

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joseph Raulis

More Convention Coverage

— See Pages 8, 9 & 14

Vol. XXXV, No. 33 Tuesday, November 12, 1974 Price 20 Cents



Western Region 6 parliamentarian Celeste Rosenkranz and Region president William McGowan react to one of those procedural predicaments that seem to occur when large numbers of people get together.

Adopt Weighted Vote For Western Meetings

(From Leader Correspondent)

CANANDAIGUA—Western Region 6 of the Civil Service Employees Association has become the second region in the state to adopt weighted voting.

Chapter presidents and delegates at a region meeting Oct. 18-19 at the Trenholm East Inn near here agreed to assign chapters one vote for every 100 members.

Region president William McGowan said some of the larger chapters in Erie and Monroe counties will have large voting blocs. Formerly, each chapter, no matter what its total membership, had only one vote.

Chapter votes will be based on the number of members whose

dues are paid as of each June 1.

Weighted voting has long been in use by Albany Region 4 and its predecessor, the Capital District Conference.

A chapter assessment of 5 cents per member for region expenses also passed unanimously at the region meeting. The regional assessment will supplement the 10-cents per member refund received from the statewide Association.

Chapter assessments will be payable on Oct. 1 of each year. There will be a 60-day grace period for payments. The region's two retiree chapters are exempt.

A special committee to study dues assessment estimated that the chapter assessments will provide an annual region income of \$1,600. The headquarters' contribution is \$3,200.

Mr. McGowan told the 125 officers at the meeting that he hopes a Rochester CSEA satellite office will be open within a month.

A region committee will meet with chapter officers in the

(Continued on Page 3)

Submit Thruway Pact To Vote Following Fact-Finder's Report

ALBANY—A third ratification vote is in progress among State Thruway Authority toll, maintenance and clerical employees represented by the Civil Service Employees Assn. in an effort to gain approval of a new 2-year contract for the more than 2,000 Thruway employees in the three work classifications.

Secret mail ballots were mailed out over the past weekend and must be returned not later than noon, Tuesday, Nov. 19, to be valid. Accompanying the ballots mailed to all members of Unit 1 was a letter urging CSEA members to ratify the latest contract proposal. The letter was signed by each of the 11 members of the CSEA negotiating team involved in the months-long bargaining effort.

The offer now being considered by the membership reflects the recommendations of a fact-finder appointed by the Public Employment Relations Board at the request of CSEA. The fact-finder, Albany Law School Professor Ralph Semerad, entered the bargaining dispute after CSEA declared an impasse during negotiating sessions which followed two earlier rejections of contract offers by the membership.

Involving himself only with the issues of salary and shift pay differential, the fact-finder recommended a 7 percent salary hike retroactive to July 1, 1974, and an additional 7 percent pay increase effective July 1, 1975. He recommended a \$1.50 differential per shift for maintenance employees, and a differential schedule of \$200 to \$300 for toll collection employees. The contract would replace the previous agreement which expired on June 30, 1974.

In urging members to accept the latest proposal, the CSEA negotiating team letter said, "We are transmitting this ballot to you as a result of the report and recommendations from the fact-

finder assigned by the Public Employment Relations Board. In view of the ruling from the fact-finder and due to the fact we believe it would be impractical

to seek a legislative hearing, we, your negotiating committee, collectively recommend ratification of the proposed contract."

(Continued on Page 3)

Three-Day DOT Session Scheduled For Oriskany

ALBANY—About 100 Civil Service Employees Assn. members employed by the Department of Transportation have been granted administrative leave to attend a 3-day labor seminar sponsored jointly by CSEA and DOT.

The seminar, to be held at the Horizon Hotel in Oriskany Nov. 14-16, is designed to inform employee representatives from the 10 DOT regions plus headquarters chapter of new developments in employee relations recently formulated by CSEA and DOT management. DOT regional personnel officers will also attend.

Pilot Program

The jointly developed alcohol abuse control and rehabilitation program and confidentiality of medical records will be examined on Thursday, Nov. 14. The pilot alcohol abuse control program seeks to help DOT employees with drinking or drug problems on a strictly confidential basis and without fear of disciplinary action. Also included in the day's events will be a discussion of employee development and training by Edward Diamond, CSEA's director of education, and William

G. LaFleur, DOT director of staff development and training bureau.

A filmed mock-disciplinary case, to be viewed by seminar participants on television monitors, will be shown Friday, Nov. 15. The film will feature the reenactment of actual circumstances that have led to disciplinary cases, how employees seek and use representation, plea bargaining sessions and final action taken as a result of the disciplinary charges. Employee safety will be examined that afternoon by Leonard Prina, chairman of the DOT departmental safety committee, and Robert Dougherty, DOT director of employee safety.

Labor-management meetings will also be conducted on Friday by Joseph Reedy, collective bargaining specialist with CSEA's

(Continued on Page 3)

Lancaster Negotiation At Impasse

LANCASTER—Claiming that the Lancaster School District has reneged on promises made to school nurses, Robert Young, field representative for the Civil Service Employees Assn. declared an impasse in negotiations and asked the Public Employees Relations Board to name a mediator.

"School nurses in Lancaster are grossly underpaid, but more importantly, the district should realize the inflationary pressures on them and honor promises made," Mr. Young said.

Retention of good nurses depends on a straightforward re-

(Continued on Page 3)

Cafeteria Improvements Pledged After Boycott

BUFFALO—Members of the Civil Service Employees Assn. at Roswell Park Memorial Institute boycotted the cafeteria there for a day to protest rising prices and lagging service. Officials of Service Systems, Inc., the company that operates the cafeteria, subsequently pledged several changes to improve conditions.

The company agreed to schedule more workers at peak hours to speed service, change the loca-

tion of the main cash register, hire a porter to keep tables, counters and ash trays empty, and consider re-evaluating the price of food.

Robert W. Stelley Jr., president of the CSEA chapter at Roswell, called off the boycott until a Nov. 21 chapter meeting to allow implementation of the proposed changes.

Mr. Stelley said the boycott was called when Roswell officials

(Continued on Page 3)



CSEA Endorsements Helped Candidates In Legislative Races

IN A GENERAL election marked by political upsets and the effects of long coattails all across the state, the Civil Service Employees Assn. rang up an exceptional record in its endorsements of legislative candidates in last week's election.

CSEA's political action committee endorsed 190 candidates

(Continued on Page 6)

INSIDE THE LEADER

Adirondack Cook Still Awaits Reinstatement See Page 2
Albany Social Services Rejects County Offer See Page 3
Latest State Eligible Lists See Pages 12, 13

Thelma Upton's Ordeal Is Not Over Yet

By RHONA RICH

Back in '72 Thelma Upton was buying things for her home, thinking of trading in the family car—considering all those costly items before her paychecks stopped and she settled down with the smaller income from her retirement pension. With 18 years on the job as a cook for the State Department of Correctional Services, Thelma Upton was looking forward to her retirement, which seemed just around the corner—a little over a year away.

She and her husband were also making plans at this time to adopt a foster child. In retirement she would be able to give more time to this child, a little black baby, whom she had taken in after her own four children had grown.

But Thelma is not enjoying the peace of mind and security that should now be hers in re-

tirement after so many years as a civil servant.

Instead Thelma is distraught. She doesn't sleep nights. She worries about her bills, about paying the oilman who demands cash from her, about feeling ashamed to walk down the street, about keeping the roof over her head and over her baby's head.

She has already watched her lifetime savings all but run out and her car be repossessed. Now she waits for the bank to foreclose on her house.

How could her situation which appeared to be reasonably secure just a few years ago turn, seemingly overnight, to this calamitous pass?

One day, with just one year and four months to go before retirement, Thelma was told by the State Department of Correctional Services, that she was "out." "They" decided that there were to be no women in the

kitchen and so her job was being given to a male. Thelma Upton suddenly found herself the sitting target for the issue of women employees in male correctional facilities.

Meanwhile, Thelma's husband, employed in the automotive industry which is hurting badly in this economic crunch, was laid off from his job.

While financial ruin was threatening the Upton family, Thelma brought her case to the State's Division of Human Rights. For nearly two years her case was pending before this Division.

As a result of hearings on her case, Human Rights Commissioner Jack Sable recently found that the Correction Department unlawfully discriminated against Thelma because of her sex. The Commissioner therefore ordered that the Department rehire Thelma at a facility near her home. The Department was also ordered to accord her all rights and benefits retroactive to December 1972, and to pay her salary retroactive from that date. In addition, Thelma was to receive a sum as reparation for her mental anguish and reimbursement for her medical and doctor bills during this period.

However, Thelma has received none of this because the Department of Correction has decided not to comply with the order and has appealed the decision to the State Human Rights Appeal Board.

While Thelma's life hangs in the balance, the legal machinery grinds on. The Department of Correction contends that they are not responsible for the back pay and other sums owed to Ms. Upton which were incurred while the case pended in the Division of Human Rights.

The Department is also appealing the occupation aspect of the case, the issue of a woman working in a maximum security prison.

A spokesman for the Department said, "It is unfortunate that an individual has to be caught up in this. But to acquiesce to the decision wouldn't solve anything."

He put the department's position this way, "The physical layout of some of the facilities are not places for women." The spokesman said that each facility must be looked at individually.

"Where Ms. Upton was employed," he said, "the inmates shower before and after the work in the kitchen in open stalls located near the kitchen." He said that the proximity of the open-stall showers made it undesirable for women to work in this kitchen.

For eight months, just before she was let go, Thelma had worked in this kitchen. The facility had recently been changed over to a maximum security prison. She said that she was apprehensive of working there at first, but, it was her job to go in there and she did. She soon found that the inmates treated her with dignity and respect and she found no cause to fear for her safety.

Prior to the change-over, when it was an institution for the criminally insane, Thelma worked in this kitchen, side-by-side with these patients for two years. She claims she was in far more danger then with the criminally insane, but no one took any notice of her safety at that time.

Thelma's ability to do the job has never been a question. According to Mary Kingsley, a nurse with the Department of Correctional Services who testified at Thelma's hearing, the witnesses without exception, said that Thelma was one of the best workers. She was said to be competent and to have excellent rapport with the inmates.

Because Ms. Kingsley has spoken out on this woman's issue, taking sides against what she calls "archaic" administration, she feels that she is being harassed by the superintendent of her facility. Despite her seniority in the prison system, Ms. Kingsley has been given the worst possible days off, Tuesday and Wednesday. She claims that in retaliation for her defense of Thelma Upton and another woman with a similar complaint against the department, the superintendent will "never let her have a weekend off again."

Mary Kingsley, who has worked many years in maximum security prisons, including Attica, doesn't understand the department's "occupational" reasons for not hiring women. She feels the risks are just as great to a man as to a woman and she knows of male kitchen workers who would be just as defenseless against attack.

And she asks, "What harm could it ever do to have a woman there? It may even do some good to have plain, decent feminine warmth."

She is also concerned about the ramifications of this policy. "Where is it going to end? Is the Department going to be able to say 'No nurses but male nurses, no secretaries but male secretaries?'" she worries.

Another crusader for Thelma Upton's cause is Jack Weisz, the Correctional representative to the Civil Service Employees Assn. Mr. Weisz, who has been fighting for Thelma for two years, is outraged by the department's treatment of this "remarkable woman." Mr. Weisz feels that in hiring, sex is quite beside the point. He sees it this way, "The question should be 'Can you do the job?' The Merit System principle."

Mr. Weisz has set up a fund, the Thelma Upton Fund, to help her keep her house. But a creditor has already put a lien on the fund so he urges others to contribute to give this woman a chance to "live and eat."

State employees may be wise to consider Thelma Upton's plight and take note of her words, "If they can do it to me, any of the state employees can have it happen to them."

Contributions to the Thelma Upton Fund should be sent to:

Jack Weisz, N. Y. State Dept. of Correctional Services, CSEA Rep., 79-08 19th Road, Jackson Heights, N. Y.

Make checks or money orders payable to the Thelma Upton Fund.

Two PR Aides Added For Albany, Southern

ALBANY—Two women, both former newspaper reporters, have recently been appointed to staff positions in public relations for the Civil Service Employees Assn.

Eugenie S. Abrams, formerly a reporter and page layout editor with the Times Herald-Record newspaper in Middletown, has been appointed to the position of public relations associate for CSEA's Southern Region office in Fishkill.

Ms. Abrams, who has also written and edited educational publications, will organize and publicize activities in CSEA's Southern Region, prepare printed materials for members in that region as well as write stories for the Civil Service Leader. She holds a bachelor's and master's degree in journalism from Syracuse University.

Deanne L. Louis has been named public relations assistant for CSEA at the association's headquarters in Albany. Formerly a reporter with the Times-Union in Albany, she has also worked as an advertising copywriter and, most recently, as an assistant in the labor relations division of a construction industry association.

Ms. Louis, a journalism gradu-

Steuben Assn Meet

MANHATTAN — The Steuben Association of the Department of Sanitation will meet on Nov. 14 at the German Sports Club at 60-60 Metropolitan Ave. in Middle Village at 5:30 p.m. Refreshments will be served.

FERGUSON RENAMED

ALBANY—Dudley M. Ferguson, of Gloversville, has been reappointed to the Council of the State University College at Oneonta for a term ending July 1, 1982. There is no salary.

ate from Ohio State University, is responsible for publicizing activities, programs and services of CSEA and its chapters, developing ideas for posters and bulletins and preparing articles for the Civil Service Leader.

CSEA's public relations activities are performed under the supervision of Joseph B. Roulier, director of public relations, at the association's headquarters, 33 Elk St., Albany.

Anchor Club Meet


MANHATTAN — The Anchor Club of the Dept. of Sanitation, Branch 39, will meet on Nov. 12 at 8 p.m. at St. Andrews Hall, near the Municipal Bldg. Refreshments will be served.

Marriage & Family Counseling

PROFESSIONAL MARRIAGE and FAMILY COUNSELING SERVICES, INC. Dr. Wolfram Chanin, Director Pre-Marital-Marital-Child-Parent problems, we help improve lives. Evening and Saturday apps. Moderate fees. 78-27 57th Avenue, Phone: (212) 672-1097, Jackson Heights, N.Y. 11372.

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Tuesday
Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.



Become a Stenotype Reporter
The career is exciting . . . the pay is good.
Stenotype Academy can teach you how to enter this rewarding field if you have a high school diploma or equivalency.
You can study 2-evenings a week, Saturday mornings or 5 days a week. We'll teach you whatever you need to know.
Licensed by the N.Y.S. Dept. of Education, U.S. Gov't Authorized for non-immigrant Aliens and Approved for Veterans.
CALL TODAY FOR A FREE CATALOG.
STENOTYPE ACADEMY WO2-0002
259 BROADWAY, NEW YORK CITY (OPPOSITE CITY HALL)

If you've had 2 yrs. of College And are in the Criminal Justice Field Get your BA at Adelphi

Your In-Service Training will be evaluated for College Credits. And you can choose between two flexible programs:

B.A. in the ABLE program, with concentration in Criminal Justice Management. (Split Sessions to accommodate your tour of duty.)

B.A. in the ABLE program, concentration in Social Science.

I wish to discuss with an ABLE-counselor the following CRIMINAL JUSTICE options:

- Evaluated credit for my In-Service Training in the Criminal Justice Field
- BA—Criminal Justice Management
- BA—Social Science
- Independent Study
- Study Skills Workshop
- Split Sessions
- Evening Study
- Individual Counseling
- Tuition Assistance
- Life Learning Credits

Name _____ Telephone _____

Address _____

City _____ State _____ Zip _____

Mail this coupon, or call us for more information

ABLE Program in Criminal Justice
Adelphi University, Garden City, L.I., N.Y. 11530
Telephone: 516-294-8700, Ext. 7607

Adelphi

Adelphi University, Garden City, N.Y. 11530

Corrections Staffer Due Back Wages

BUFFALO—An Erie County correction officer will be reimbursed his salary for a suspension, imposed by his superior officer, found to be excessive by State Supreme Court Justice Michael F. Dillon, who acted on an appeal filed by the Civil Service Employees Assn.

Finding the punishment "excessive in the light of the record before me," Justice Dillon directed Albert J. Meyer, Superintendent of the Erie County Correctional Facility, "to impose a penalty of suspension of not in excess of 14 days."

