 52, C; 53, A; 54, A; 55, B; 56, B; 57, B; 58, B; 59, C;

60, B; 61, A; 62, C; 63, B; 64, D; 65, C; 66, D; 67, B; 68, B; 69, D; 70, D; 71, A; 72, B; 73, A; 74, D; 75, B; 76, A; 77, C; 78, A; and/or B; 79, C; 80, B.

### EXAM 9606

**PROM. TO FRMN. ASPHALT WORKER**

Test Held Nov. 21, 1970

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

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

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

### EXAM 0552

**PROM. TO ASST. TRAIN DISPATCHER**

New York City Transit Authority  
Test Held May 1, 1971

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

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

51, C; 52, D; 53, B; 54, B; 55, B; 56, C; 57, B; 58, B; 59, A; 60, A; 61, A; 62, A; 63, C; 64, D; 65, D; 66, C; 67, D; 68, A; 69, D; 70, D; 71, C; 72, C; 73, D; 74, C; 75, A; 76, A; 77, C; 78, B; 79, A; 80, C.

### EXAM 0534

**PROM. TO SEWAGE TREATMENT WORKER**

Test Held Feb. 6, 1971

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

23, B; 24, D; 25, D; 26, C; 27, A; 28, C; 29, B; 30, A; 31, C; 32, D; 33, B; 34, B; 35, C; 36, D; 37, D; 38, C; 39, A; 40, D; 41, A; 42, C; 43, C; 44, B; 45, A; 46, B; 47, A; 48, D; 49, D; 50, B;

51, B; 52, B; 53, C; 54, A; 55, D; 56, A; 57, C; 58, C; 59, B; 60, C; 61, D; 62, B; 63, A; 64, B; 65, D; 66, B; 67, C; 68, A; 69, A; 70, C; 71, A; 72, C; 73, D; 74, C; 75, B; 76, A; 77, A; 78, D; 79, B; 80, D.

### LEGAL NOTICE

**PENNCAL ASSOCIATES**  
NOTICE OF SUBSTANCE OF CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP. Name and address: PennCal Associates, at Ingber & Klapper, Esqs., c/o Integrated Resources, Inc., 295 Madison Avenue, New York City. Business: Ownership of an interest in real estate located in Celina, Ohio. General Partners: Sidney Ingber, 100 Myrtle Drive, Great Neck Estates, New York; Benjamin Klapper, 450 West Bay Drive, Long Beach, New York. Present Limited Partners, Address, Contributions (made in cash), and Share of Profits or Other Compensation by Way of Income or Otherwise: Richard T. Baum, 345 Park Avenue, New York, New York, \$75,555, 29.640%; Robert E. Siegfried, 12 Oakland Street, Lexington, Massachusetts, \$61,389, 24.074%; Philip H. Scaver, 16 Harbor Avenue, Marblehead, Massachusetts, \$61,389, 24.074%; N. T. Camicia, 85 Country Club Lane, Pelham Manor, New York, \$56,667, 22.222% subject to payment of 1% of distributions to the General Partners after distributions have been made to Limited Partners in an amount equal to their total contributions to the Partnership. No additional contributions are required to be made by the Limited Partners. The General Partners shall have discretion as to the making and timing of distributions of Cash Flow and other property, subject to the provisions of the Partnership Agreement. As used herein and under the Partnership Agreement, Cash Flow means the net income of the Partnership after taxes (if any) determined under generally accepted accounting principles, increased by depreciation payments and capital expenditures. The term of the Partnership shall continue until the retirement, death, insanity, resignation or the bankruptcy or insolvency (not discharged or vacated within 90 days) of either General Partner (subject, in any of the foregoing instances, to the right of the remaining General Partner to continue the business of the Partnership), or failure to acquire the same, a determination to dissolve in accordance with the provisions of the Partnership Agreement or December 31, 2046, whichever event shall occur sooner. The contribution of each Limited Partner may be reduced by an amount not exceeding 10%, which would result in a cash refund equal to the amount of the reduction. A Limited Partner may substitute assignees in his place, but only with the written consent of the General Partners. Only the General Partners have the right to admit Limited Partners. The Partnership is authorized to acquire the Limited Partnership Interest of any Limited Partner who may offer the same for sale to the Partnership. No Limited Partner has any right to priority over any other Limited Partner as to distributions or compensation by way of income. The remaining General Partner shall have 60 days after the retirement, death or insanity of the other General Partner to elect to continue the business of the Partnership. No Limited Partner has the right to demand and receive property other than cash in return for his contribution. The original certificate duly signed and acknowledged was filed in the New York County Clerk's office on July 14, 1971.

