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Civil Service Employees
LEADER

America's Largest Newspaper for Public Employees

CSEA PUBLIC RELATIONS

State Exec Committee

— See Pages 8 & 9

Vol. XXXVI, No. 16 Tuesday, July 15, 1975 Price 20 Cents

CSEA PUBLIC RELATIONS

Will CSEA Members Vote For Strike?

Ballots Are Mailed After Panel Turns Down 6% For State Workers

ALBANY — A strike by some 147,000 State workers represented by the Civil Service Employees Assn. may be less than one week away.

Last week a special State Legislature ad hoc committee submitted their recommendation for a one-time \$250 payment in lieu of salary increase for state workers in the current third year of the three-year contracts covering State people in four bargaining units represented by CSEA. When the committee's report was announced, CSEA began mailing out ballots to all its State Division members, asking the rank-and-file to vote to reject the \$250 payment and authorizing

CSEA's Board of Directors to call for a statewide strike effective 8 a.m. Monday, July 21.

The union's Board of Directors, in an unusual emergency meeting a week before, had authorized the polling of the membership to seek strike approval if the recommendation was less than the 6 percent salary increase recommended previously by an impartial three-member fact-finding panel.

Gov. Hugh L. Carey had rejected that recommendation, sending the contract impasse into the hands of the Legislature for a legislative hearing called for under the State's Taylor Law.

Ballots now in the hands of state employee members contain a recommendation from the CSEA's State Executive Committee, "that you reject the offer made by the Joint Legislative Committee and vote 'yes' for strike approval." A "yes" vote will mean an employee votes to reject the \$250 offer and authorizes CSEA to call a strike for July 21. A "no" vote will indicate the member accepts the terms of the Legislature's offer.

Members were urged to immediately return their ballots, which will be tabulated late this week to determine the feeling of CSEA on accepting or rejecting the state's offer and whether or not a strike authorization will be given.

Arrests Follow Suffolk Wildcat

MELVILLE — A wildcat walkout hit the Suffolk Developmental Center here Friday morning as employees reacted to reports that the State Legislature was preparing to impose a flat \$250 bonus for state employees.

Joe LaValle, president of the Civil Service Employees Assn. chapter, said that day-long negotiations were continuing at Leader presstime in an effort to

(Continued on Page 14)

Court's Ruling Opens Door For Reinstatement Of 368

ALBANY—The Civil Service Employees Assn. has won a major victory in the Appellate Division of State Supreme Court. The win may result in the reinstatement of 368 State Department of Transportation employees fired by the State on July 1.

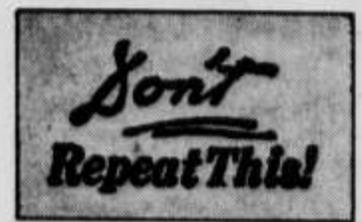
CSEA had contested the layoffs in Supreme Court on the grounds the layoffs constituted a violation of the contract between CSEA and the State. On June 30 Supreme Court Justice DeForest Pitt, of Troy, issued a temporary restraining order at the request of CSEA to prevent the DOT employees from being laid off by the State on July 1. However, the order was automatically vacated the same day when the State announced intentions to appeal to the Appellate Division for permission to appeal the Supreme Court decision.

The Appellate Division announced late last week that it has denied the State's motion for permission to appeal, and later the same day both sides were back in State Supreme Court in Albany before Justice Ellis J. Staley Jr., of Loudonville, for a show-cause hearing on CSEA's original application for a preliminary injunction.

The Appellate Division decision reinstated the temporary restraining order given on June 30, and makes the DOT em-

(Continued on Page 3)

The legislative solution is substantially identical to the state's final offer before impasse in negotiations over three months ago. It calls for a flat one-time \$250 payment that does not affect the salary structure and payment of increments on July 1, which would result in a three-quarters increment. The committee's recommendation does not mention minor improvements and changes in the health insurance plan and in disciplinary procedures recommended by the fact-finders, to which Governor Carey has already agreed, or the agency shop issue, which the Governor said he wanted modified from the plan suggested by the fact-finding panel.