Mr. Meyer had originally found the correction officer, John C. Kemp, guilty of "misconduct" and "failure to adequately perform the duties of his position," and imposed a suspension from July 17 to Sept. 10, 1973.

Mr. Kemp will now receive "back pay" for the length of the suspension in excess of Justice Dillon's ruling. The hearing before Mr. Meyer was held pursuant to Section 75 of Title B of the New York State Civil Service Law, and the appeal was for a judgment under Article 78 of the Civil Practice Law and Rules.

Attorney Ronald Jaros, of the firm of Kavinoky, Cook, Hepp, Sandler, Gardner, and Wisbaum, represented Mr. Kemp for the CSEA.

Assistant County Attorneys Bruce Golderstein and Michael Connors represented Erie County.

Thruway Vote

(Continued from Page 1)

The legislative hearing referred to would be before the Thruway Authority Board and represents the final administrative relief available should the membership again reject the proposed offer.



HIS TURN AT URN — Edward Evans (pouring coffee, center), president of the Rensselaer County Educational chapter, CSEA, was the guest speaker recently at the first annual meeting of the East Greenbush School District unit, CSEA. Standing, from left, are Eva Kilmartin, president of the East Greenbush School District unit; Les Banks, Rensselaer County representative, and Bob Westfall, East Greenbush unit treasurer. The meeting took place at the Miller Hose Fire House in Prospect Heights, Rensselaer.

Weighted Vote For West Region

(Continued from Page 1)

Rochester area to decide on the committee's site recommendations.

The Buffalo regional office opened about a year ago at 4122 Union Road, Cheektowaga, and is averaging 200 phone calls daily, Mr. McGowan said.

He said he hopes an additional satellite office will be located in the area of Allegany and Chautauqua counties. The statewide organization so far, however, has authorized only the Buffalo and

Rochester offices.

James Powers, regional supervisor, explained staff realignments for the area's eight field representatives — John Allen, Charles Bird, Thomas Christie, Gary Johnson, Philip Miller, Thomas Pomodoro, James Stewart and Robert Young.

He said Al Morasic is now available to help chapters with public relations.

Mr. Powers, who plans to meet with every chapter president to determine how the field representatives can help the chapters, said he is available for emergency services at (716) 634-3540 or at (716) 634-3541.

A letter was read from CSEA president Theodore Wenzl, who apologized for being unable to attend because of minor surgery he had to undergo Oct. 18.

CSEA executive vice-president Thomas H. McDonough attended, however, and told Western Region officials that seven CSEA members in Ulster County were found guilty of working for other unions. They have been barred from CSEA for two years," he said.

Mr. McDonough congratulated all members for "the wonderful job" they did in defeating the challenge from AFSCME in Erie County. "We're going after the other unit (Erie blue-collar employees), and we're going to win, too," he said.

Mr. McGowan said he favored calling members who spoke against CSEA in Erie County before a regional trial board. "The

Boycott Of Roswell Cafeteria

(Continued from Page 1)

ignored a petition with more than 1,000 signatures complaining about the cafeteria.

"The prices have been going up and the service has been going down," he said.

On the day of the boycott, many CSEA members brown-

Wage Offer Rejected By Albany SS Group

ALBANY—A unanimous vote at a general membership meeting of Albany County Department of Social Services employees rejected the county's offer of a 5 percent pay increase.

The county, the workers stated, has refused to make any significant changes in work conditions and employee benefits. Social Services employees are not entitled to unemployment or disability insurance and the county has refused to provide any improvements in health insurance coverage, pension benefits, or equal pay for equal work.

Earlier this year county clerk James Coyne was quoted by the Albany Times-Union, saying, "Those people making below \$6,000 are being grossly underpaid. I cannot see how a person making \$5,000 or \$5,100 can make ends meet in these days of inflation. With the cost of living rising to 12 percent for this past year, these people in the \$5,000 bracket are hurt the most."

Approximately 40 percent of the full-time Social Services employees fall into this category. Based on net income and family size many employees earn incomes below the federally established poverty level and some

even have had to turn to their employer, the Department of Social Services, for financial and other forms of assistance, the workers alleged.

Based on the current rate of inflation, estimated at over 12 percent, the county's offer does not provide a living wage, the employees will begin informational picketing on Thursday, Oct. 31, at noon. Picketing will occur between the hours of 12 - 1 p.m. on the Howard St., Beaver St. and William St. sides of the Department of Social Services building.

Nov. 15 Ballot At Rensselaer

TROY—Ballots for the election of officers of the Rensselaer County Educational chapter of the Civil Service Employees Assn. have been mailed to eligible chapter members. Deadline for receipt of ballots is Friday, Nov. 15.

Candidates for the five chapter offices, according to Ambrose Nash, chairman of the nominating committee, are: Edward P. Evans and Richard Lawyer for chapter president; Wally Ramano and Eleanor Reynolds, first vice-president; Joseph Rickert and Owen Henkle, second vice-president; Les Banks and Ruth Dunham, treasurer, and Dolores Ciannamea and Emily Noonan, secretary.

Ballot will be counted Tuesday, Nov. 19, at CSEA headquarters in Albany. If there is a need for a duplicated ballot, members are to contact George Tushjain, chairman of the chapter election committee.

DOT Workshop

(Continued from Page 1)

office of state government, and Jerry J. Dudak, DOT assistant commissioner of manpower and employee relations. Joseph D. Lochner, executive director of CSEA, will lead a program on membership later that afternoon.

The Saturday, Nov. 16, session will include programs on preparing chapter budgets and communications at regional and departmental levels.

Lancaster Talks

(Continued from Page 1)

relationship, he said, because parents have trust in their expertise.

"This is nit-picking," Mr. Young said as he explained that at issue is \$200 per year. Lancaster school nurses currently receive \$6,500 per year and are replacements for teacher-nurses formerly employed by the district at salaries of \$15,000 per year, and more, Mr. Young continued. Because of the change, the nurses are now in the CSEA bargaining unit and negotiations have been taking place for about a month with no progress made. The impasse declaration is the next step under the Taylor Law, which governs public employee negotiations.

CSEA calendar

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

NOVEMBER

- 13—Buffalo Psychiatric Center chapter general meeting: 7 p.m., Serbian Club, 1200 Tonawanda St., Buffalo.
- 14—Central Islip Psychiatric Center chapter meeting: 8 p.m., Legion Hall, Elmora St., Central Islip.
- 16—Craig Developmental Center chapter annual Fall Ball: 8 p.m., Shanahan Hall, Sonyea.
- 19—Craig Developmental Center chapter monthly meeting.
- 20—Oswald Heck Developmental Center chapter meeting.
- 20—Buffalo chapter dinner-meeting: Plaza Suite Restaurant, I M & T Plaza, Buffalo.
- 21—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Ave., Albany.
- 21—Southern Region 3 executive meeting: Bear Mountain Inn.
- 29—Buffalo Psychiatric Center chapter dinner-dance: 7 p.m., Sheraton-East, 2040 Walden Ave., Cheektowaga.

DECEMBER

- 6—Binghamton chapter Christmas party: St. John's Memorial Center, Johnson City.
- 6—Onondaga County chapter dinner-dance: 6:30 p.m., Liverpool Country Club, Liverpool.
- 7—Morrisville chapter Christmas party: 7:30 p.m., Dibble's Inn, Rt. 5, Vernon.
- 7—Nassau Educational chapter holiday dinner-dance: 8 p.m., Narragansett Inn, Lindenhurst.
- 7—Office of General Services chapter, Albany, executive board meeting.
- 7—CSEA Auditing Committee meeting: 5 p.m., treasurer's office, CSEA Headquarters, 33 Elk St., Albany.
- 12—Long Island Region 1 holiday party: Holiday Manor, Bethpage.

Physical Therapists

ALBANY—A chief physical therapist eligible list, resulting from open competitive exam 27-448, was established Oct. 22 by the state Department of Civil Service. The list contains four names.

Fashion Trustee

ALBANY — Richard J. Schwartz, of Scarborough, has been named to the Board of Trustees of the Fashion Institute of Technology for a term ending June 30, 1975.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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



I don't know whether it was considered at the time the decision was made to bring metal portable ladders into the job, but I do know that for a lousy 20 to 25 bucks, the tops and bottoms of both trusses on those ladders could have been treated and made safe against the conduct of electricity. For that amount of dough for each ladder as compared with the loss of two lives . . . would it have been better to save lives or bucks? And, how long do you think it will take for every portable ladder to be properly treated as of now? . . .

When a death or deaths occur within a company, the arrival of a flock of investigating officers is inevitable. In most cases, they conduct themselves in gentlemanly fashion, if for no other reason than out of deference to the men who have suffered the loss of one of their own.

I am sorry to report (although based on past performance of this particular gentleman, I am not at all surprised at the reports, that this particular four-striper, super-biggie came on pretty strong. He kicked his weight around as he is wont to do, ending up in a confrontation with certain union individuals. He conducted himself like a junior Napoleon and had to be told in no uncertain terms to 'get smart to himself' by none other than the acting Commissioner. The thing got so sticky at one point that charges by the subordinate were promised against the biggie and are still pending as of Nov.

6. Of course, everybody is making countercharges as is to be expected.

One of the statements made that night in 17 Truck by this fellow was in connection with the trial of one of the members which was scheduled for next morning. The loud-mouthed one bragged that he'd give the defendant a "twenty-day rip."

Now come on, Chiefie baby . . . Deputy Commissioner Mancusi is the Trial Commissioner and it is a matter of common knowledge that Commissioner O'Hagan sets the penalties, so who are you to give a "rip" to anybody?

At the funeral services for both Firemen Johnnie Williams and Russell Lindball, there were certain people who were pleasantly conspicuous by their presence. There were also those who were painfully conspicuous by their absence.

I am referring, of course, to the absence of Fire Commissioner John T. O'Hagan, who has been absent from four out of five line-of-duty funerals since becoming Commissioner. I really was amazed and the comment I heard was, to say the least, salty.

In one case, shortly after Mayor Beame took office, he had scheduled a first meeting of his City Hall Cabinet of which Commissioner O'Hagan was a member. The mayor said he wouldn't tolerate anybody staying away from the meeting for any reason including the funeral of a dead firefighter. He was wrong, of course, for he should have been there, too! It would seem that

he has since learned the fine points of protocol on the subject.

However, the track record of Car No. 1 is inexcusable as far as the troops are concerned. This is especially true when you consider that when the twelve officers and members were killed at the "Twenty-third Street fire," the then Deputy Commissioner Raymond Nolan, was vacationing in Ireland and, upon hearing of the tragedy, arranged to take the first available plane home to be where he felt he should have been . . . right beside the widows and families of the dead men. The question: How does one account for the difference in the thinking?

On the Channel 31 telecast of "The Commissioner Reports," one of the men, during the last 30 seconds of the program, asked what the Commissioner thought of my statement about his impending departure as Commissioner. The Boss answered the question with a question which neither confirmed nor denied the story. Something or other was said to the effect that didn't the fireman who asked the question think the Boss looked as though he wanted to hang around? Well, frankly, for 45 grand a year I think I'd like to stay around, too, but alas, I'm still afraid that others have different ideas . . . let's wait and see!

When the Fire Department contingent marched in the Veteran's Day parade on Nov. 11, no color guard was provided by order of Fire Commissioner John T. O'Hagan.

A spokesman for the New York County Veterans Organization expressed profound displeasure at the Commissioner's action. For the last year almost every request for a color guard has been turned down by the Commissioner for reasons of economy.

In as much as over 60 percent of New York firemen are veterans and, in view of the public apathy to veterans in general, which seems to be the rule rather than the exception nowadays, the Fire Commissioner's decision would seem to be ill advised and in extremely poor taste, and should be reversed at once in order to avoid creating an extremely poor impression.

Newman Supervisor

ALBANY—Lawrence A. Newman, of Niskayuna, has been promoted from assistant tax supervisor to Albany district tax supervisor in the State Department of Taxation and Finance at an annual salary of \$26,516. He joined the department in 1951 as a junior tax examiner.

**A Pint Of Prevention . . .
Donate Blood Today
Call UN 1-7200**

"DO YOU HAVE THE COURAGE TO BE YOURSELF"? Take off your layers at the NEW AGE HEALTH FARM (1 hr. NYC).



Fresh Juice Therapy, no starvation, give your body a chance to rebuild. Optional: Yoga, Nature Walks, Artworkshops and other group activities. LOSE 1 LB. A DAY OR MORE . . . AND ENJOY YOURSELF AT THE SAME TIME. For Men & Women. New Ge Health Farm, Box 584, Sufferin, NY 10901. Call 914 357-7308.

PLANNING A PARTY, BANQUET OR FUNCTION OF ANY KIND?

CALL US FOR FREE ASSISTANCE

We'll help you locate the correct place

**FREE INFORMATION ABOUT . . .
RESTAURANTS • HOTELS • CATERING FACILITIES
FROM 10 TO 1000 CAPACITY**

- BUSINESS FUNCTIONS
- DINNER MEETINGS
- MEETING ROOMS
- COCKTAIL PARTIES
- PRESS PARTIES
- SALES PROMOTIONS
- WEDDINGS
- DIRECTORS MEETINGS
- XMAS PARTIES
- FASHION SHOWS
- RETIREMENT DINNERS
- BOAT RIDES

**"WHEN IT'S WORTH DOING RIGHT
WE KNOW HOW & WHERE!"**

"Cityphone" BANQUET AGENCY

A SERVICE OF MANHATTAN BLUEBOOKS®

675-0900

This Week's New York City Eligible Lists

CIVIL SERVICE LEADER, Tuesday, November 12, 1974

EXAM 0254 COMPUTER SYSTEMS ANALYST

This list of 89 eligibles, established Nov. 6, resulted from Feb. 2 written testing, for which 234 candidates filed, 234 were called, and 182 appeared. Salary is \$14,650.

No. 1-97%

1 Murray Roseman, Natale Geraci, Lewis J Rose, Robert L Gilbert, Kenneth Y Lee, Alan Steinberg, Jerome Pleech, Paul Brenner, George M Jenner, Ken Schweber, George L Kaemen, Benard Zwirn, Daniel Urick, Brian L Burley, Richard P Fairchild, Joseph M Durbano, Neale P Brodsky, Marietta Arenberg, Roger R Baldwin, Michael Goldstein.

No. 21-88%

21 John D Bown, Virginia H Rango, Henry P Jung, Patricia F Sheffeld, Ronald L Maken, Rolf T Moulton, Donald A Vigliotti, Lewis M Finkelstein, Norman Eisenberg, Kenneth A Polinsky, Barbara Robertson, Daniel J McNamee, Irwin R Eisenstein,

Jerome R Lackner, Robert D Purcell, Juditha B Schwartz, Robert J Brenenson, Pamela M Fish, Marilyn H Kleiner, Sam Bojman.

No. 41-85%

41 Joel Schlossberg, Paul J Weinstein, Murray Ackerman, Jeffrey Krantz, Howard J Loenicker Jr, Tad H Owitzman, Stanley R Rosen, Jane R Nydorf, Barry C Duchan, Maryann C Dougherty, Richard P Burlage, Roland E Lagrange, Robert A Johnson, Victor N Calm, Lois M Schechter, Sambamurty Arisetty, F Eugene House, David E Merri-man, Julia B Lutsky, Toby R Spiselman.

No. 61-81%

61 Henry C Watkins, Kenneth B Paley, Jeffrey J Keller, Ira T Lavey, George H Boyd, Sheldon J Cohn, Sidney Rimmer, Sergio A Carniol, Edwin S Amira, Philip Weisberg, Ernest Castillo, Udham Singh, Alfred Eidlisz, Douglas K Ho, Eleanor H Heller, Joseph Bindell, Michael C Horan, Hanoeh Bentel, Frank Lee, William J Carroll.

No. 81-76%

81 Martin Feuerman, Patricia C Williams, Wade H Toubassi, Benjamin Resnick, James Wel, Terrence J May.

EXAM 4034

SR QUANTITATIVE ANALYST

This list of 177 eligibles, established Nov. 6, resulted from June 29 written testing, for which 1,020 candidates filed, 982 were called, and 693 appeared. Salary is \$17,450.

No. 1-96%

1 Yonah Wilamowsky, Alex Tytun, Arthur J Yapan, Albert M Gundersheimer, Harvey J Spiro, George J Forest, Dietrich M Fischer, Moshe Shurin, Harold Korbel, Yash P Arya, Rick A Denning, Simcha Pollack, Harvey Blumberg, Stephen E Morse, Jacob Kirschenbaum, Roger R Baldwin, William W Lau, Bernard H Backhaut, Peter A Wadsworth, James T O'Neill.