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# CSEA's Binghamton School Unit Signs A Major Pact

(From Leader Correspondent)

BINGHAMTON—The Binghamton City school unit, Civil Service Employees Assn., has charged a new two-year contract with the Binghamton Board of Education, which former unit president Steve Caruso has hailed as the best in the unit's history.

Caruso stepped down recently as unit president after serving as its chief officer since its inception. Caruso was also instrumental in the formation of the unit and its continued growth.

The new contract includes a much-heralded "salary adjustment" in lieu of an across-the-board pay hike. Unit officials have praised the adjustment as much more advantageous to the district employee.

The adjustment calls for increases in salary increments to \$60 for each increment step for custodial and maintenance employees that would mean as much as \$420 maximum for employees with up to 10 years' service. Custodial and maintenance staff members at the 10- and 15-year levels would receive an additional \$60 at each level for a maximum increase of \$540 for those with 15 years of service.

## Clerical Raises

Clerical workers were granted increases of \$30 per increment step with a maximum of \$300 for employees at the 10-step increment ladder summit. Those clerical employees with 10- and 15-years' service time would receive \$30 additional at each level bringing the maximum increase to \$360 for those with 15 years or more service time. The increments for the clerical workers are pro-rated for 10-month employment scales.

In addition, base starting salaries were raised by \$200, as were maximum salaries.

Other major points in the agreement include:

- A provision requiring the school district to furnish the CSEA unit a list of all names, addresses, employment dates, job titles, salaries and location of employment of all school district personnel covered by the agreement within 60 days after the signing of the pact. Copies of all Board of Education minutes are also to be supplied to the unit president as soon as they are available.

- Copies of dues checkoff participants rosters are to be supplied to the local unit each month following the remittance of dues funds to CSEA Headquarters in Albany.

- The granting of extra days compensation to clerical employees required to work when school is closed due to an emergency.

- Employees retiring after July 1 are to be paid vacation time pro-rated quarterly based on full quarters actively employed prior to the actual retirement date with a maximum of three quarters of vacation time compensation.

- An employee absent from work on the day before a holiday shall not be penalized holiday pay because of his absence on the holiday eve.

- There shall be no deduction from pay, personal business or sick days for time taken off for religious observances as requested as per the Commissioner's pre-established regulations. In cases of non-teaching personnel quarantined in their places of residence because of illness or a contagious disease contracted from a student or teacher at his place of employment, accumulative sick leave shall not be charged and salary deductions shall not be made for the duration of the quarantine or any other such period as the school physician shall certify as requisite or prudent.

Under the non-contributory improved "20-year career" provisions under section 75-I the words: "... at age 55, but improves basis guaranteed retirement allowance (including annuity purchased by members age 60 plan contributions on earnings before April 1, 1960, for persons who retire with 20 or more years of service, the basic guaranteed allowance would be 1/50th of the final average salary per year of service. This plan will become effective July 1, 1972." ... are added thereto.

## Sick Leave

Provisions governing the application of unused sick leave as additional service credit upon retirement are to take effect as of July 1 of this year and would apply to members for whom the earnings and accumulation of

sick leave was (prior to the member's retirement) authorized by law, rule, regulation, written order or written policy.

Allowable unused sick leave credits would be limited to 166 days and applied as additional service credit on a calendar day basis as a maximum of approximately 5½ months.