Tensions Mount Over CSEA-State Contract Crisis

CONGRATULATIONS are in order for Dr. Theodore C. Wenzl on his unprecedented fifth-term election as president of the Civil Service Employees Assn. Congratulations are also due to William McGowan on his election as execu-

(Continued on Page 6)

McDonough, Mogavero Head CSEA Executive Committees

ALBANY—Thomas H. McDonough was elected last week as chairman of the State Executive Committee of the Civil Service Employees Assn., and Salvatore Mogavero was re-elected chairman of the County Executive Committee.

The 51 members of the State Executive Committee and the 55 members of the County Executive Committee, along with the 10 statewide officers, comprise the CSEA Board of Directors.

Also elected were James Moore as State Executive Committee vice-chairman, and Howard

Cropsey as County Executive Committee vice-chairman.

Members of the State Executive Committee are the departmental representatives whose elections were announced last week. New membership for the County committee is not entirely known at this time, since there is some degree of local option as to when representatives are elected.

(The entire membership of the State Executive Committee is identified on pages 8 and 9 of this issue. Future editions of The Leader will provide similar

treatment in identifying members of the County Executive Committee and of officers for the six CSEA regions.)

Of the 51 members of the State Executive Committee, 17 are newcomers. This number includes 10 who defeated incumbents.

(Continued on Page 3)

CSEA's final demand was for a 15.5 percent across-the-board salary hike plus increments payable as originally scheduled on April 1, but the union's membership has since voted to accept the 6 percent offer recommended by the fact-finding panel.

CSEA leaders have continuously referred to the \$250 payment offer as "inadequate, insulting and unacceptable." They reinforced that view once the recommended settlement was announced formally by the legis-

(Continued on Page 14)

INSIDE THE LEADER

Latest State Eligible Lists See Pages 10, 12
 Win Back Jobs For Four In Region 2 See Page 11



INTENT LISTENERS — Members of the Dutchess County unit, Civil Service Employees Assn., pay close attention to a speaker at the unit's recent strike-vote meeting. The unit members, more than 400 strong, voted to strike at the meeting July 18 if the Dutchess legislature has not appropriated the funds necessary to put the unit's new contract into effect by that time.

Region III Pledges Support In Possible Dutchess Strike

FISHKILL—The county executive committee of the 32,000-member Southern Region III, Civil Service Employees Assn., has unanimously voted to give full support to the Dutchess County CSEA unit. The unit has voted to strike on July 18 if its contract dispute with the county is not resolved by then.

The committee voted in a meeting at Region III headquarters here "to lend all support necessary" to resolve the dispute. Buses from the seven counties in the Region will transport CSEA members to the Dutchess County Office Building July 18 if such action is necessary.

The committee agreed to communicate their decision to all CSEA members in Southern Region III. The committee will also provide sign-up sheets for picket-line duty July 18. These will be posted on all CSEA bulletin boards throughout the Region.

Temporary strike headquarters will be in operation starting July 14 at Room 134, Holiday Inn, South Road, Poughkeepsie. CSEA members can get further information concerning the Dutchess

County situation by calling either the temporary strike headquarters or CSEA Southern Region Headquarters on Old Albany Post Road North in Fishkill. The telephone numbers are (914) 473-1151 and (914) 896-8180, respectively.

Pugh Upgraded

ALBANY — G. Douglas Pugh, 51, a labor-relations specialist, has been named by Gov. Hugh L. Carey as executive deputy industrial commissioner of the State Labor Department.

The post, considered the Number 2 job in the department, pays \$43,000 annually.

Suffolk Lifeguard Tests

HOLTSVILLE — The next pool and stillwater performance exam for Suffolk County lifeguards will be held Wednesday, July 16 at 7 p.m. at Holtsville Pool, Buckley Road, Holtsville. The exam for ocean lifeguard will be held July 18 at Town Beach, East Hampton at 10:30 a.m.

To be eligible a candidate must be at least 16 years old. Applicants must present fully completed forms at the time of the examination.

For further information candidates should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge.