No. 21-87%

21 Joseph J Tenga, Jeffrey B Marsh, Ronald J Rudolf, Robert Senenko, Molly H Park, Priscilla Welling, George A Introzzi, Tze Yeh, Stephen H Crystal, Michael Landis, Vincent Glalmo, Andrew D Rudko, Michael B Shilman, Edward N Korman, Robert B Putz, Aviad M Broshi, Michael A Infranco, Hyman Sanders, Michael J Weigandt, Mehmet R Cezzar.

No. 41-83.10%

41 Joseph M Diamond, Melvyn Feuermo, Meyer Grumet, Richard S Roberts, Edward M Winnick, Melvin Levy, Marvin D

Roth, Jack Hausner, Paul T Roth, Stephen F Wilder, Leon Sutton, Martin B Napor, James R Blodgett, Joseph S Schatz, Joseph Neiman, David D Sternberg, John Phanos, S Narayan-aswamy, Brenda Michaels, Milton Sirota.

No. 61-80.60%

61 Robert D Feinman, George G Bacolini, Betty J Gassner, Bimal M Mukhopadhyay, Helen W Lin, Chunhwal Su, John W Coakley, David A Whinston, Arthur J Enrgiht, Emanuel Sarfaty, Richard R Feuer, Carl Holland, R Gall Monroe, Mohamed A Youssef, Pames K Ma, Thomas Mueller, Mark Diskind, Donald Schmall, Ethan S Gologor, Etienne R Abeth.

No. 81-79.20

81 Charles L Rosenbaum, William Shapiro, Richard K Kiang, Harris J Sanders, Louis W Demonico, Sidney Epstein, Seymour T Nelson, Ta C Li, Mario L Berra, Aaron Kupfer, Ben Z Tunkelang, Michael S Glass, Louis D Rubenstein, Vidyadhar Bhide, James N Senyszyn, Henry C Watkins, Ross Fishman, Stephen Tolep, John S Niles, Chau S Qu.

No. 101-76.80

101 Howard S Grahn, Hbi F Waung, Donald W Holford, Irving Lieblich, James M Spall, David E Hughes, Zev J Spiro, William Brewster, Howard R Hechtman, Samron K Chatterjee, Prem P Talwar, John J Fahner, Florence P Neuberger, Dorothea J Vergara, Eugene Jensen, Isaac Stegman, Ralph S Dippner, James A Greenberg, Jeffrey Silver, Eli Nahmas.

No. 121-75.40%

121 John J Murphy, Robert P Orne, Frederick Alexander, Bernard Wolberg, Martha N Petretti, Naresh S Shah, Venkatesha Murthy Sylvia K Bashkow, Joseph J McGovern, Milton G Campbell, Benedict Bader, Barry S Silverman, Frederick Press, Burton A Reminick, Henry W Payne, Marshall A Goldman, Om P Ohiman, Lanny Norensberg, Lawrence H Kintisch, Donald Bickford.

No. 141-71.70%

141 Arnold B Bernardini, Herman Israel, Mildred E Schmidt, Frank L Hochheimer, Leonard P Kiczek, Tad H Gwartzman, Naresh K Bhagat, Harvey Fischer,

Karen M Eisenstadt, Fredric S Wildman, Stephen F Kaplan, Anil Kaushal, Israel Moskowitz, Rolf Moulton, Harry J Escobar, Lawrence M Weiner, Emanuel Steler, Neale P Brodsky, Jerome S Mehler, Ernest Pataki.

No. 161-70.40%

161 Joshua W Rosenberg, Marlene S Lipari, Robert G Rosen, Barry B Skolnik, Diane Moeller, Carol H Simpson, Satish K Malhotra, M K Vijayaraghavan, Roger C McDaniel, Anil B Ni-rody, David J Garfinkel, William A Charet, Edward Tessler, Mark H Menchin, Seymour T Levine, Ralph Levine, Thomas J Reed.

EXAM 4134

APPRAISER-REAL ESTATE

This list of 53 eligibles, established Nov. 6, resulted from training and evaluation, for which 139 candidates filed. Salary is \$12,500.

No. 1-105%

1 Edward J Hesterberg, Samuel Smaller, Francis M Hanahan, Joseph H Jankowitz, William Sufian, Nicholas R Creta, Michael J Connolly, Arthur T Williams, Marvin A Knott, Edward R Doherty, Charles P Barbaro, John M Loughheed, Jack Clotta, Frederick Cooper, Paul Haberman, Joseph G Schiavone, Harold Kessler, Donald P McGuckian, Joseph A Zeni, Dominic J Paccione.

No. 21-79%

21 William Cooper Jr, Robert A Hass, Harold Ferioli, Howard J Moody, Martin Blonder, Edwin B Hatch Jr, Charles L Zinna, Richard J Tricarico, Alexander Giordano, Thomas J Apicella, Joseph F Loetterle, Leonard G Sisto, Daniel J Hanrahan, Brent Lally, Michael A Tollin, Bruce A Kellogg, Anthony L Tersillo, Clyde P Hill, Dennis J Conroy, Paul J Perry.

No. 41-71.50%

41 Gustave D Cederholm, Myron Giller, Stephen H Bradbury, Hayward J Kimbrough, Barry Brown, Hayward J Kimbrough, Howard Newman, Michael J Jones.

EXAM 3539

PROM TO SENIOR COMPUTER OPERATOR

This list of 36 eligibles, established Nov. 6, resulted from training and evaluation, for which 139 candidates filed. Salary is \$12,500.

(Continued on Page 10)

State Promotional Job Calendar

Applications Accepted To November 25

Office of General Services, Executive		
Chief, Bureau of Technical Services	G-29	39-059
(Oral Exam in Dec.)		
Associate Bldg. Space Analyst (Oral Exam in Jan.)	G-23	39-053
Senior Bldg. Space Analyst (Written Exam Jan. 18)	G-19	35-666

Applications Accepted To December 9

Written Exam Jan. 18, 1975

Interdepartmental Promotion Exams

Associate Accountant	G-23	35-599
Associate Auditor	G-23	35-599
Associate Accountant (Employment Sec.)	G-23	35-653
Head Account Clerk	G-18	35-662
Head Audit Clerk	G-18	35-662
Head Maintenance Supvr.	G-14	35-661
Principal Account Clerk	G-14	35-661
Principal Audit Clerk	G-14	35-661
Senior Accountant (Employment Sec.)	G-18	35-654
Senior Accountant	G-18	35-598
Senior Auditor	G-18	35-598
Senior Maintenance Supvr.	G-17	35-664

Correctional Services

Associate Agency Labor Relations		
Representative (Oral Exam in Jan.)	G-23	39-058
Correction Captain	G-24	35-635
Plant Superintendent B	G-22	35-669
Plant Superintendent C	G-19	35-668
Principal Commissary Clerk	G-12	35-594
Senior Commissary Clerk	G-9	35-593

Department of Transportation

Associate Accountant (Public Service)	G-23	35-613
Associate Capital Program Analyst	G-23	35-620
Principal Accountant (Public Service)	G-27	35-614
Senior Accountant (Public Service)	G-18	35-612
Senior Capital Program Analyst	G-18	35-621

Division For Youth, Executive

Plant Superintendent B	G-22	35-671
Plant Superintendent C	G-19	35-670

Office For Local Govt., Executive

Associate Accountant (Public Service)	G-23	35-609
Principal Accountant (Public Service)	G-27	35-610
Senior Accountant (Public Service)	G-18	35-608

Mental Hygiene

Plant Superintendent A	G-25	35-679
Plant Superintendent B	G-22	35-673
Plant Superintendent C	G-19	35-672

Public Service

Associate Accountant (Public Service)	G-23	35-606
Principal Accountant (Public Service)	G-27	35-607
Senior Accountant (Public Service)	G-18	35-605

State University of N.Y.

Plant Superintendent A	G-25	35-680
Plant Superintendent B	G-22	35-675
Plant Superintendent C	G-19	35-674

Thruway Authority

Plant Superintendent C	\$16,543	35-676
------------------------	----------	--------

CIVIL SERVICE PASSBOOKS®

For 25 Current
New York State Exams
Examination / Questions
Section / & Answers

(Prices Include Postage and Tax)

C 8 Administrative Aide \$7.23

C 2039 Assoc. Cap. Prog. Anal. \$18.03

C 2040 Assoc. Marketing Rep. \$15.87

C 2041 Chief Marketing Rep. \$18.03

C 2042 Chief Meat Inspector \$15.87

C 165 Correction Captain \$7.23

C 167 Correction Officer (M.) \$7.23

C 2043 Head Maintenance Supvr. \$13.71

C 440 Licensed Practical Nurse \$7.23

C 2044 Maintenance Supervisor \$9.39

C 2045 Mechanical Equip. Insp. \$13.71

C 644 Pari-Mutuel Examiner \$7.23

C 2046 Plant Supt./A \$15.87

C 2047 Plant Supt./B \$13.71

C 2048 Plant Supt./C \$11.55

C 2049 Princ. Commiss. Clerk \$13.71

C 992 Sr. Accountant \$7.23

C 998 Sr. Civil Engineer \$7.23

C 2050 Sr. Commis. Clerk \$11.55

C 2051 Sr. Food Inspector \$11.55

C 2052 Sr. Maintenance Supvr. \$11.55

C 2053 Sr. Marketing Rep. \$13.71

C 2054 Sr. Meat Inspector \$11.55

C 2055 Suprvng Food Insp. \$13.71

C 2056 Suprvng Meat Insp. \$13.71

And Hundreds of Others
SEND FOR FREE CATALOG

prices subject to change
without notice

National Learning
Corporation

20 DuPont Street
Plainview, N.Y. 11803
(516) 935-5800

Gentlemen: CSL/111274

Please send me the books
checked above. I enclose \$.....
check or money order. (Special
Delivery: Additional 90c).

Name

(please print)

Address

City..... State..... ZIP.....

If you want to know what's happening
to you
to your chances of promotion
to your job
to your next raise
and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME

ADDRESS

CITY

Zip Code

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEekman 3-6010
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher
Paul Kyer, Associate Publisher

Marvin Baxley, Editor
Kjell Kjellberg, City Editor
Charles A. O'Neill, Associate Editor

N. H. Mager, Business Manager
Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127
ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

20c per copy. Subscription Price: \$3.85 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, NOVEMBER 12, 1974



Continuing Struggle

SOMETIMES, with all the major issues swirling around us, it is hard to grasp how we as individuals are affected. Suddenly, fate seems to single out one person, and the full weight of the world appears to fall on his or her shoulders.

Such a case is that of Thelma Upton, who for 18 years performed her duties as a cook at the Adirondack Correctional Facility. Then, wham, it was decided that her job at the all-male facility should be handled by a man, and she was out of a job.

From a woman who was looking forward to retirement within a couple of years, Ms. Upton was reduced to the position where she is being forced to part with her life savings and possessions in order to survive.

After two years of fighting the state, with the aid of several leaders of the Civil Service Employees Assn., especially Jack Weisz, Correctional Services representative to the union's Board of Directors, Ms. Upton was ordered reinstated to her job in a ruling by the State Human Rights Commission.

The Correctional Services Department, however, is protesting the ruling, and so the battle continues on.

While Ms. Upton's personal tragedy may pass by relatively unnoticed in the onrush of international and national issues, it does stand as a painful reminder that there are many inequities still to be resolved in management's relationships with other employees.

At least Ms. Upton has the comfort of knowing that so many dedicated union leaders are standing firm with her during this ordeal.

Career Of Dedication

DURING the election campaign last month, Malcolm Wilson spoke before the Shomrim Society of the New York City Police Department.

Seldom have we heard so well expressed a description of what sets a police officer apart from his fellow citizens.

The Governor said: "The layman's understandable instinct is to move away from danger . . . but the police officer denies himself that luxury the day he or she pins on the shield. I do not regard police work as merely a job, for no one lays his life on the line 365 days a year just to earn a living. It is a career of dedication to the safety and well being of your fellow citizen."

We would hope that all the state's citizens had the same respect for the men in blue as that expressed by the state's chief executive.

Misdirection Of Effort

ON THE other hand, we find it incredible that New York's Finest should be used to prevent cars from entering the municipal parking lot at Police Plaza in downtown Manhattan.

This five-story parking lot has not been filled to capacity since it was opened, yet there are full-fledged police officers dutifully turning cars away. (The problem is simply that no one inside the building is being used to direct cars to the lower levels, which remain virtually empty at all times.)

We think it hurts the image of police officers to be put into a position where they have to serve as the goat for someone else's bungling.

Don't Repeat This!

(Continued from Page 1)
for the State Senate and Assembly, and with only a few contests not yet officially decided due to the closeness of the voting, it appears that more than 80 percent of the CSEA-endorsed candidates won seats in the State Legislature.

With a scattering of contests unresolved, 50 out of 55 CSEA-endorsed politicians could emerge as winners in races for State Senate seats, and in the Assembly contests, CSEA appears to have selected 108 winners in 135 contests.

In 1972, with endorsements going to far fewer candidates, CSEA had picked 75 percent of the winners, so last week's election results represent a substantial improvement over the previous effort.

With this increased awareness of their power at the voting booth, public employees are going to be eager for recognition of their power when it comes time for the new Administration to sit down with them to negotiate the third year of the Civil Service Employees Assn. contract with the state.

Work on the third year of the current contract, which includes a reopener clause on salaries, should begin soon after Governor-elect Carey has appointed new members to offices with jurisdiction over collective bargaining, grievance procedures and other matters of vital concern to public employees.

Top Priorities

At the top of the list of CSEA priorities in the upcoming negotiations, substantial salary increases will certainly be a matter for intense bargaining. Union officials will have no choice other than to demand that state employees' salaries be increased to help them cope with the runaway inflation that is threatening to destroy the American Middle Class.

With the exception of a small percentage of high-level executives in the state, it must be remembered that the vast majority of civil service employees are just average citizens, trying desperately to stay ahead of their creditors. For every high-salaried executive, there are hundreds of clerks, secretaries, hospital attendants, custodians, etc., who are making less than \$9,000 annually. That may have been grand 20 years ago, or even reasonable 10 years ago, but today it is unsatisfactory. For those people making less than \$7,000 the situation is fast approaching desperation.

There are many other issues that are of interest to public employees. During the course of the campaign, Governor-elect Carey showed his recognition of these issues.

Legislature Divided

He insisted that the question of pensions is an appropriate area of bargaining in collective negotiations. He also took the position that public employees, who work at jobs that do not affect the public safety, should be permitted to strike. He expressed willingness to move forward on long-sought CSEA amendments to the Taylor Law that would equalize the power of the CSEA representatives at the bargaining table with the power held by the representatives of the public employer. He also stated that he would ap-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

A Case Of Dismissal

The New York State Court of Appeals recently affirmed a decision of the Appellate Division, Fourth Department, in a case involving an employee who made application for promotion to a job of Sanitation Supervisor. The employee answered "No" to the question on the application as to whether he had ever been arrested. The employee, in fact, had been arrested on several occasions but had never been convicted. Five years after his appointment, the Civil Service Commission removed the employee from his employment on the grounds that he had made a fraudulent application for promotion. The employee commenced an Article 78 proceeding in the Monroe County Supreme Court. The Judge sitting on that case dismissed the petition and held that although the employee had never been convicted, he did commit fraud of a substantial nature in making an improper answer on the application for promotion.

IN A MEMORANDUM opinion, the Appellate Division, Fourth Department, stated that from the uncontroverted evidence before it, the Civil Service Commission properly found that the petitioner had committed fraud of a substantial nature when he made application for promotion in July 1966 and answered "No" to the question of whether he had ever been arrested. There was no dispute that in fact the petitioner had been arrested on some previous occasions but had never been convicted. Petitioner attempted to explain his erroneous answer on the application, stating that he misinterpreted the question as to arrests and thought it referred to convictions. The absence of convictions, coupled with his misinterpretation and the fact that he had already served five years as a supervisor and an additional four years prior to that, led the court to the conclusion that the punishment of removal was excessive and unduly disproportionate to the offense. The court stated that in the exercise of its power, the penalty should be limited to a six-month suspension.