New provisions governing sick leave state that whenever a non-teaching employee is absent from his employment and unable to perform his duties as a result of personal injury caused by an accident or an assault occurring in the course of his employment and received Workman's Compensation payments for such absence, he will be paid his full salary up to, if necessary, a six-month period (less the amount of any Workman's Compensation payments made in lieu of salary due to said injury). The School District shall be reimbursed from the non-teaching employees Workmen's Compensation award. A

non-teaching employee will not be required to use his sick leave for this purpose. However, the School District shall charge to the employees' sick leave any such time taken for which he elects to receive his regular salary, rather than receive Workmen's Compensation benefits.

## Other Benefits

The School District will reimburse employees for loss or damage to personal property such as eye glasses, dentures, hearing aids, etc., while the employee is acting in the discharge of his duties within the scope of his employment. Terms and conditions of payment will be subject to approval of the superintendent of schools or his agent.

Other contract provisions call for the payment of an additional \$250 per year for those custodial staff members and cleaners assigned to the 3 p.m. to 11:30 p.m. shift with an additional \$350 added to the salaries of those employees assigned to the 11 p.m. to 7:30 a.m. shift.

Building check provisions include the designation of the head custodian or steam boiler foreman as the party responsible for his own building in carrying out the necessary equipment and plant checks. Those assigned to building check duty on weekends and holidays will be paid an additional \$7.70 per week.

The contract was recently adopted by the Binghamton

Board of Education and formally signed, binding all parties.

The Binghamton School unit also scored a major victory in ousting two private cleaning contractors from their association with the district, with school unit employees benefiting by the added responsibility. The contractors had been responsible for the cleaning of two buildings. School security guards were also relieved of their responsibilities in checking the school grounds on weekends and holidays with CSEA personnel filling in the vacuum by assuming responsibility for making checks at their own buildings.

Caruso took the opportunity in commenting on the contract negotiations to urge those non-members who are enjoying the benefits of CSEA-negotiated contracts to express their appreciation for the provisions won for them by joining and paying dues to help meet unit expenses. Caruso added that it would be prudent to do so before legislation forcing membership upon them is enacted by virtue of the so-called "agency law" now under consideration.

## The Negotiations

School unit negotiators responsible for the new two-year agreement included unit president Steve Caruso, first vice-president Ann Maywalt, Joseph DeMarco, Margarlett Smith, Virginia Malanowski, Erika Runte, Frank Miczka and Matthew Vitanza.

(Continued on Page 15)

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lot, which contained the names of five duly nominated candidates. He has served the members of the Insurance Dept. since that time.

Almost four decades ago, he became a member of the Insurance Dept. and CSEA. He has been an innovator and fighter for public employee benefits for that entire period.

He proposed, fought for and won social security benefits for public employees, health plans and improved pensions. During his term as salary committee chairman, he won the non-contributory pension plan, which most employees now take for granted, as well as salary increases and other benefits totaling more than one-half billion dollars.

He is deeply concerned with the safety of employees who will be asked to work in the World Trade Center in New York City and the South Mall in Albany. These buildings have been termed "fire traps" by firefighters, insurance experts and safety engineers. He will insist the structures be declared safe by a panel of disinterested persons before employees are assigned.

Bendet wishes to continue his fight for higher salaries, proper classifications, a pension plan similar to that of the Legislature, i.e., half pay after 20 years of service with 2.5 percent added every year up to a maximum of 40 years, and with retirement pay tied to the salary grade at which the employee retires. Every time the salary grade is increased, the pension would be correspondingly increased.

Sol Bendet seeks your vote so that these programs can be accomplished.

## GEORGE LAFARO INSURANCE DEPT.

George LaFaro, a native of Hornel, is a graduate of Hornel High School, 1941; Columbia College, 1950-B.A.; St. John's Law School, LLB-1953, and was admitted to the New York Bar in 1954.