FROM THAT DECISION of the Appellate Division, Fourth Department, the Civil Service Commission appealed to the Court of Appeals. In affirming the Appellate Division on its holding that a dismissal from employment was too severe, the Court of Appeals said, "The fraudulent denial of arrests in the petitioner's application for employment may have constituted a valid ground for denial of employment, and therefore for dismissal following a reasonable opportunity for discovery. After the passage of an extended period of time, however, in this instance five years, the ground loses its force. It is immaterial whether one regards the basis for ignoring the original fraud as a waiver, estoppel, or laches. Beyond the reasonable time for discovery of the fraud, petitioner should not have been dismissed unless first, there had been a showing, either that there was still a valid basis for disqualification to fill the position because of the arrests, or that he had been guilty of misconduct or incompetence in the performance of his duties." In the Matter of Leonardo v. Civil Service Commission and Office of Personnel, Monroe County, 34 NY 2d 760; 358 NYS 2d 136.

Questions and Answers



Q. I'm a 20-year-old student, and I get social security payments. Since I need to find a part-time job, I'll have to cut down the number of classes I'm taking. Will I still be able to get my social security checks every month?

A. It will depend on what your school considers full-time attendance. If you cut your class attendance below this level, your social security checks will stop. You must be attending school full time to be eligible for student payments. For more infor-

mation, you should contact any social security office.

Q. I recently read that people serving in the military service after 1956 can get extra social security credit. I'm not ready to retire yet, but I want to be sure I get this credit. Do I need to do anything now?

A. No. You'll get this credit when you apply for any kind of monthly social security payments. All you'll need is some proof of your military service, such as an honorable discharge certificate.

Don't Repeat This!

(Continued from Page 6)
 proach the agency shop issue with an open mind.
 The Governor may be in the spotlight, but he will still have to find a way to cope with a Legislature where power is divided between the Assembly, which will now be organized under the Democrats, and the Sen-

ate, which will remain under Republican control.

It will be interesting to watch whether the legislators of both major parties who were helped by CSEA in their election bids, will remember the public employees who gave them support. The massive responsibility of providing services for the people of New York State will require the good will and effort of everyone who has a part in the government of the state.

Agree On Drug Abuse Pact

MANHATTAN—A departmental agreement was signed at the World Trade Center here between the labor-management committee of the Drug Abuse Control Commission Civil Service Employees Assn. and commission officials Oct. 23.

The major provisions of the agreement, according to Giles Spoonhour, chairman of the labor management committee, include acceptance of CSEA input at the local level in determining the institutional school calendar, the formation of a committee to study flexible working hours for CSEA personnel and the recognition that the discussion of program treatment policy is appropriate at labor-management committee meetings.

Mr. Spoonhour noted that the process of achieving the agreement began in August of last year with the compilation of demands from the 4,000 DACC employees who work in the 15 major facilities around the state as well as administrative offices, laboratories and store-front operations. Negotiating sessions were held both in New York City and Albany and were finalized last June, when several items, which had reached impasse, were resolved in a meeting between CSEA and OER.

The agreement will run concurrently with the four existing contracts.



Members of the labor-management negotiating group met at the World Trade Center, Manhattan, to sign a departmental agreement drawn between the Drug Abuse Control Commission Civil Service Employees Assn. and the Commission. The agreement will run concurrently with four existing contracts. Seated, from the left, are Josephine Williams, CSEA; Dennis Sherman, CSEA; Tom Gibbs, director of employee relations, DACC; Giles Spoonhour, CSEA negotiating team chairman; Tom Linden, CSEA staff, and Gil Rose, CSEA. Standing, from the left, are Ron Parker, CSEA; Chuck Staten, CSEA; Ray Bara, DACC; Thomas Wills, DACC; Patricia Miller, CSEA; Steve Daly, DACC; Sal Anastasio, DACC, and Allen De Marco, DACC.

If you have a problem or a question about your Blue Cross or Blue Shield claim

Please feel free to call us or write us. But in either case, please be sure to include your Identification Number and the New York or PA prefix. This will speed things up considerably.

Thanks a lot.



Blue Cross.
Blue Shield.

Blue Cross and Blue Shield
Plans of New York State

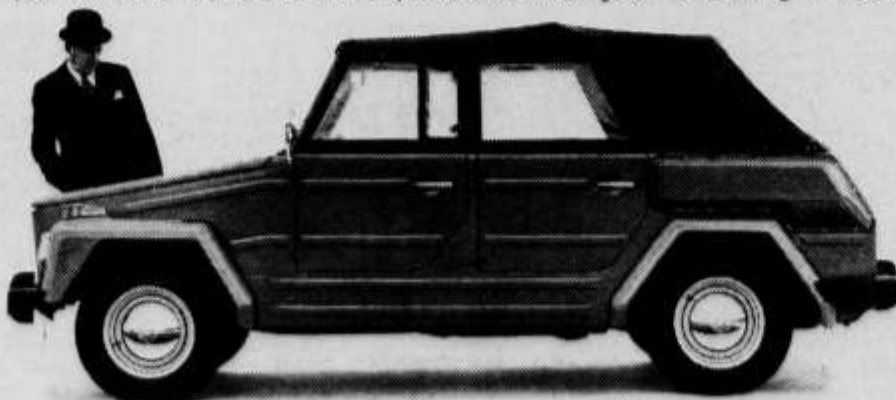
Volkswagen's Sublime-to-the-Ridiculous Sale

©Volkswagen of America, Inc.



The Sublime VW 412

Our luxury 412 comes equipped with fuel injection, 4-wheel independent suspension, automatic transmission, steel-belted radials, plush seats and thick carpeting—all at no extra cost. On top of all this, your VW dealer is prepared to offer you substantial savings on his remaining '74 models.



The Ridiculous VW Thing

We've just reduced the price of the Volkswagen Thing from \$3150 to \$2775.* What's a Thing?
 • The car that can be anything. The doors come off, the top goes up or down (the windshield, too), and it has an air-cooled rear engine that gives you the traction you need to go just about anywhere.

(Participating dealers only.) *Thing (181) East Coast P.O.E., suggested retail price. Local taxes and other dealer delivery charges additional.

Visit your local authorized Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.



Federal News

Bonus To Adjust Survivor's Coverage

A Federal civil service retiree (present or future) who has had his or her pension reduced in order to provide survivor coverage will have the reduced amount restored if the marriage is dissolved by death, divorce, or annulment. The bonus to an estimated 89,000 federal retirees is the result of a bill signed into law by President Ford last month.

The annuity will be recomputed to eliminate the reduction beginning with the month following the month in which the marriage was dissolved. The new law applies to any Federal civil service annuity, regardless of its commencing date, but no increase in any annuity may be paid for any month prior to November 1974.

All payments will be retroactive to the initial date of entitlement under the law. These pension readjustments are worth from \$2 to \$150 per month.

All current retirees will receive information about the new law with checks to be mailed Dec. 1. This information will explain the provisions of the new law and will include a form to be submitted by any annuitant who is entitled to an adjustment. The Civil Service Commission emphasized that no annuity can be adjusted until such information has been received.

List Appointed

ALBANY—George D. List, Jr. of Lake Pleasant, has been appointed to the Board of Visitors of Marcy Psychiatric Center for an unsalaried term ending Dec. 31, 1976.

Special Civil Service (Affirmative Action) Committee Report Con't.

(Continued from Last Week)

A task to which the Civil Service Commission expects to give high priority is that of aiding State and local governments to improve all aspects of their personnel administration so that discrimination is eliminated from all their selection procedures. If it has engaged in a pattern of discrimination in the past, of course the employer has an obligation to take affirmative steps to eliminate the present effects of that discrimination. Such steps may include recruiting, and setting goals and timetables.

When progress has been made to eradicate the effects of such practices, and selection procedures can be developed and put into effect which meet the Supreme Court's standard, then a true merit system exists. When that happens, as I said at the beginning, there is no conflict between a true merit system and the Civil Rights Act since both of them include non-discrimination as a sine qua non.

IV. STATE AND LOCAL AFFIRMATIVE ACTION PLANS.

Some 34 State Agencies have filed Affirmative Action Programs with the State Division of Human Rights, five of which have been transmitted to CSEA for review. The five State Agencies whose plans have been submitted to CSEA through the Division of Human Rights are as follows:

1. State Department of Civil Service.
2. State Department of Social Services.
3. State Department of Environmental Conservation.
4. State Executive Department—Office of State Aging.
5. State Education Department.

The Affirmative Action Plan as submitted by the State Department of Civil Service is attached to this report as Exhibit I.

Some 45 counties either have or are in the process of developing Affirmative Action Programs. Rockland County has already submitted its 1974 Affirmative Action Program to this Committee for its review and comment. Our comments have been submitted to the Rockland County Personnel Officer on a timely basis.

V. SUMMARY OF MEETINGS OF THE SPECIAL CSEA CIVIL SERVICE COMMITTEE WITH REPRESENTATIVES OF THE FEDERAL AND STATE GOVERNMENTS.

Mrs. Naomi Strunsky, Chief, Merit Systems and Technical Assistance Branch, United States Civil Service Commission, was the first consultant to address the Committee. Mrs. Strunsky outlined the Federal Government's goals and timetables of the Affirmative Action Program, and the requirements for the establishment and maintenance of personnel standards on a merit basis in the administration of various programs.

The speaker stated that the development of proper and efficient administration of programs is a mutual concern of the Federal, State and local agencies cooperating in the programs. She said social and manpower problems indicate a need for the public service to provide leadership in developing job opportunities for the disadvantaged, unemployed or underemployed persons with educational, training, economic, physical, or other types of handicaps. This need has been recognized in recent social and legislative initiatives which have been directed toward utilizing the unemployed and underemployed as a manpower resource to meet the rising demands of the public service.

Employment of the disadvantaged can facilitate the delivery of new and improved services to the public by improving the utilization of scarce professional skills and emphasizing the contributions which can be made by disadvantaged workers, especially in jobs involving interpersonal relations with the disadvantaged to be served. For employable persons whose skills and abilities are not being utilized, public jobs can provide

stable and productive employment and opportunities for development of their capabilities.

Successful implementation and operation of a program to provide employment opportunities for disadvantaged persons depends to a large extent upon the attitudes and abilities of first-level supervisors. The supervisor must carry out management's commitment to providing jobs and work training for the disadvantaged. Regardless of what a positive official policy may say about employing the disadvantaged, it is largely the supervisor's actions which determine the effectiveness of the program. In addition, the attitudes of co-workers and fellow employees should support the policy set down for the organization.

Employment opportunities for the disadvantaged can be developed by redesigning existing jobs to separate professional and nonprofessional tasks into more appropriately structured jobs. This not only allows skilled personnel to spend more time performing higher-level tasks, but contributes to efficiency. For persons with physical handicaps, who already possess the training to perform satisfactorily in existing jobs, it may be necessary to modify the physical environment of a job rather than its content in order to expand employment opportunities.

Mrs. Strunsky said special recruiting efforts should be focused on likely sources of disadvantaged applicants; for example, residents of disadvantaged neighborhoods, welfare recipients, physical rehabilitants, and vocational education, manpower training, and poverty program trainees. Continuing close cooperation between the merit system agency and the program agencies, with the personnel agency exercising initiative and leadership, is necessary to assure carefully coordinated planning, organization, and execution of a focused recruitment program.

Normally entry positions established for the disadvantaged will be filled through open-competitive merit system selection methods. However, some modification of traditional selection techniques in accordance with basic merit principles and development of new types of selection devices may be essential to the successful employment of the disadvantaged.

Mrs. Strunsky emphasized that agency training programs should be designed to improve skills needed for more effective job performance and to prepare employees with ability and potential for advancement. The employment of disadvantaged persons often necessitates special training efforts to enable them to perform their jobs satisfactorily and to compete for advancement on an equal basis with other employees.

Once program objectives have been established and plans implemented for their accomplishment, evaluation procedures are needed to help assure continued progress in employing the disadvantaged. Program evaluation should focus on effectiveness—the degree to which goals and objectives have been accomplished.

A variety of progress measures may be tailored to analyze program performance depending on the needs of a given situation. For example, turnover rates of employees hired from among the disadvantaged can provide indications of the success with which the disadvantaged have been placed in appropriate jobs; a longitudinal study of individual progress in career ladders designed for the disadvantaged can indicate the success of that program, concluded the speaker.

At the second meeting of the Committee, three representatives of the Civil Service Department were present. The representatives were: Irving Handler, Director of Staffing Services; Robert Quinn, Deputy Administrative Director, and Don Etter, Staffing Services. These men explained that Affirmative Action Program being developed by Governor Wilson's mandate in their own depart-

ment.

Mr. Handler said that he could only tell what we are doing in the Civil Service Department and what other departments tell us they are doing. As on the Federal level, there is no specific power to develop a program vested in any one unit of State Government. The only force that can do that is the courts and even their orders could be challenged if a department believes it has a working Affirmative Action Program, he said.

When asked what Affirmative Action is, the answer was, "Affirmative Action, in the simplest terms possible, is a fair chance for everyone to qualify for a position. Under Federal guidelines and State mandate, Civil Service must be sure that the job dictates the requirements for the person to take the test for the job opening and that the test, itself, relates to the job," the spokesman concluded.

Mr. Quinn explained, "Before affirmative action guidelines were established, we thought that the State Civil Service System was very good. Our tests were hard and only the 'cream of the crop' were able to pass them. We then appointed only the best person for the vacant position."

But now we must re-evaluate the examinations. We must look harder so that more people can participate in the testing. We still end up with the best person. But it is a more democratic process with many more participants from every possible situation. However, now the problem of mile-long waiting lists has been created."

Mr. Etter stated that the Department of Civil Service has the responsibility for 5,000 positions. The State has spent two million dollars on one test re-evaluation, publication of public announcements, etc. The cost factor is tremendous and this examination was so over-supported that the community has been turned off. That's an example of affirmative action back-firing.

Asked what re-evaluation procedures of examinations were being used, the speakers explained, "We have to go to the source of information about the job itself. So we go to the employees with questionnaires of even interviews. We do ask supervisors various job-related questions. And for those one-of-a-kind jobs, we have to go at times to private industry to find out what exactly the job requires."

Questioned about possible changes in the Civil Service Merit System, the speaker answered, "We are sure that CSEA would balk at any possible change in the present system. We are now trying to find out what possible effects court rulings could have on various aspects of the Civil Service Merit System, and we believe the State will defend its present selection system to and through legal proceedings, if necessary."

"But actually, affirmative action is what the Civil Service is all about—giving everyone a fair chance at a position."

Asked bluntly if CSEA will have a voice in Affirmative Action Programs being considered by the State, the speakers all agreed, "CSEA is already involved. CSEA is not going to let the State do anything that may harm its members. We know that. . . . And most of the time the State and CSEA do work toward the same objectives each, of course, in its own position of employer and employee Union."

Ruperto Ruiz, Assistant Commissioner, Division of Human Rights, was the speaker and consultant for the third meeting. Mr. Ruiz explained that in 1968, by Executive Order, an Interdepartmental Committee on Human Rights was started, the purpose being to interest government agencies in developing an awareness of Human Rights. There were about 23 agencies in State Government designated to be members of the Committee.

In 1971, when the Equal Opportunity Program for Minorities came into be-

ing, an Affirmative Action Committee was established by the Governor, and subsequently, it was joined to the Committee on Human Rights. A series of liaison officers was established with each department, and includes the largest agencies in State Government.

Mr. Ruiz observed that one of the biggest problems in State Government today was improving inter-personal relationships, and he stated that, in his opinion, every supervisor should be trained through a series of courses in Human Relations, and he was recommending this to the Civil Service Department.

He indicated that his Agency uses (1) Ethnic Surveys of the Civil Service Department, (2) Human Rights Studies of Minority Groups, and (3) reports on populations throughout the State—women, blacks, and people with Spanish surnames in preparing materials and evaluating situations. He was encouraged that in the Department of Mental Hygiene, Advisory Councils have been started in each institution on Human Rights grievances, each Council including a CSEA representative, minority group workers, and representatives of management.

Mr. Ruiz offered to supply CSEA with reports and materials in an effort to improve understanding and awareness of the scope of the program.

VI. SPECIAL CIVIL SERVICE COMMITTEE RECOMMENDATIONS TO THE CSEA BOARD OF DIRECTORS.

Your special CSEA Civil Service Committee respectfully submits to the Board of Directors the following recommendations concerning Affirmative Action Programs and requests that such recommendations be adopted:

A. That the Special Civil Service Committee be authorized to take action to investigate civil service procedures with respect to recruitment, examinations, etc., whenever the Committee deems such action necessary.

B. That Labor-Management Committees, established under our contracts within State Departments or Agencies, become the vehicle through which Affirmative Action matters within each department or agency are reviewed and CSEA is thus afforded an opportunity for input into Affirmative Action Programs.

C. That the President of CSEA correspond with the Governor's office making the request that CSEA be permitted to have no less than three members on the State Interdepartmental Committee on Human Rights—such Committee presently reviews and has input into State Agency Affirmative Action Programs.

D. That the President of CSEA also request Minutes of Meetings within State Agencies and those of the Interdepartmental Committee on Human Rights in order that we may keep ourselves informed as to State proposals under agency Affirmative Action Programs.

E. That all correspondence and information relating to Affirmative Action Programs in State Agencies and Political Subdivisions be referred to the Special Civil Service Committee for review, comment and recommendations.

F. That the President direct the establishment of an Affirmative Action Program for CSEA as an employer in order to assure equal employment opportunity and compliance with Federal regulations.

G. That the President of CSEA request that the President of the State Civil Service Commission discuss with us any steps taken by the Civil Service Department to implement Affirmative Action Programs prior to finalization. This is important in the areas of any recommended changes in minimum qualifications for positions with respect to initial hiring and promotion, and any proposed changes in examination content in order to assure that examinations are job-related.

(Continued on Page 14)

CSEA Statewide Convention At Concord



Joseph Dolan, standing, CSEA assistant executive director for County Division, keeps delegates informed of successes in various challenge elections in recent months. Seated at dais are secretary Cathy Barnes, County Executive Committee chairman Salvatore Mogavero and CSEA collective bargaining specialist Nels Carlson. Next major challenge is anticipated in Sullivan County, although election date has not yet been set.

(Leader photos by Ted Kaplan)



New York City PERB director Leon Applewhaite addresses delegates at meeting of non-teaching school employees. Seated at head table are, from left, David Silberman, Nassau; Neil Gruppo, Niagara; chairman Edward Perrott, Nassau Educational, and Danny Jinks, CSEA collective bargaining specialist. Delegates voted to expand CSEA Board of Directors to allow one Educational representative from each region where one or more Educational chapters exist.



Creedmoor's Kay Harlow takes a turn at the microphone, while other delegates, SUNY at Oswego's Floyd Peashey, Tax and Finance's Jack Daley and Executive's Gail Barr, await chance to participate in discussion.



Feelings ran high among Mental Hygiene delegates over career ladders for food service employees. Here, at one of several MH meetings called during convention, representatives Betty Duffy and William McGowan report to delegates.



Esther Bond and Larry Natoli, president of Matteawan State Hospital chapter, exchange opinions with Thomas Elhage, president of Oswego chapter's Mexico School District unit, as the three CSEA leaders pause between meetings.



Heading delegation from Rochester chapter, president Samuel Grossfield, left, is shown with chapter delegates, Larry Cohn, John Garvey and Helen Bynum. Rochester chapter is one of several large chapters composed of members from various state departments that provide services in large urban areas.



CSEA executive director Joseph Lochner draws upon his long experience as union's top administrator to answer questions posed by delegates.



Among delegates from Nassau chapter, largest in entire CSEA structure, are, from left, Rita Wallace, Blanche Rueth, Molly Falk and Anthony Giannetti. Nassau chapter, under Irving Flaumenbaum, has grown to nearly 10 percent of total CSEA membership in statewide organization.



The Man of the Mountain, John Mroczkowski, chapter president of Wilton State School atop Mt. McGregor, is forceful advocate for his membership.



Retiree chapter leaders meet to discuss ways of serving their members. Seated at left are newly appointed retiree committee chairman Hazel Abrams, counsel Jack Rice and CSEA executive director Joseph Lochner. CSEA president Theodore C. Wenzl, who sat in on meeting, is identifiable at right of window.



Departmental meetings were important function during first evening of convention. Here, from left, Executive departmental representatives Cindy Egan, Louis Colby and Gerald Purcell, along with advisor John Corcoran, Albany Region 4 supervisor, meet with delegates to discuss problems.



Jack Carey, CSEA assistant executive director for the State Division, keeps in touch with Headquarters for latest developments requiring his attention.

City Eligible Lists

(Continued from Page 5)
 lished Nov. 6, resulted from July 1973 written testing, for which 99 candidates filed, 81 were called, and 71 appeared. Salary is \$9,400.

Bd of Ed
 No. 1—80.335%
 1 Thomas J Kushner, Leonard J Borak, Alfred W Lawson, Harris Cherkis.

Bureau of Budget
 No. 1—71.405%
 1 Robert J Hertle.

Off of Comptroller
 No. 1—84.155%
 1 Wilbur M Griffith, William R Doran, Clement Smalls.
Environmental Protect
 No. 1—80.355%
 1 Vincent Licata.

Finance Admin
 No. 1—83.925%
 1 Joseph J Licitra Jr, Margo Wallace, James R Cuddy, Thomas E Powers, Felix D Dimola, James L McFarland Jr.

Fire Dept
 No. 1—84.53%
 1 Charles R Holiday.
H.S.A. Dept of Health
 No. 1—79.55%
 1 Richard Puccio, Barry E Wyche.

Housing Auth
 No. 1—75.30%
 1 Maxwell J Brooks.
Housing Dev Admin
 No. 1—77.85%
 1 Gilroy R Belsle, Walter F Salomone.

Hunter College
 No. 1—80.625%
 1 Lonny M Dolled, Othella V Davis.

Manhattan Comm. College
 No. 1—79.98%
 1 Nathaniel Stokes.
NYC Comm College
 No. 1—78.80%
 1 Ronald Leone.

S. I. Comm College
 No. —82.48%
 1 Vincent F Parese.
Dept of Personnel
 No. 1—75.58%
 1 Suzanne D Quevedo.
Social Services
 No. 1—80.58%

1 Jose M Rivera, Tobe Roberts, Michael T Scarano, Gerald D Brown, Raul G Soto.
T.A. Genl Admin
 No. 1—86.655%
 1 Stanley Jenkins, Claudell E Devalera, Peter M Chernay.
Transportation Admin
 No. 1—70.30%
 1 Joseph F Schirripe.

PROM TO LAUNDRY SUPRV HHC
 List Est. August 23, 1974
 No. 1—84.565%
 1 Joseph Kusterbeck, Philip J Frazetto, Ernest Adderley, James P. Shaughnessy, Joseph Flore, John J. Mirandi, Alfred F Alouise, Martin A Gaydos, Michael D Barra.

Buffalo Psych Sels Dance On Nov. 29

BUFFALO—The holiday dinner-dance of the Buffalo Psychiatric Center will be held Nov. 29 from 7 p.m. at the Sheraton East, 2040 Walden Ave., Cheektowaga.

Tickets are \$7 each and there will be door prizes, cocktails, and after-dinner dancing to the music of the Balkan Serenaders. Reservations must be made by Nov. 15, and the following members may be contacted at their telephone extensions: E. Jones, 469; B. Smith, 358; F. Schmidt, 487, and B. Lourdel, 441.

Typist Exam
MANHATTAN—A total of 120 typist candidates were called to the practical part of exam 4178 on Nov. 13, and a total of 120 were called on Nov. 15 last week by the city Department of Personnel.

Hebrew Society Meet
MANHATTAN—The Hebrew Spiritual Society of the Dept. of Sanitation at 267 Broadway will meet on Nov. 14 at 5 p.m. Refreshments will be served.

State Looking For Librarians

The State of New York is accepting until Dec. 16 applications for Librarians. The positions are Librarian III, Assistant Library Director I, Library Director II, Exam 27-470; Librarian IV, Assistant Library Director II, Library Director III, Exam 27-471; Librarian IV, (Adult Services), Exam 27-472; Librarian IV (Audio-Visual Services), Exam 27-473; Librarian IV (Children's Services, Exam 27-474; Librarian IV (References Services, Exam 27-475; Librarian IV (Technical Processing), Exam 27-476; Librarian IV (Young Adult Services), Exam 27-477, and Librarian IV, Exam 27-478 (Various Specialties).

These positions are with the Municipal, School District, and cooperative Library Systems in New York State, and salaries vary depending on the location and level of responsibility of the position being applied for.

The minimum requirements for all of these positions are completion of five years of college training at a regionally accredited college or university, including one year which must have been professional library training in a recognized library school.

In addition, candidates must have had satisfactory professional experience in a library of recognized standing, acquired after completion of the library training, for the required number of years specified below: For exam 27-470, four years of experience, for exam 27-471, six years of experience, for exam 27-472 through 27-478, six years, including three years in each specialized service for which you apply.

A Librarian III serves as head of a major library department in a library serving a population of 50,000 to 250,000, or assistant department head in a library serving a population of 250,000 to 1,000,000. An Assistant Library Director I serves as assistant director of a library serving a population of 15,000 to 25,000. A Librarian IV plans and directs the work of a major library department in a library serving a population of 250,000 to 1,000,000, or has charge of specialized services.

An Assistant Library Director II acts as assistant director of a library serving a population of 50,000 to 250,000, and a Librarian Director III serves as a director of a library serving a population of 25,000 to 50,000.

There will be no oral or written exams for any of these positions, and applications postmarked later than Dec. 16 will not be accepted.

Possession of a New York State professional public librarian's certificate is required for appointment to a library position.

Application forms for these certificates may be obtained by writing to the library development division, New York State Education Department, 99 Washington Ave., Albany, N.Y. 12230.

For more information and where to file for these and other jobs open with the State, see page 15 of The Leader. Also see page 12 of this issue for the State open competitive job calendar which lists 14 other competitive positions opening this month.

Power Maintainers
MANHATTAN—A total of 195 power maintainer Group B candidates were called to the written part of exam 4581 on Nov. 16 at Franklin Lane H.S. in Brooklyn last week by the city Department of Personnel. The exam will be given by the Transit Dept.

Sanit Officers Meet
MANHATTAN—The Sanitation Officers of the Department of Sanitation will meet on Nov. 14 at 125 Worth St., at 8 p.m.

Police News

Police Awards
 The following members of the service have been awarded departmental recognition for extraordinary bravery performed in the line of duty at imminent and personal danger to life.
 Honorable mention is awarded to Detective Edmond M.J. Moore of the 19 Pct. and Police Officer Eugene Kelly of the 40 Pct.
 Exceptional merit is awarded to Police Officers Robert Marchant and William Murphy of the 25 Pct., and Robert Lucente and Kenneth McCann of S.C.U.

Garr A Regent
ALBANY—Education Commissioner Ewald B. Nyquist has appointed William J. Carr, of Guilderland, a former assistant to SUNY Chancellor Ernest L. Boyer, as secretary to the State Board of Regents at a starting salary of \$27,500.

An all NEW film inspired by the novel, "AIRPORT" by Arthur Hailey

AIRPORT 1975

CHARLTON HESTON
 KAREN BLACK GEORGE KENNEDY GLORIA SWANSON HELEN HENRY EREEM ZIMBALIST JR. SUSAN CLARK
 SAM CASER LINDA BLAIR DANA ANDREWS GUY THOMAS HANCY OLSON ED NELSON MYRNA LOY
 ANGIESTA SCHARBERLAIN

Written by DON MICALLS Directed by JACK SMITH Music by DON CHICKS Produced by WILLIAM FITE
 Executive Producer ARNOLD LANE A LINTAS PICTURES "KODAKOLOR" PRESENTATION
 (SHOWS SUNDAY, MONDAY, TUESDAY IN NEW YORK AND NEW JERSEY)

NOW PLAYING
 ON BROADWAY
 LOEWS STATE 2 • LOEWS CINE/MURRAY HILL
 ON THE EAST SIDE
 IN NEW JERSEY
 UA BELLEVUE • UA SYUSSET

Grease

THE ONE AND ONLY LONGEST RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE 45TH STREET W of BROADWAY
 (SEE ABC ADS FOR DETAILS)

Candide

The theatrical event of the year!

CANDIDE AT THE BROADWAY THEATRE

THE MOST DYNAMIC MUSICAL ON BROADWAY IS AT THE SHUBERT THEATRE—

THE ANDREWS SISTERS

in **OVER HERE!**

SHUBERT THEATRE 223 W. 44th St. N.Y.C. 246-5990

The New York Antiques Centre

80 Antiques Shops Under One Roof

Open 10:30-6, Sun. 1-6
 Closed Fridays

Admission Free

IT'S ALL AT 962 THIRD AVE.
 688-2293 (bet. 57th and 58th Sts.)

SUNNYCROFT PONDEROSA SHOWCASE

THE GREAT THANKSGIVING GIVE-AWAY

FREE
 Western and English Riding —
 Swimming — Sauna —
 Rifle Range — Trap Shooting —
 Entertainment — Dances —
 Sports — Games — Gifts —

SPECIAL
 • Professional Horse Show
 • Las Vegas Night
 • Indoor Tennis (available nearby)

all at great Thanksgiving give-away prices!
 Write or call now —
 SUNNYCROFT PONDEROSA
 Walkill, N.Y. 12590
 (212) 690-0988 (914) 690-2041
 (that's entertainment!)

Architectural Trainee, Air Pollution Control Engineering Trainee, Asst. Architect, School Lunch Mgr., Public Health Nurse Open To Jan.

Filing continues for five open-competitive positions with the city which are due to close in January.

The qualified candidate for Architectural Trainee, exam 4135, will have a B.A. in architecture or New York State Registration as an Architect. This trainee position pays \$11,500 a year and matures, after one year of satisfactory training and service, into the title of Assistant Architect.

The architectural trainee works under direct supervision in the field or office performing

elementary architectural work such as assisting in the preparation of architectural plans and cost estimates. In addition, he receives training in one or more architectural areas such as design, inspection, development, etc.

Candidates will be given a qualifying written exam the day that they file for the position. The exam, approximately 4½ hours in length, consists of multiple-choice questions in such areas as architectural design and theory, drafting techniques and

use of construction equipment.

Although a passing grade on this test is required for the position, the candidates' competitive ratings will be based on their statements on the Experience Paper detailing their training and experience.

All candidates must speak, understand and be understood in English. Prior to appointment a qualifying medical exam will be given to eligibles.

Applicants for architectural trainee may file for the position any Thursday (except holidays) between 9 a.m. and 10 a.m. in Room M-9, Mezzanine Floor, 40 Worth Street, Manhattan, now through Jan. 9.

Other Opportunities

Air Pollution Control Engineering Trainee, Exam 4133 (\$11,500)—B.A. in air pollution control, environmental, chemical, mechanical, petroleum, automotive, aeronautical, sanitary engineering fields or a professional engineer's license plus one year of full-time paid experience in one of the engineering fields above; filing: any Thursday between 9 a.m. and 10 a.m. at 40 Worth Street through Jan. 30; 4½ hour qualifying written given on date of filing; also, qualifying physical and qualifying medical exam.

Assistant Architect, Exam 4137 (\$13,300)—B.A. in architecture plus two years of full-time paid experience in architectural work, or a valid New York State registration as an architect; an M.A. in architecture will be accepted in lieu of one year of full-time paid experience in architectural work; filing any Thursday be-

tween 9 a.m. and 10 a.m. at 40 Worth St. through Jan. 30; 4½ hour qualifying exam given on date of filing; also, qualifying medical test.

School Lunch Manager, Exam 4201 (\$9,900)—B.A. with major in foods, nutrition, institutional management or a related field, or completion of two-year college program in restaurant and food service management technology plus two years of full-time paid experience in the field; any equivalent combination of education and experience; filing: every week day from 9 to 11 a.m. (except holidays) in Room M-1, Mezzanine Floor, 40 Worth Street through Jan. 31.

Public Health Nurse, Exam

4165 (\$11,950)—state approval as a public health nurse; ability to speak, understand and be understood in English is required; filing: any week day (except holidays) between 9 and 11 a.m. in Room M-1, Mezzanine Floor, 40 Worth Street, through Jan. 10; also, qualifying medical and physical.

To SUNY Brockport

ALBANY—Governor Wilson has appointed Sondra J. Hardis and Raymond C. Shaheen, both Rochester, as members of the Council of State University College at Brockport for unsalaried terms ending July 1, 1982 and 1983, respectively.