He served in the Armed Forces of the United States during WW II from 1942 to 1945, was honorably discharged with the rank of T-4. Served overseas in North Africa, Italy, Austria and Germany.

practice in Hornel, N.Y., for three years, 1954-1957. He entered State service in 1957 as a junior policy examiner.

Presently employed as a senior insurance policy examiner in the policy bureau of the Insurance Dept., he joined CSEA in 1957 and served on numerous committees of the Insurance Dept., chapter No. 666, in Albany.

He was elected and served as the president of the chapter for a period of four years, each term for a two-year period.

LaFaro served on the State salary committee for two years and presently was elected in February of 1971 for a two-year term as delegate.

He also served as chairman of the constitution and by-law committee of the Capitol District Conference for two years.

A member of the Knights of Columbus 267, Rensselaer, he served as a Grand Knight for two years.

## HARRY L. GINSBERG LAW DEPT.

Harry L. Ginsberg is a career employee with the Department of Law with more years of public service than he cares to recall. Ginsberg was formerly with the Corporation Counsel's Office of the City of New York and with the Port of New York Authority at about the time it was created. Since 1946, he has been in the Attorney General's Office at Albany.

In 1948, after only two years of groundwork, he succeeded in having the Law Dept. form its own chapter. He served on the executive council of the chapter since its inception and is a past president of same.

As a delegate to the Capitol District Conference, he served as chairman of their legislative committee for eight years and has always maintained close contact with civil service matters. His interest and sincerity in this field is indicated by the fact that he has enrolled and completed a course in "Labor Relations" given by Cornell University evenings and the many committees on which he has served the Civil Service Employees' Assn., such as budget, personnel, licensed professionals, and as chairman of the nominating committee during the last election.

His personal file shows he is married to Sarah, has two daughters and four grandchildren. His Alma Mater is St. John's College School of Law where he earned his Bachelor's degree.

## JAMES J. MULVIHILL LAW DEPT.

James J. Mulvihill has been a member of CSEA since entering State service as an investigator for the Division of Professional Conduct, State Education Dept. in 1962. He joined the Department of Law as an investigator in 1966 and since 1968 has served as a delegate from the Claims and Litigation Bureau to the New York City chapter of CSEA.

A native of New York City, he is graduate of Power Memorial Academy, received a B.A. degree from Iona College, New Rochelle, and has taken post-graduate courses at Hunter College and Fordham University. He served for two years in the U.S. Army as an operations and

fraternal affiliations include membership in B.P.O. Elks Lodge #1, New York City; past president, Holy Name Society of Holy Name Church, Manhattan, and



president of Division No. 2, Ancient Order of Hibernians, New York County.

Community and civic activities include past New York State secretary and member of the board of directors of the New York State Federation of Citizens for Educational Freedom; past vice-president, Stryckers Bay Neighborhood Council and chairman of its Police Liaison committee; member, 24th Precinct Community Council and appointment as an original member of the Citizen Advisory Board to the NYC Commissioner of Relocation for the West Side Urban Renewal Area.

Mulvihill feels that fresh representation is needed to responsibly utilize the influence of CSEA to secure improved conditions and significant recognition for civil service employees within the Department of Law and cites as an example of this need the fact that the Department of Law is one of the few State departments or agencies where employee negotiating teams have not met with administration as provided for in the present contract.

## JOHN T. PERKINSON LEGISLATIVE BRANCH

John T. Perkinson is presently assistant counsel of the legislative drafting commission, and was previously on the legal staff of the State Comptroller.

He received a Bachelor of Arts degree at Siena College and his law degree from Albany Law School. He has held the following Association offices: chairman of the Audit and Control constitution and by-laws committee; member of the State Constitution and by-laws committee, and member of the State resolutions committee.

Perkinson is an attorney with offices at 5 Broadway in Troy.

## WILLIAM L. MCGOWAN MENTAL HYGIENE WESTERN & CENTRAL CONFERENCES

William L. McGowan has been employed at the West Seneca State School as an electronic equipment mechanic for the last nine years. He's been a delegate for four years and past president of West Seneca Chapter 427.