SUNY At Binghamton Appoints Staff Chief

ALBANY—Dr. Jerome B. Komisar, of Endwell, assistant to the president of SUNY at Binghamton, became vice-chancellor for faculty and staff relations for the State University effective November 4, at an annual salary of \$35,000. He succeeds Dr. Kenneth M. Mackenzie, of Castleton, who has been named provost for life-long learning at a salary of \$37,960.

In another action, the SUNY Board of Trustees has selected Dr. Robert H. Williams, of Washington, D. C. to fill the second of two director of research posts in the Institute for Public Policy Alternatives at an annual salary of \$30,000, effective December 2.

City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Air Pollution Control Engineering Trainee	\$11,500	4133
Architectural Trainee	\$11,500	4135
Landscape Architectural Trainee	\$11,500	4157
Medical Officer	\$22,614	4086
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Shorthand Reporter	\$ 7,800	4171
Surgeon	\$22,614	4204

OPEN COMPETITIVE—Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

PROMOTIONAL—These titles are open only to those already employed by the city in various agencies.



It's never winter at BEVERLY HILLS, FLORIDA... right now it's like spring!

What could be more ideal! Nothing beats living in this easy-to-take climate all year 'round. In a beautiful self-contained Total Retirement Community, in the Florida Alps, where you have everything right at your own doorstep!

- Golf, fishing, swimming
- Full-time social hostess to plan activities
- Arts & crafts, games, parties and meetings constantly
- Fully-equipped modern fire dept.
- Houses of worship of all denominations
- Fully-equipped modern ambulance service

PLUS
6-acre On-site Shopping Center with 23 stores • Post Office • 2 Restaurants • Barber Shop • Beauty Salon • and much more!

Isn't it time you gave up winter and joined the 7,000 happy homeowners who have already discovered the good life at Beverly Hills?

Where you can retire—and LIVE—on your Social Security check!

Beverly Hills

IN THE FLORIDA ALPS

MODEL HOME: Hicksville, L.I., N.Y. corner Old Country Rd. & Jerusalem Ave. Visit our Model Home in Hicksville, L.I., N.Y. to get details on an all-inclusive FREE TRIP TO FLORIDA.

Rolling Oaks Corp., 106 Old Country Rd., Hicksville, N.Y. 11801
Please send more information on your Total Retirement Community at Beverly Hills.

Open 7 days 10 AM to 6 PM.
Call for easy directions:
(212) 523-6160
or (516) 938-4488
or call for free pickup at L.I.R.R. Hicksville Station

(Concrete & Plaster Construction) includes landscaped lot, city sewers and water, paved roads

COMPLETE 2-BEDROOM HOME from only \$15,990

Name _____ Phone _____
Address _____ City _____
State _____ Zip _____ Retirement Date _____

City of New York

INTERESTING OPPORTUNITIES for Men and Women

EXCELL. BENEFITS: Vacation & Holidays: Health Insur., Pension, etc.

APPLY UNTIL FURTHER NOTICE

Air Poll. Control Eng Trne	.....\$11,500
Architect Trne	..... 11,500
Asst. Architect	..... 13,300
Landscape Arch Trne	..... 11,500
Psychiatrist	..... 17,500
Pub. Health Nurse	..... 11,950
School Lunch Mgr	..... 9,900
Steno	..... 6,100
Typist	..... 5,500

APPLY THRU NOV. 26, 1974

Mail applic. requests must be postmarked by NOV. 19, 1974

Stamped Self-Addressed Envelope Reqd.

Account Clerk	.....\$ 6,100
Admin Lab Rel Spectst	.....20,568-38,451
Asst Actuary	..... 9,300
Asst Labor Rel Spectst	..... 12,600
Asst Monument Restorer	..... 8,650
Asst Plan & Oper Officer (CD)	..... 12,450
Blasting Inspector	..... 10,000
Boro Supt (Bldgs)	..... 20,568-38,451
Ch. Medical Examiner	..... 35,000+
Dental Hygienist	..... 10,000
Food Svc Supvr	..... 8,450
Hearing Reporter	..... 9,000
Juvenile Counselor	..... 8,600
Med Officer/Surgeon (thru 12/16/74)	..... 22,614
Piano Tuner (Regulator)	..... 9,300
Sr. Shthnd Reporter	..... 9,000
Shorthand Reporter	..... 7,800
Therapist (Occ & Phys)	..... 11,500
Struct Maint Trne (thru 12/16/74)	..... 5,3032 hr.

All jobs req. ed., exp. or skill—Civil Service Tests Required—Ms. Conlon

N.Y.C. DEPT. OF PERSONNEL

49 Thomas St., NYC
(212) 566-8702 or 566-0389

OR

Intgovtl Job Info & Testing Center
90-04 161 St., Jamaica, N.Y.
(212) 523-4100

An Equal Opportunity Employer
M/F

CALL THE

Party Line

Call 563-7450

Your Direct Line for PARTY PLANNING
**NO FEE!
NO OBLIGATION!**

WHATEVER THE OCCASION

Luncheon, Dinner, Shower, Wedding, Bar Mitzvah, ... for 8 guests or 800 ... let us plan a party to suit your taste and budget, at one of more than **200 RESTAURANT & HOTEL** facilities in Manhattan that we represent, at **NO COST TO YOU!**

We are paid by the house, (like your Travel Agent) and we guarantee you cannot get a lower price than we quote. But time is of the essence; call right now for information, especially for **CHRISTMAS AND NEW YEAR'S OFFICE PARTIES.**

STUDY NOW For The Exam For ADMINISTRATIVE AIDE
(G-11/New York State)

Scheduled for Dec. 14

Get This Up-to-Date Book Which Includes Material on:

- 1—Reasoning and Drawing Logical Conclusions.
- 2—Understanding and Interpreting Written Material.
- 3—Preparing Written Material.
- 4—Arranging Numerical Data in Tables.

National Learning Corporation
20 DuPont Street, Plainview, N.Y. 11803
(516) 935-5800

Gentlemen: CSL/111274

Please send me the Administrative Aide book for which I enclose \$7.23, which includes postage and tax (Special Delivery: 90¢ additional).

Name _____
(please print)

Address _____
City _____ State _____ ZIP _____

Latest State And County Eligible Lists

EXAM 35541 SR STORES CLERK Test Held May 11, 1974 List Ex Aug 7, 1974 (Continued from last week)								
173	Orth Jonathan Schenectady	81.8	226	Zimmer William Scotia	80.3	360	Janik Ottilia Ballston Spa	76.7
174	Kaufman George Delmar	81.8	227	Turcer Shirley Buffalo	80.3	361	Mohr Jay T Schenectady	76.7
175	Colelio Anthony West Albany	81.8	228	Bonahan James J Selkirk	80.3	362	Parkis David W Nassau	76.7
176	Wendeborn H J Albany	81.8	229	Ballistra T Lackawanna	80.2	363	Klueger Leon Brooklyn	76.7
177	Wawryk Stanley Sag Harbor	81.7	230	Morse Leon P Schenectady	80.2	364	Flynn Patrick R Oneonta	76.6
178	Laroe James P Schenectady	81.7	231	Amon Josephine Staten Is	80.1	365	Fetler Sol Rego Park	76.6
178	Martin Orman I Rome	81.7	232	Morgan Maryjane Utica	80.1	366	White Merrill B Potsdam	76.6
180	Dranchak M Binghamton	81.4	233	Degrassi Alvira Deer Park	80.0	367	Brant Clarence Syracuse	76.6
181	Lassonde Ronald Albany	81.4	234	Cavanagh Audrey Babylon	80.0	368	Geiger Lois J Albany	76.6
182	Dusharm Dale Mexico	81.4	235	Rinkerman M G Buffalo	79.9	369	Collins Robert Rensselaer	76.6
183	Pohl Michael Troy	81.4	236	Lague Joel G Cohoes	79.9	370	Doekum William Westerlo	76.6
184	Lombardo Robert Waterford	81.4	237	Putnam Carol A Elbridge	79.8	371	Miller Cheryl L Binghamton	76.6
185	Robinson Lynne Buffalo	81.3	238	Rapp John C Buffalo	79.8	372	McMahon Eileen West Babylon	76.6
186	Sheldon Marcia Albany	81.3	239	Ackerman B A Rensselaer	79.8	383	Moreau Eleanor Schenectady	76.6
187	eedham Alime M Athol	81.3	240	Miecznikowski P Loudonville	79.7	374	Smith Charles F Rensselaer	76.6
188	Felter Louise E Latham	81.2	241	Kaplan Evelyn Sunnyside	79.7	375	Rosenblum Mark Albany	76.6
189	Rayne Wayne A Cortland	81.2	242	Royce Daniel B Watervliet	79.7	376	Caldar Anthony Gloversville	76.6
190	Currier Sharon Basom	81.2	243	Perkins Doris J Binghamton	79.5	377	Bragg Mary R Slingerlands	76.5
191	Mauro Theresa V Loudonville	81.1	244	Siller Rosemary Buffalo	79.5	378	Bastian Dorothy Clyde	76.5
192	Wyles Larry J Bohemia	81.1	245	Beck James A Walkkill	79.5	379	Doonan Stephen Ulster Park	76.5
193	Case Louise C W Seneca	81.1	246	Piche Robert J Waterford	79.4	380	Bonneville F A Latham	76.5
194	Hubicki C A Troy	81.1	247	Snyder Mary E Red Hook	79.3	381	Scully Charles Latham	76.5
195	Kosegarten H A Asau	80.8	248	Burr Roy C Oriskany Fls	79.3	392	Vita Lois J Albany	76.2
196	O'Connor James A Middleburgh	80.8	249	Halavin James T Wappgs Fls	79.3	383	Evangelista M L I City	76.2
197	Daignault Paul Cohoes	80.8	250	Quattrile S H Syracuse	79.2	384	Wilforst P M Ballston Spa	76.2
198	Dedrick G A E Berne	80.8	251	Willsey Warren East Berne	79.2	385	Fleming John J Albany	76.2
199	Landis Richard Albany	80.8	252	Snyder Joan P Schenectady	79.2	386	Las Thomas J Elzora	76.2
200	Ryan Ellen Middletown	80.7	253	Batchelor Bruce Albany	79.2	387	Laurange Linda Valatie	76.1
201	Quinn Mary A Ogdensburg	80.7	254	Meegan E A Albany	79.2	388	Ueary John C Fayetteville	76.0
202	Belawski M J Albany	80.7	255	Cosey Donald A Saratoga	79.2	389	Callahan W K Newtonville	76.0
203	Farley Lawrence Nassau	80.7	256	Kechkeisen Irene Esperance	79.2	390	Dence Kathryn M Ghent	76.0
204	Simmons Karen J Berne	80.6	257	Sedore Jennie R Sodus	79.2	391	Donneen M A Solva	76.0
205	Stupia Toni L Centereach	80.6	258	Young John R Schenectady	79.2	392	Zurlo John V Schenectady	75.9
206	Dummer Fred T Woodside	80.6	259	Daley Kenneth Rensselaer	79.1	393	Roberts Michael Delmar	75.9
207	Sheley Colombe Cohoes	80.6	260	Tarantino James Albany	79.1	394	Hutchinson J L E Setauket	75.9
208	Strauf Dale Homer	80.6	261	Krzyanowski R Silver Creek	79.1	395	Plis Anne Y Auburn	75.9
209	Cros David R Albany	80.6	262	Moy Joseph D Hudson	79.0	396	Wilson Walter R Schenectady	75.8
210	Fernet Dennis P Saratoga Spg	80.5	263	Jack Mary A Elmira	79.0	397	Harris Mary H Albany	75.7
211	Wagoner Alice I East Berne	80.5	264	Greenfield J L Hornell	79.0	398	Coon Adrian F Groton	75.7
212	Pond Peter Tonawanda	80.5	265	Ksenics V J Binghamton	78.9	399	Conto Joseph T Schenectady	75.6
213	Barros Oscar E Jamaica	80.5	266	Bailey Shirley Delmar	78.9	400	Scherer Martha Rexford	75.6
214	Glasheen Susan Troy	80.5	267	Sullivan James Elmira	78.9	401	Harley Lawrence Troy	75.6
215	Dugan Thomas J Valatie	80.5	268	Fisher C R Rochester	78.9	402	Davis Rosemarie Tonawanda	75.6
216	Berrafato Frank Jamaica	80.5	269	Sueber V A Brentwood	78.9	403	Giarcia Arthur Tuckahoe	75.6
217	Pfleger P A Tonawanda	80.5	270	Coleman Ronald Voorheesvil	78.8	404	Cerio Louis D Auburn	75.6
218	Reynolds Robert Homer	80.5	271	Richenberg K L Leroy	78.7	405	Stoliker Donald Kinderhook	75.5
219	Ryan James J Castleton	80.4	272	Yatraw James H Hudson Falls	78.6	406	Skelley Joseph Albany	75.5
220	Morey Douglas A Hamlin	80.4	273	Conner Lorraine Ellenville	78.6	407	Weekes Karen Albany	75.5
221	Rasmussen M L Harpersville	80.4	274	Harvey Neil C Saranac Lake	78.6	408	Lubanski Agnes Scottsville	75.5
222	Fisher Arlene K Plattsburgh	80.4	275	Forgnone C L Attica	78.6	409	Holdridge J C Niverville	75.5
223	Orsburn William Delmar	80.4	276	Rabush Eileen M Ronkonkoma	78.5	410	McConville D J Amsterdam	75.4
224	Slavin Richard Troy	80.4	277	Barned Juliette Rochester	78.4	411	Laws Ruth E West Seneca	75.4
225	Jaracz Joseph M Amstredam	80.4	278	Farron Joseph A Troy	78.4	412	Christensen S B Williamsvil	75.4
			279	Wilson M Albany	78.3	413	Romanelli J Brooklyn	75.4
			280	Johanson Alvin F Troy	78.3	414	Townsend D J Albany	75.4
			281	Wiley Joseph A Bay Shore	78.2	415	Wallace Robert Whitesboro	75.4
			282	Capon Michael A Pt Jeffrsn	78.2	416	Traynor Patrick Cohoes	75.3
			283	Catalis Joseph J Bronx	78.2	417	North Patricia Schenectady	75.3
						418	Sabatino A J Schenectady	75.3
						419	Mazzanti A J Utica	75.3
						420	Allard Patricia Averill Park	75.3
						421	Guthrie M E Schenectady	75.3
						422	Baia Richard E Amsterdam	75.3
						423	Gorman Richard Ballston Spa	75.3
						424	Dumon Karen A Watertown	75.2
						425	Stark Stephen K Albany	75.2
						427	Zuplio Anthony L Saratoga Spg	75.2
						428	Dallas William Hudson	75.0
						426	Eckhardt R G Albany	75.2
						429	Delamarter R J Poukhuag	75.0
						430	Abrunzo Vincent Elmira	74.9
						431	Bookstauer H L Middletown	74.9
						432	Durkee C E Hudson	74.7
						433	Palmquist Dane Waterford	74.7
						434	Vassallo P N Syracuse	74.6
						435	Seudnicki James Troy	74.6

REAL ESTATE VALUES

CAMBRIA HTS \$36,990
BRK 2-FAM SET-UP
 11 yr old, modern home with a 5 rm apt + 3 rm apt for income. Garage, many extras. Garden grounds.
CAMBRIA HTS \$41,990
DET LEGAL 2-FAM
 ... with two 5 rm apts + fin bsmt, gar. All this on garden grounds. Priced for a fast sale. Terrific value at this price!!
QUEENS HOME SALES
 170-15 Hillside Av, Jamaica
OL 8-7510

CAMBRIA HTS — BRICK
 8 rooms, fin bsmt, fully detached tudor cape. Take over mortgage of \$29,000. Top area.
SPRINGFIELD GDNS BRICK
 Mother/daughter full detached on 50x100 property. All fenced in, all brk modern home w/8 rms for owner & complete separate income apt.
VETS LOW CASH
BTO REALTY 723-8400
OPEN 7 DAYS
 229-12 Linden Blvd, Cambria Heights

Unfurnished Apts - Bronx
300 Bronx Apts.
 PERSONAL SERVICE
KLOK REALTY 933-1383
 2434 Creston Ave., Bronx (nr. Fordham)

Farms - N.Y. State
 FALL Catalog of Hundreds of Real Estate & Business bargains. All types, sizes & prices. **DAHL REALTY**, Cobleskill 7, N. Y.

Furniture Transporters
 MOVING FLORIDA, special new 26' furniture van, fully equipped, heading south. **SPACE AVAILABLE**. Leitch Bros. (516) 822-9587.



SAVE ON YOUR MOVE TO FLORIDA
 Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80, or an estimate to any destination in Florida.
Write SOUTHERN TRANSFER and STORAGE CO., INC.
 Tel (813) 822-4241
 DEPT. C, BOX 10217
 ST. PETERSBURG, FLORIDA, 33733
 VENICE, FLA. — INTERESTED? SEE H. N. WIMMEAS, REALTOR ZIP CODE 33595

Highland Meadows
 Offers you the good way of life in a 5 Star Park with a 5 Year Lease with homes priced from \$8,995.00
HIGHLANDS MOBILE HOME SALES, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064.

FLORIDA JOBS
 Federal, State, County, City.
FLORIDA CIVIL SERVICE BULLETIN.
 \$5 yearly, 8 issues.
P.O. Box 610846 L, Miami, Fla. 33161

Open Competitive State Job Calendar

Applications Accepted Until December 9
Oral Exam In January

Director, Division of Library Development	\$26,516	27-467
---	----------	--------

Applications Accepted Until December 16
Written Exam January 18

Capital Program Analyst, Associate	\$17,429	24-126
Correction Officer (Male)	\$10,764	24-143
Director of Cancer Institute Nursing Services (Training and Experience Only)	\$20,428	27-465
Librarians I thru IV (Training and Experience Only)	\$varies	27-470 to 478
Head Maintenance Supervisor	\$14,142	24-137
Senior Maintenance Supervisor	\$12,670	24-136
Maintenance Supervisor	\$11,337	24-135
Mechanical Equipment Inspector	\$13,404	24-188
Pari-Mutuel Examiner	\$10,714	24-121
Plant Superintendent A	\$19,396	24-140
Plant Superintendent B	\$16,538	24-139
Plant Superintendent B	\$16,538	24-138
Principal Commissary Clerk	\$ 9,546	24-190
Senior Commissary Clerk	\$ 8,051	24-189
Senior Accountant (Employment Sec.)	\$13,404	24-202

GOURMET'S GUIDE
PERSIAN - ITALIAN
TENERAN 45 WEST 44TH ST. MU 2-8588. No. 1 Cocktail place for free hors d'oeuvres. Howard Hillman, a top authority in New Guide Book inside N.Y. Famed for Seafood — Steaks — Persian and Italian specialties. Curtain time dinner. After theatre cocktails. Parties of 400. — Luncheon — Cocktails — Dinner.

MOSHOLU PKWY ALMOST FULLY RENTED
 Come see why!
TRACEY TOWERS
 ONE FARE ZONE . . . ALL APTS. WITH TERRACES EVEN INCLUDES ALL UTILITIES!
 1 BdrmNone Left
 2 BdrmSome Choice Avail.
fr. \$320 to \$349
 3 BdrmOnly 10 Left
fr. \$407 to \$427
 Furnished model apts. Open Daily 10AM-6PM Sat & Sun 10AM-4PM
 On-Site Renting Office Mosholu Pkwy (btwn. Jerome & Paul Ave.) Tel. 654-1400
 Another fine community by the DeMatteis Organizations
 Renting & Management Agent: A.D.A.M., Inc.—Jerome Belson, Pres.
 This development is supervised by the Housing & Development Administration of the City of New York

TYPEWRITER ADDRESSERS, STENOGRAPHS, STENOGRAPHS FOR SALE
 and rent. 1,000 others.
Low-Low Prices ALL LANGUAGES TYPEWRITER CO., Inc.
 119 W. 23 St. (W. of 6th Ave.) N.Y., N.Y. CHelsea 3-8986

**TO HELP YOU PASS
GET THE ARCO STUDY BOOK**

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	6.00
Assessor Appraiser (Real Estate)	6.00
Attorney	5.00
Auto Mechanic	6.00
Auto Mechanic	6.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	2.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	5.00
Court Officer	6.00
Dietitian	5.00
Electrician	6.00
Electrical Engineer	5.00
Federal Service Ent. Exam	5.00
Fireman F.D.	5.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
H.S. Diploma Tests	5.00
High School Entrance and Scholarship Test	4.00
H.S. Entrance Examinations	1.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	6.00
Laboratory Aide	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
Librarian	4.00
Machinists Helper	6.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group D	5.00
Management and Administration Quizzer	6.00
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	4.00
Nurse (Practical and Public Health)	5.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Prob. and Parole Officer	6.00
Police Officers (Police Dept. Trainee)	5.00
Pharmacists License Test	4.00
Playground Director — Recreation Leader	4.00
Police Woman	5.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	6.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Admn. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	6.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	5.00
Storekeeper Stockman	5.00
Supervision Course	5.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

ORDER DIRECT—MAIL COUPON

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me copies of books checked above.
I enclose check or money order for \$.....

Name
Address
City State

Be sure to include 8% Sales Tax

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, November 12, 1974

(Continued from Page 12)

494 Omelia Colleen Cohoes	73.0
495 Jacobson Marcia Waterville	72.9
496 Rivera J Amsterdam	72.9
497 Mayo M J Latham	72.9
498 Cecot R W Albany	72.9
499 Suss R W Albany	72.9
500 Andersen L C Albany	72.8

LEGAL NOTICE

RONTIGO COMPANY — Substance o.
Cert. of Ltd. Partnership filed in New York Co. Clk's Office Oct. 31st, 1974. Name and location: Rontigo Company c/o Harold Sobel, 521 Fifth Avenue, Suite 1510, New York, N.Y. Business: Acquisition and distribution of a motion picture. Term: Sept. 1, 1974 to September 15, 1998. Name and address of General Partners: Harold Sobel, 3725 Henry Hudson Parkway, Riverdale, NY; Robert Baum, 35 Mayflower Drive, Tenafly, NJ. Names, residences and cash contributions of Ltd. Partners: Camp Associates c/o Cramer Rosenthal, 110 Wall St., NY, NY, \$70,000; Albert Willner, 45 Crest Dr., S. Orange, NJ, \$50,000; Herman Kaye c/o Howard I. Brenner, 450 Seventh Ave., NY, NY, \$25,000; Noel D. Martin, 21 Ramapo Terrace, Fairlawn, NJ, \$25,000; Donald T. Singleton, 27 Lancaster Rd., Tenafly, NJ, \$50,000; Alvin A. Bakst, 9 Dorset Rd., Great Neck, NY, \$100,000; Paul D. Harris, 315 W. 57 St., NY, NY, \$25,000; Alfred Simon, 30 Lancaster Rd., Tenafly, NJ, \$5,000; Kenneth H. Leeds, 300 Hawkins Ave., Lake Ronkonoma, NY, \$50,000; Lakeland Press Corp., 300 Park Ave. S., NY, NY, \$25,000; Norman Jackter, 251 174th St., Miami Beach, Fla., None; Jerome Bauman, 5 Tutor Place, East Brunswick, NJ, None. Ltd. Partners have not agreed to make any add'l contributions to Partnership. Contributions of each Ltd. Partner to be returned upon dissolution of Partnership or at any time in the sole discretion of the Gen. Partners provided that after such return of capital contributions the Partnership shall be left with a cash reserve sufficient for the payment of provisions for payment of all debts, liabilities, taxes, contingent liabilities and anticipated expenditures. Each Limited Partner's share of the profits shall be equal to 4.0588% for each \$25,000 of contribution made by such Ltd. Partner. In addition, for services rendered and to be rendered, shares of the profits shall be given as follows: Jerome Bauman, 4.23525%; Norman Jackter, 1.05885%; Alfred Simon, 7.05885%. The Ltd. Partners have no right to assign their interest unless they obtain a prior consent of the Gen. Partners. The Partnership has no right to accept any additional Limited Partners. No Ltd. Partner shall have any priority over any other Ltd. Partner as to contributions or as to compensation by way of income. The Partnership business shall not continue upon the withdrawal, resignation, death, bankruptcy, disability or other legal incapacity of both Gen. Partners unless 51% in interest of Ltd. Partners appoint a successor Gen. Partner or successor Gen. Partners. No Ltd. Partner may demand to receive property other than cash for his respective contribution.

LEGAL NOTICE

At a Special Term, Part II of the Supreme Court, of the State of New York, held in and for the County of New York at the Courthouse 60 Centre Street, New York, New York on the 4th day of November, 1974. PRESENT: HON. BIRDIE AMSTERDAM, Justice. In the Matter of the Application of 11 Eldridge Street Corporation for an Order Under Section 1931 of the Real Property Actions & Proceedings Law Cancelling and Discharging of Record, the Mortgage Recorded on October 15, 1964 in Liber 95, Section 1, page 271 of Mortgages, in the Office of the Register of the County of New York. ORDER TO SHOW CAUSE TO DISCHARGE ANCIENT MORTGAGE Index # 16316, 1974.

Upon the petition of ELMER OFFENBACHER, duly verified the 14th day of October, 1974, and the schedules thereto annexed and referred to, and the official search of the Register of the City of New York, County of New York.

LET ALL PERSONS INTERESTED show cause at Special Term, Part I of this Court, to be held in and for the County of New York, on November 22nd 1974, at the Courthouse, 60 Centre Street, New York, New York, at 9:30 A.M. in the forenoon of that date, or as soon thereafter as counsel can be heard, why an order should not be made and entered herein discharging and cancelling of record that certain mortgage in the amount of \$23,000, dated October 14, 1964 between JACOB LUNITZ party of the first part and CHARLES TILLMAN, party of the second part, which mortgage was recorded in the office of the Register, New York County in Liber 95, page 271, and why the production of a satisfaction thereof should not be dispensed with, and it is further:

ORDERED that service of a copy of this order and papers annexed upon the Register of the City of New York, and upon ANNA M. BUCHANAN, NELL K. BUCHANAN, LESLIE W. THORPE, ESTHER W. WALLACE, AND HELEN M. WALLACE by registered mail at the last known addresses set forth in the schedule appended to the Petition, and by publication of a copy of this order once in the New York Law Journal and The Civil Service Leader, on or before the 12th day of November, 1974 be deemed sufficient.

ENTER:

BIRDIE AMSTERDAM, I.S.C.

501 Cozan L C Albany	72.8	572 Brooks L A Albany	70.8
502 Arbore L C Bronx	72.8	573 Brennan C A Troy	70.8
503 Skubon H J Hurleyville	72.8	574 Notar A L Schenectady	70.7
504 Churak G Woodridge	72.8	575 Anarumo H L Staten Is	70.7
505 Kross To L Woodbourne	72.8	576 Shaanhan M M Albany	70.6
506 Horne J F Elmore	72.8	577 Garside G P Floral Park	70.6
507 Goodwin W Troy	72.8	578 Primett D M Menands	70.5
508 Schleifer N Brooklyn	72.8	579 Murray M Troy	70.4
509 Dunn J R Albany	72.8	580 Markowski R Stansburg	70.3
510 Parry G K Albany	72.8	581 Zoller J MMechanicvil	70.2
511 Shaw D M Watervliet	72.7	582 Sitterly A F Albany	70.2
512 Cobb C M Syracuse	72.7	583 Danahy M J Troy	70.2
513 Bouck J G Schenectady	72.7	584 Murphy M Schenectady	70.2
514 Nowak K Albany	72.7	585 Mancusi P A Bethpage	70.2
515 Hans R E Pt Jefferson	72.7	586 Kubiak L R Kenmore	70.2
516 Newman M A N Babylon	72.7	587 Stephen S E Cheektowaga	70.2
517 Deberri P K Albany	72.7	588 Didomenico A Albany	70.1
518 Coty J M Gadyville	72.7	589 Hurlado M Brooklyn	70.1
519 Wheeland R W Sand Lake	72.7	590 Halacy D Renselaer	70.1
520 Walker 5 M Syracuse	72.7	591 Christy T Buffalo	70.1
521 Kompe A E Syracuse	72.6	592 Calligher B A Stony Brook	70.1
522 Bates W J Guiderland Ctr	72.5	593 Welch E J Troy	70.0

EXAM 35543
ASSOC SOC SRVS MNGMT SPEC
Test Held April 20, 1974
List Est Aug 22, 1974

1 Kinney J S Cohoes	94.2
2 Wight L Voorheesvil	90.3
3 Quinn J R Colonie	87.6
4 Fitzpatrick E J Albany	85.5
5 Manzella A Delmar	84.0
6 Seitz G P Flushing	84.0
7 Adler N Brooklyn	82.9
8 Feinstein S Flushing	81.9
9 Heneghan J T Rochester	80.8
10 Matamore P Voorheesvil	79.8
11 Hodgkins D Titamont	79.5
12 Ferry L Rochester	77.9
13 Burdier T Yonkers	77.7
14 None	
15 Nendza R Syracuse	76.7
16 Abo G Brooklyn	76.5
17 Cohn J L Brooklyn	74.9
18 None	
19 Robinson E Schenectady	74.1
20 Teeter P H Albany	73.4
21 Grabo H A Scotia	73.4
22 Watterdi E M NYC	73.3
23 Funnell C N Rochester	72.1
24 Hammill A Brooklyn	71.8
25 None	
26 Kelly K G Batavia	71.0
27 Thomas M Ballston	70.4

EXAM 35558
ASST BLDG ELECT ENGR
Test Held June 22, 1974
List Est Oct 4, 1974

1 Kindlon J F Albany	83.0
----------------------	------

EXAM 35-576
ASSOC METEOROLOGIST
Test Held Aug. 3, 1974
List Est Oct. 7, 1974

1 Bennett E Burnt Hills	87.8
2 Elkerton A D Ballston Spa	75.3
3 Lewinter O Albany	73.1
4 Taylor R Burnt Hills	70.3

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming
Keypunch, IBM-360.
Special PREPARATION FOR CIVIL SERVICE TESTS. Switchboard.
NCR Bookkeeping machine. H.S. EQUIVALENCY, Day & Eve. Classes.
EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600
115 EAST FORDHAM ROAD, BRONX — 933-6700
Approved for Vets and Foreign Students, Accred. N.Y. State Dept. of Education.

Civil Service Activities Association

Vacation Preview!

Thanksgiving

San Francisco	\$229	Acapulco	\$259
San Juan	\$239		

Christmas

Rome	\$379	San Juan	\$299	Hong Kong	\$599
London	\$349	West Coast	\$179	Innsbruck	\$399
Paris	\$369	Las Vegas	\$239	Jamaica	\$309
Hawaii	\$369	Rio de Janeiro	\$439	Acapulco	\$539
Curacao	\$269	Madrid	\$379	Venezuela	\$269
Mexico	\$349	Miami	\$334		

Prices per person double occupancy and do not include tax and service where applicable.

February Vacations Being Prepared

C.S.A.A.

P.O. BOX 809
RADIO CITY STATION, NYC 10019
Tel. (212) 586-5134

Send Complete Information on:
 Thanksgiving Christmas

Name
Address
City State Zip

ALL TRAVEL ARRANGEMENTS THROUGH T/G TRAVEL SERVICE, 111 WEST 57th STREET, NEW YORK CITY 10019
Available only to members and their immediate families.

Special Civil Service (Affirmative Action) Committee Report Con't.

(Continued from Page 8)

H. That this report and any appropriate materials with reference to Affirmative Action Programs be distributed to all CSEA Chapter Presidents, members of the Board of Directors, Headquarters Management Staff and Field Staff in order to increase their knowledge concerning such programs and place them in a better position to serve our membership.

We thus have four separate government agencies—EEOC, the Civil Service Commission, Justice and Labor—directly involved in advising (or in some cases instructing) state and local governments as to how to discharge their legal responsibilities to ensure non-discrimination in their personnel systems. When it is a matter of arguing cases in court or drafting consent decrees—as frequently occurs—the Department of Justice must speak for the entire Federal Executive Branch in defining what are acceptable or unacceptable remedies on the part of state or local governments which have been delinquent in their equal opportunity responsibilities.

The moment we have four different agencies which deal with state and local governments in the same operational field, we have the challenge of making sure that each of the four follows the same policies and guidelines as to proper and improper ways to move from a discriminatory to a non-discriminatory personnel system. Nothing is more frustrating to state and local officials than to get conflicting "signals" and advice from different sources in the federal executive branch. Every reasonable effort must be made in this particularly complex and sensitive area to avoid multiple interpretations and the ensuing confusion.