McGowan is the incumbent Mental Hygiene representative for the Western and Central Conferences, has served as a member of the negotiating committee for operational services unit and as chairman of Mental Hygiene negotiating team. Also,

he is a member of mental hygiene committee and was selected as spokesman for the greater Buffalo area for the action committee for the last Job Action.

He is now running for Mental Hygiene representative for the Western and Central Conferences.

## CLARENCE M. LAUFER, JR. MENTAL HYGIENE WESTERN & CENTRAL CONFERENCES

Clarence Laufer was born in Utica, attended grade school and graduated from high school in



Rome, N.Y. He was a deputy sheriff of Oneida County for several years. He entered State service in 1958 at Syracuse State School where he is now a colony supervisor.

From 1958 to 1962 he was representative from the Syracuse State School in the New York State Mental Hygiene Employees Assn. He served as second vice-president of the Mental Hygiene Employees Assn. from 1962 to 1966.

He has just been elected for a third term as president of the Syracuse State School chapter of the Civil Service Employees Assn. Prior to serving as president, he was vice-president of his chapter from 1959 to 1967.

In 1969, he was appointed chairman of the special overtime rules committee, Statewide, for CSEA. Also in 1969, he was appointed as a member of the Statewide negotiating team of the Civil Service Employees Assn., and in 1970 served on the negotiating team for the Institutional Unit.

Laufer has served on several committees for the Mental Hygiene Employees Assn., as well as the Central Conference. He is still a member of the N.Y. State Mental Hygiene Employees Assn. and the Central Conference.

He attends St. Patrick's Church in Syracuse, and is a resident of that city.

## ANNA M. BESSETTE MENTAL HYGIENE SOUTHERN & CAPITAL

Anna M. Bassette is a native of Schenectady, and has been in the employ of the State for more than 25 years.

She was a pioneer in organizing an employees' social group at Harlem Valley State Hospital long before a Harlem Valley chapter of CSEA was formed.

She states: "I am deeply aware and cognizant of the needs and welfare of my fellow employees as attested by my record and long service in their behalf, especially now at these trying

times, due to the recent changes."

Mrs. Bassette has served on the executive board of MHEA, and was third vice-president and



chairwoman of the resolutions committee of the Southern Conference. She has been secretary-treasurer of the Harlem Valley chapter, and still holds this position. She has also been a delegate to all conventions.

At the State level, she has served as Mental Hygiene representative since 1961. Currently, she is serving on the personnel committee, Department negotiation team, Institutional negotiation team, and on the special Mental Hygiene committee to meet with the Commissioner. Her past committee assignments are: special Mental Hygiene attendants committee, charter committee, and the special committee on work performance ratings.

"All of these assignments, plus being one of the directors of CSEA, have brought advantageous results to a number of employees," she asserts.

"My past record proves that I am an ardent and proven worker for your needs. Your support towards my re-election will be greatly appreciated."

## NICHOLAS PUZZIFERRI MENTAL HYGIENE SOUTHERN & CAPITAL

Nick Puzziferri entered State service at Rockland State Hospital in 1937 as a student nurse. He graduated in 1940 and moved up in the nursing levels to his



present position of supervising nurse.

After a number of years of activity in the Rockland State Hospital chapter, he became president of the chapter in 1957 and served in that capacity for seven years. While president of the chapter, he became involved in the Southern New York Conference by working on a number of committees and serving as

(Continued on Page 16)

## Binghamton Officers

(Continued from Page 13)

Ann Maywalt succeeded Caruso as unit president after being sworn in at the unit's June 24 general membership meeting. Other officers include: first vice-president Joseph DeMarco, second vice-president Frank Miska.

A dinner honoring the negotiators, the outgoing and the incoming officers, is being planned for September.

The new officers were sworn in during the June 24 meeting by Broome County CSEA field representative Richard Sroka.

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# Chapter In Works For Research Foundation of SUNY

ALBANY—The Civil Service Employees Assn. will organize a separate chapter for some 300 employees of the Research Foundation, part of the State University system, in the near future, "to provide representation for these employees as a unit under the State Labor Law."

Employees of the Research Foundation, which is responsible for the administration and coordination of research grants within the University system, work in various locations throughout New York State, including the main office and computer division in Albany.

Theodore C. Wenzl, CSEA president, said that the union plans to set up a meeting with Foundation employees, off company grounds, "to discuss work problems, needs and suggestions for negotiations with their employer, and to present CSEA's program for Research Foundation employees."

"Under the Labor Law, these employees are entitled to negotiate collectively, represented by a recognized union, on terms and conditions of employment," Wenzl said. "These people are open to discrimination, favoritism, paternalism and other inequities of employment simply because they are not organized and represented by a union, and thus must accept whatever their employer decides to hand out."

"The formation of a separate CSEA chapter, run by and for

Research Foundation employees, and backed by the strength and experience of CSEA at the negotiating table, will give them a voice in determining their future," Wenzl said.

"Represented by CSEA, Foundation employees can negotiate a written work contract with guaranteed salaries, retirement, health insurance and other benefits including an equitable grievance procedure."

"By joining and participating in their own CSEA chapter,"

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Wenzl concluded, "employees of the Research Foundation will no longer have to settle for the whims of management, but will be able to express disapproval and advocate change without fear of reprisal."

Participating in the organization and coordination of the new CSEA chapter are Thomas J. Linden, CSEA collective negotiating specialist, and John D. Corcoran, regional field supervisor.

## For Sat. Applicants, Uncle Sam's Awaiting

In view of the large number of potential entrants who are employed weekdays, the Federal Job Information Center has arranged to stay open on Saturday mornings from 9 a.m. through 1 p.m. A wide array of announcements are on display, put into occupation groupings: The Center is located at 26 Federal Plaza, near Foley Square in Manhattan.

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# Candidates For Department Representative.

CIVIL SERVICE LEADER, Tuesday, August 3, 1971

(Continued from Page 14)

fourth and first vice-president. In 1963, he was elected Conference president and served for two terms. As Conference president, Nick was a member of the State Executive committee and the Board of Directors. After a two-year interval, he was again elected to the presidency of the Southern Conference and is still serving in that capacity.

Nick has gained some rather extensive insight through his membership on the following committees: education committee, legislative committee, constitution and by-laws committee, plaque committee, credentials committee, the no-strike committee, the committee to study proposed dues increase, The Leader negotiations committee, and several committees of the Board of Directors.

For the last eight years, he has been a member and one of the committee chairmen of the Metro-Southern and Metro-Southern-Long Island Conference Workshop committees.

Nick and his wife, Marge, who is also a graduate of Rockland's School of Nursing, and does part-time nursing in a local hospital, have a home in Pearl River. In local activities, he is chairman of the Rockland State Hospital Boy Scout committee, and is a member of the Triune Council of the Knights of Columbus in Pearl River.

In his work, chapter and Conference activity, Nick has taken leadership in stride. He now seeks election to the office of department representative, Southern Conference, and is fully convinced that there is enough intelligence, capability, skill and determination among the public servants of the State of New York and its political subdivisions to enable them to run their own labor organization, and to produce results at the bargaining table which are second to none.

## ELIZABETH GILLIGAN

STATE DEPT.

Neither biography nor picture have been received from this candidate.

## BERNARD SILBERMAN

STATE DEPT.

Bernard Silberman is presently assistant director of licenses in the Department of State.

Long active in Civil Service Employees Assn. affairs, having been the first chairman of the political action committee, he has served as a member and is presently chairman of the revision of the constitution and by-laws committee. Previously, he was chairman of the ad hoc school committee.

'Bernie,' as he is known to all in the Association, served as president of the Department of Mental Hygiene Central Office chapter at the time that he was senior attorney with that department. He also served as delegate.

His interest and knowledge of affairs concerning State employees is well known and his ability to fight for a position that he feels is justified has been proven on many occasions.