All four agencies agree that there is no conflict between a true merit selection system and equal employment opportunity laws—because each requires non-discrimination in selection, hiring, promotion, transfer and layoff, and each requires that such decisions be based upon the person's individual ability and merit, not on the basis of race, color, national origin, religion or sex.

All four agencies recognize that goals and timetables are appropriate as a device to help measure progress in remedying discrimination. Furthermore, all four agencies recognize the basic distinctions between permissible goals on the one hand and impermissible quotas on the other. Now to elaborate on these points of agreement specifically.

In the employment context, a quota would mean the application of a fixed number or percentage of persons of a certain group that would have to be hired; the crucial consideration would be whether the mandatory number of

persons had in fact been hired or promoted. The fixed number would have been derived from the population in the area or some other numerical base, regardless of the number of vacancies or the number of potential applicants who would meet necessary qualifications. If the employer failed to meet the fixed requirement, he would be subject to sanction. It would be no defense, under a quota arrangement, for the employer to argue that the quota may have been unrealistic to start with, that there were insufficient vacancies or that there were not enough qualified applicants available although he tried in good faith to obtain them through appropriate recruitment methods.

A goal, on the other hand, is a numerical objective, fixed realistically in terms of the number of vacancies expected, and the number of qualified applicants available in the relevant job market assuming affirmative recruitment efforts. An employer is not expected to displace existing employees or hire unneeded or unqualified applicants to meet a goal. If the employer has demonstrated a good faith effort in advertising and recruiting eligibles under an affirmative action program, but still cannot find enough qualified applicants to meet his goal, he is not subject to sanction.

Under a system of goals, therefore, an employer is not required to hire a person who does not have qualifications needed to perform the job successfully; an employer is not required to hire an unqualified person in preference to another applicant who is qualified; an employer is not required to hire a less qualified person in preference to a better qualified person, provided that the qualifications used to make such relative judgments realistically measure the person's ability to do either the job in question, or other jobs to which he is likely to progress. The term "less qualified" and "better qualified" as used here are not intended to distinguish among persons who are substantially equally well qualified in terms of being able to perform the job successfully.

Unlike quotas, therefore, which call for a preference for the unqualified over the qualified, or of the less qualified over the better qualified to meet whatever is the numerical requirement, a goal recognizes that persons are judged on individual ability, and therefore the setting and fulfilling of goals is consistent with the principles of merit hiring.

In sum, goals, timetables and affirmative action programs are a process designed to work toward the elimination of discrimination by breaking down barriers of habit, attitude and training which prevent the recognition

of individual merit. Quota systems, on the other hand, can actually take no account of individual merit. Under the quota system, the individual qualities of particular employees virtually disappear; what counts are those attributes which the employee happens to share with some larger group—even though these attributes are unrelated to the work in question.

Making all these distinctions work in practice is bound to be delicate and a difficult task. Dissatisfaction with particular applications by one side or the other is inevitable. This is the case with most of the important questions of public administration in our complex society. Determining just what constitutes good faith, for example, can be a subtle process involving highly subjective considerations and difficult questions of fact. But each day administrative officials must make thousands of controversial judgments concerning other highly discretionary areas of social policy.

In the absence of sensitive administration, affirmative action plans can quickly be transformed into *de facto* quota systems. It is easy and tempting for those who enforce such plans to substitute arbitrary quantitative measurements for more complex criteria in measuring compliance, to give undue weight to proportional representation in working out goals and timetables, and to allow the goal of advancement for every person on the basis of individual merit to yield to the effort to vindicate group rights.

When these things happen, the reaction is inevitable; resentment and resistance builds against the whole idea of affirmative action. It is seen as a sham, a semantic trick for disguising what turns out to be a quota system after all. And out goes the proverbial baby with the bath water.

Turning now to specifics, the question is this: when a state or local personnel system has been challenged on grounds of discrimination involving race, color, national origin, religion or sex, and has been found by the EEOC, the Civil Service Commission, the Department of Labor, the Department of Justice or the Courts as having in fact used such discriminatory practices, what are the proper remedies to be sought either administratively or in court?

In other words, in light of the previous general discussion of agreed principles relating to goals and quotas, to what extent should the responsible federal agencies attempt to intervene and alter state and local government personnel systems? What specific steps should they take or argue that courts take in such interventions?

There are some cases where administrative agencies or courts find that the patterns and practices of discrimination have been deep and persistent. (The particular factual circumstances are most important; no case stands apart from the months and years of history of personnel administration in the particular state or municipality.)

The four Agencies—Justice, EEOC, Labor and the Civil Service Commission—agree that if a state or local government's personnel system is administratively or judicially found to be discriminatory, that system must be changed and that the following remedies are appropriate means to do so:

First, where an individual person has been found to be the victim of an unlawful employment practice, he or she should be given priority consideration for the next expected vacancy, regardless of his or her relative "ability ranking" at the time the new hire is made—because were it not for the act of discrimination, he or she would in fact be on the job.

Second, affirmative action plans need to be utilized to fill additional available vacancies, and the key to such plans is often an imaginative program of advertising and recruitment in order to

open up sources of eligible applicants which had simply never been sought out before.

Third, numerical goals should be utilized, the President having characterized them as "an important and useful tool to measure progress which remedies the effect of past discrimination."

Fourth, if necessary, it is appropriate for a court to order an employer to make a good faith effort to meet the goals and timetables, and for a court to impose hiring goals on an employer who has engaged in racial or ethnic exclusion or other unconstitutional or unlawful employment practices. In some job classifications, in which the newly hired person learns, on the job, the skills required, and where there is no extensive education, experience or training required as prerequisite to successful job performance, many applicants will possess the necessary basic qualifications to perform the job. While determinations of relative ability should be made to accord with required merit principles, an employer should be expected to meet the goals if there is an adequate pool of qualified applicants from the group formerly discriminated against from which to make selections. If the employer in these circumstances does not meet the goal, he has the burden to justify his failure.

Fifth, the four agencies agree that in state or local governmental employment cases where selection procedures are alleged to be structured on a merit basis, but are in fact discriminatory, such procedures must be changed. The state or local government will be expected to devise or borrow a selection procedure which is as objective as possible, and is likely to be proved valid, and is not likely to perpetuate the effects of past discrimination. If the hiring goal, referred to in Step Four, is not being met because of this interim selection procedure, that procedure and other aspects of the Affirmative Action Program will have to be revised and in such a way that the procedures which are used do not raise artificial or unnecessary barriers.

Sixth, it is agreed that under any interim selection procedures, it will not be fair to impose on those persons who have been excluded from employment because of past discrimination new tests or standards more severe than those used by the employer in selecting from the previously eligible groups, unless the new standards are required by business necessity.

Finally, it is agreed that administratively or through the courts we will urge and we will help the state or local employer to develop a valid, job-related, merit selection procedure as rapidly as circumstances permit.

At the very heart of a merit system, of course, is a set of selection procedures which allow applicants for a new job or a better job to be objectively rated and scored. Once there are scores, there is a rank order "ladder" and merit principles demand that the rank ordering be respected. It is essential of course that if such ladders are going to be used in that fashion, the tests or other selection procedures on which those all-important scores are based must be devoid of discrimination with respect to race, color, national origin, religion or sex.

In the words of the Supreme Court, the Civil Rights Act: "proscribes not only overt discrimination but also practices that are fair in form but discriminatory in operation. The touchstone is business necessity. If an employment practice which operates to exclude Negroes cannot be shown to be related to job performance, the practice is prohibited"

And, further, that: "... good intent or the absence of discriminatory intent does not redeem employment procedures or testing mechanisms that operate as 'built-in headwinds' for minority groups and are unrelated to measuring job capability."



HALE AND HEART — Leaders of CSEA's Audit and Control chapter share a pleasant moment with CSEA executive vice-president Thomas McDonough, second from left, at chapter's dinner-dance meeting last month at Polish Community Center in Albany. From left are chapter secretary Ann McMullen, Mr. McDonough, chapter president Donald Ruggaber, delegates Pauline McDonough and Grace Fitzmaurice.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

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

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

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

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement. Please write or call:

JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474

MAYFLOWER-ROYAL COURT APARTMENTS — Furnished, Unfurnished, and Rooms. Phone NE 4-1994 (Albany).

NOW...

a state rate
\$18.00 Single
24.00 Double
... of the



1375 Washington Avenue, Albany

FRIENDSHIP INNS SKYLANE

STATE & GOVERNMENT EMPLOYEE RATES
1927 Central Ave - Rte 5
2 Mi Off Northway Ex. 2W
Call 518-869-0002
For Reservations
Visit Our
Pancake & Steakhouse
For Your Dining Pleasure

BUY U.S. BONDS!

COLONIE MOTEL.

BUDGET RATES
\$10.00 SINGLE
Free Continental Breakfast
1901 CENTRAL AVE., ALBANY
(518) 869-8432

Morrisville Party

VERNON — The Morrisville chapter, Civil Service Employees Assn., will conduct its annual Christmas party Dec. 7 from 7:30 p.m. at Dibble's Inn, Rt. 5, Vernon. There will be entertainment. According to the announcement from the chapter vice-president, Doris Noble, reservations should be made by Dec. 1.

SOUTH MALL TOWERS Senior Citizens Apts.

101 S. Pearl St, Albany, N.Y. 12207
Based on income; priced from \$111; closed circuit tv security; sponsored by Council of Churches.
Call (518) 463-0294

ARCO CIVIL SERVICE BOOKS

and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N.Y.
Mail & Phone Orders Filled

LUNCHEONS SMORGASBORD DINNERS
OR COMPLETE LINE OF DINNERS

DADDYO'S

PARTY PLACE—PARTIES ONLY FROM 20-200

138 Washington Ave., Albany, 463-5044
RESERVE NOW FOR CHRISTMAS PARTIES!

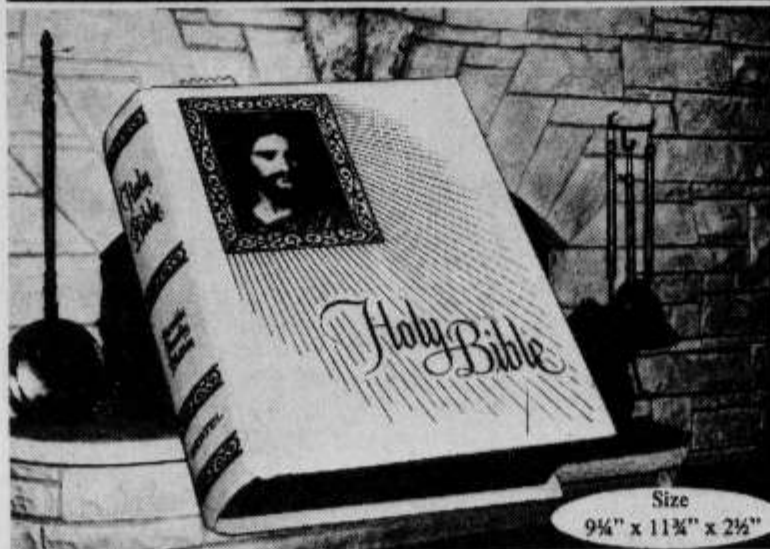
RETIREMENT PARTIES "Our Only Business Is Parties" CHAPTER MEETINGS

Herberts

CHRISTMAS PARTIES
RETIREMENT PARTIES
SHOWERS
CHAPTER MEETINGS
WEDDINGS

Phone 482-2268
1054 Madison Ave., Albany

Save on this magnificent Fireside Family Bible



Publisher's retail price \$39.95

only \$19.95 from

Civil Service Leader
11 Warren Street
New York, N.Y. 10007

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Has large type on finest English finish paper. The words of Christ in red to facilitate reading and understanding. Gold stained page edges. Richly textured gold embossed padded cover that will last a lifetime.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE

- Comprehensive Concordance of the Holy Scriptures.
- Brief history of the origin and purpose of the Bible.
- William Smith Bible Dictionary.
- References to inspiring and consoling Bible Chapters.
- Over 60,000 column references.
- Great Events in the lives of Noted Bible Characters.
- Synopsis of the Books of the Bible.
- Complete Bible course on Personality Development.
- Christian Character Analysis.
- Interesting Facts and Figures about the Bible.
- Select Scriptures for Special Needs.
- Bible Stories For Young People.

SPECIAL COLOR FEATURES INCLUDE

- Great Moments in Old Testament History.
 - Palestine Where Jesus Walked.
 - The Land of Israel in Modern Times.
 - Full Color Section of the Twelve Apostles.
 - Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
 - Family Record Section.
 - Presentation Page.
- Protestant edition is the authorized King James translation containing both the Old and New Testaments.
Catholic edition: THE NEW AMERICAN BIBLE. A faithful new translation in simple, modern, easily readable English for today. The First New Bible in English for the Roman Catholic Church in more than 200 years, under the sponsorship of the Catholic hierarchy in the United States. Nihil Obstat — Rev. Stephen J. Hartdegen, O. F. M., S. S. L. and Rev. Christian P. Ceeke, O. Carm., S. T. D. Imprimatur — + Patrick Cardinal O'Boyle, D. D. Archbishop of Washington. Catholic edition also contains full four-color sections of the Vatican, 32-page four-color Mass Section and full-color illustrations of the Life of Mary with the Story of the Rosary. In addition the Bible contains a Catholic Encyclopedia and is profusely illustrated with reproductions in full color of world-famous paintings by the old masters of religious art.

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only \$19.95. (The publisher's normal retail price is \$39.95.) It is available for immediate shipment in either the King James Protestant edition or the New American Bible Catholic edition. The Fireside Bible is a deluxe full family size Bible with classic gold embossed padded cover and more than 950 gold-stained pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. To order, clip and mail the coupon at right.



MAIL TO:
CIVIL SERVICE LEADER
11 Warren St., New York, N.Y. 10007

City State Zip
Please send me the number of Fireside Family Bibles I have indicated in the squares at right. My check (or money order) in the amount of \$ _____ is enclosed.
 Protestant Edition
 Catholic Edition
Please write the number of Fireside Family Bibles you want in the appropriate box.

Name _____
Address _____
City _____ State _____ Zip _____



Officers face delegates during Western Region 6 business session. From left are parliamentarian Celeste Rosenkranz; second vice-president Robert Smith; County Workshop chairman Victor Marr; CSEA vice-president William McGowan, head of Region 6; secretary Judy Burgess, and third vice-president June Boyle. An estimated 125 delegates attended the weekend session last month.

(Leader photos by Jim Laragy)



SUNY at Buffalo chapter president Edward Dudek, right, makes a point during debate as Erie Educational chapter president Salvatore Mogavero looks over notes. Mr. Dudek is also a University representative to CSEA State Executive Committee, and Mr. Mogavero is chairman of CSEA County Executive Committee.



Chapter president Sara DaRe, right, led Buffalo Psychiatric Center chapter delegation of, from left, Al Long, Betty Kaminski and Joe McCormick. Health Research chapter president Barbara Fauser is recognizable in background.

RIGHT: President of the host Ontario County chapter, Frank Christian welcomes delegates from Western Region 6 chapters to Trenholm Inn in Canandaigua. Western Region meeting was one of three regional events held during same week in October. Leader coverage in next week's issue will be of the Syracuse Region 5 meeting.



During Saturday afternoon business session, delegates gathered to discuss regionwide issues. Three chapter presidents, identifiable in foreground, are, from left, Gowanda chapter president Maye Bull, Industry chapter president James Vicarro and West Seneca chapter president James Bourkney.



Arthur Robinson, Rochester Psychiatric Center, seeks clarification of issue as he addresses the delegate body.



Western Region supervisor James Powers explains staff realignments to provide better service by the Region's eight field representatives.



Collective bargaining specialist Nels Carlson speaks to delegates at Saturday morning County Workshop, as Workshop chairman Vic Marr, Erie chapter, watches for audience reaction. Dorothy Hy is secretary-treasurer, and Jean Freeman is vice-chairman.



Niagara County chapter president William Doyle makes forceful point during discussion on weighted vote. Region determined that chapters will have one vote for each 100 members, becoming second CSEA region to adopt the weighted vote.



CSEA executive vice-president Thomas H. McDonough congratulates Erie and Orleans members on their recent successes.