## Shumway On Way

F. Ritter Shumway, of Rochester, chief executive of the Sybron Corp., has been reappointed a member of the New York Vehicle Pollution Control Corp. for a term ending in 1976.

## LORETTA MORELLI

STATE DEPT.

Neither biography nor picture have been received from this candidate.

## EVELYN GLENN

SOCIAL SERVICES DEPT.

Evelyn Glenn, a known crusader for better relationships between employer and employee, is currently a candidate for membership on the State committee representing the New York State Department of So-



cial Services.

Miss Glenn has indicated that her primary goal is the State-wide unification of all bureaus and agencies under the Department of Social Services. She hopes to foster and promote legislation that would compel better salaries, improve retirement benefits and better working conditions and would work for job stabilization of all personnel.

Miss Glenn hopes to promote on promotional and career ladder basis placement on a fair and equitable basis, to prohibit harassment of employees by superiors, to stop work overloading by requiring an appropriate number of employees to carry out work of State agencies and to obtain recognition of all delegates as shop stewards.

Miss Glenn's record includes over 12 years of membership in CSEA (New York City chapter), and eight years as a delegate. It is reported that her attendance at chapter meetings has been excellent and she has been very active at meetings and conventions where several of her resolutions have been subsequently adopted and made a part of present contracts. She has been appointed to many committees in local chapters and is a member of the Department of Social Services negotiating team.

## JANE D. REESE

SOCIAL SERVICES DEPT.

Jane D. Reese has indicated the following State Association activities: member, Statewide education committee; member departmental negotiating team.

Among her chapter activities, she lists: chapter president for two terms and beginning another two-year term; second vice-president for two years; treasurer for four years; delegate to annual Association meetings for eight years; served on several chapter standing committees.

As far as community activities, Jane is: member of advisory committee to the Troy Board of Education; member of board of directors of Troy branch of NAACP; member of the board of directors of the Rensselaer County health and welfare council

(Catholic Charities); member of the United Fund's committee of community members; member of Rensselaer County League of Women's Voters and member of Troy YWCA.

Within the Capital District Conference, she has served as member of education committee; delegate to Conference and member of downtown parking committee.

## CARMEN SHANG

SOCIAL SERVICES DEPT.

Carmen Shang served in United States Marine Corps from 1953-1956, including duty in Korea.

He graduated from UCLA June 1960 (B.A. degree), majoring in political science. Awards were undergraduate — Social Sciences Award for highest academic standing in social sciences subjects (1966-68). He graduated from Albany Law School, June 1966, with L.L.B., J.D. degrees.

Shang was admitted to practice of law in New York State, March 1968.

He entered State service July 1966 and served one year as a public administrator intern for the Civil Service Dept. (assigned to the Department of Social Services).

From July 1966-November 1968, he was administrative assistant (Attorney-title) to the counsel to the Department and secretary of the State Board of Social Welfare.

From November 1968 to present, he served as hearing officer for the State Department of Social Services and administrative assistant to counsel during Legislative session.

Prior to July 1966, Shang worked for six years as a social services caseworker for the Albany County Department of Social Services, Oneida County Department of Social Services, and Los Angeles Bureau of Charities.

He lists these CSEA activities: hearing officer for disciplinary proceedings pursuant to contract between CSEA and New York State; member of CSEA legal assistance committee (from about July 1969 to present) and CSEA delegate for Department of Social Services (from about July, 1969 to present).

## E. JACK DOUGHERTY

TAX DEPT.

E. Jack Dougherty has been employed by the State of New York for 23 years, all of which have been with the Department of Taxation and Finance. He began State service as a mail and supply helper and presently holds the position of tax examiner assigned to the Albany District Office.

He attended Albany Business College and graduated with a diploma in business administration and accounting. He served 14 years in the Army Reserve and was honorable discharged as a First Lieutenant.

During his 23 years of State service, 20 years have been devoted to CSEA, which he has served in many capacities in the Tax chapter: representative, chairman of committees, elected delegate and elected president; he has served as its president for four years.

He has served as a member of the Statewide committee of CSEA for work performance rating and examination, and recently served as vice-chairman of the CSEA departmental ne-

gotiating committee for the Tax chapter.

Recently he was elected first vice-president of the Capital



He has been active in civil service, civic, community and fraternal affairs for most of his adult life; scoutmaster, State-wide and National conservation programs, National Conference of Christians and Jews, Anti-defamation League of B'nai Brith, chairman of fund raising committees for various charities, president of Mr. and Mrs. Club and worked for the handicapped and blind.

In recognition of his outstanding leadership and tireless efforts on behalf of his fellow man, he has received many awards, including the Civil Service Award for Brotherhood and the Man of the Year Award of Honor from the Jewish Federation of Charities.

## ROBERT W. MILLER

TAX DEPT.

Robert W. Miller of the Department of Tax and Finance began his service with the State in February 1966 as a tax examiner and shortly thereafter was transferred to the field auditing section. He successfully

District Conference, and serves as a member of the campus and coordinating negotiation committees of the Conference.

He has held posts as departmental chairman for the March of Dimes, CSEA representative for the Department on the 1971 United Fund Campaign, and as a member for the Department and the Community in the Cerebral Palsy, Heart Fund, Muscular Dystrophy, Arthritis Foundation drives.

He resides at 18 Bertha St., Albany, with his wife, the former Irene Foster, and his children, Christine, Timothy and Thomas.

He is a parishioner of St. James Church and a member of the Holy Name Society of the parish.

## SAM EMMETT

TAX DEPT.

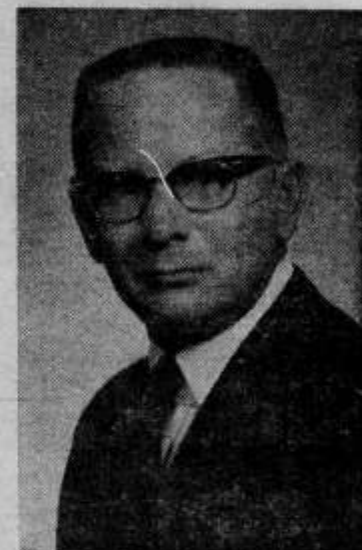
Sam Emmett has been a Tax Dept. employee for 29 years, a public accountant and presently is an associate tax collector in the collection section of the New York District Office.

He has been extremely active for the past 25 years in all CSEA matters as a member of the Board of Directors, chairman of the Statewide membership committee, nominating committee, social committee, grievance committee, past president of the New York City chapter, various committees of the Metropolitan Conference, Tax Dept. committee on re-organization and decentralization, Tax Dept. recruitment committee for ethnic and underprivileged groups.

Presently he is president of the Tax Dept. 20 Year Club of the metropolitan area, executive



member of the New York State employees brotherhood committee, chairman of the credit committee, New York State Employees Credit Union.



passed the promotional examination for senior sales tax examiner.

Upon joining the State service, he immediately joined the CSEA but did not become an active member until 1968 at which time his activities were limited to attending the monthly chapter meetings. In 1970 he was appointed to the tax examiner career ladder committee by the CSEA president, Dr. Theodore Wenzl. This committee is currently developing a career ladder to be presented to the State administration for negotiations.

In 1971, his bid for delegate to the local chapter from his department was successful. As delegate, Miller intends to help the employees whom he represents and to assist chapter president Fred Huber in every way possible.

Prior to joining the State, Miller served in the U.S. Naval Seabees during World War II. After completion of military obligations, he attended the University of Buffalo for one year, then transferred to Bryant and Stratton Business Institute from which he graduated in 1949.

Miller's career prior to State service consisted of a variety of accounting positions with Remington Rand, Inc., Wurlitzer Company, A. C. F. Industries, and Fibron Products Inc. While at Remington Rand, Inc. he became active in the Employee Club (about 1,000 members) and was successful in being elected to the position of treasurer for two successive years.