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Suffolk Clerk Exams

HAUPPAUGE—The Suffolk County Civil Service Department has announced filing for open-competitive positions as **clerk, correction officer I (male)**, and **correction officer I (female)**.

There are no residency requirements but preference may be given to Suffolk County residents for appointment.

For clerk (exam 15-231) there are no minimum education or experience requirements. The position has a starting salary of \$5,798 a year.

A written exam, scheduled for Aug. 23, will test reading comprehension, vocabulary, arithmetic computation and reasoning, office practices and spelling. All applications must be received by July 23.

For male correction officer I (exam 15-234) and female correction officer I (exam 15-235) candidates must be between 20 and 37 years of age and have a high school diploma. There are no height requirements but applicants will be required to pass a qualifying medical examination.

The positions are available at county jails or honor farms. Starting salary is \$8,710 a year.

A Sept. 13 written exam will test knowledge, skills and abilities in areas such as reading

comprehension, preparation of written material and judgment. Applications must be returned by Aug. 6.

Applications and further information may be obtained from the Suffolk County Civil Service Department, Hauppauge, L.I., N.Y.

Italian Language Teachers Sought

The first New York City high school bilingual Italian language program will start in September at New Utrecht High School in Brooklyn.

U.S. Rep. Leo C. Zefereetti (D-C—New York) obtained the federal funding for the program, which will run for five years at a cost of \$700,000. The first year's funding of \$133,900 has already been received by the Board of Education.

Program personnel will be drawn from licensed teachers within the school system, who are experienced in specific areas of instruction and are fluent in Italian. Outside hiring is not expected to take place, and no exam will be given.

New Civil Service Executive Is Named

WASHINGTON, D.C. — Joseph W. Lowell Jr. is the new assistant executive director of the U.S. Civil Service Commission. Mr. Lowell succeeds Irving Kator who is retiring this month.

In his new post Mr. Lowell will be responsible for coordinating the government-wide Equal Employment Opportunity Program.

Mr. Lowell, a graduate of Fordham and American Universities, joined the commission in 1962 as associate director of the ADP Management Training center. He became director of the training center in 1965 and in 1969 was appointed director of the commission's Office of Management Analysis and Audits. Mr. Lowell became deputy director of the Bureau of Training in 1970.

Huntington's Picnic

HUNTINGTON—The Town of Huntington unit, Civil Service Employees Assn., will hold its third annual picnic Saturday, Aug. 16, beginning at noon and ending at dusk. The picnic will be held at Crabmeadow Beach, Northport. Tickets are \$3.50 each and children under 12 years will be admitted free.

Orange Steak Bake

MONTGOMERY—The Orange County, unit Civil Service Employees Assn., will hold its annual steak bake Wednesday, Sept. 24, at the Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.

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NEW SUNYA OFFICERS—Newly elected officers of the State University of New York at Albany chapter, Civil Service Employees Assn., were recently installed by Thomas McDonough, left, CSEA State Executive Committee chairman, at Northway Inn, Colonie. The officers are, from left: Arthur Burt Jr., president; George Mosley, second vice-president; Marylyn Sullivan, secretary; Mary Jaroeki, treasurer, and John Miner and Warren Moloney, delegates. Charles Bennet, first vice-president, was not present for the photograph.

Monroe-Woodbury School Pact Holds Minimum \$900 Hike

MONROE—The Monroe-Woodbury School District unit of Orange County chapter, Civil Service Employees Assn., has a new two-year contract.

The pact calls for a raise of \$453 in the first year and \$465 in the second year for all full-time employees. In addition, the workers will receive an increment of \$228 in both the first and second years, where due.

Dally, secretary Virginia Smith and treasurer Rosemarie Thompson.

Representing utility workers and mechanics was Emil Marut; representing bus drivers, John Martin Edwards; representing custodians, Frank LaMacchia; representing head custodians, Fred Kasch, and representing maintenance workers, Donald Tuthill.

Additionally, grounds workers will receive \$100 in the first year and another \$100 in the second year of the contract. A hike of \$150 has been added to the head custodians' salaries in both the junior and senior high schools.

An intermediate step has been added to the longevity-increment schedule, so that now there is a \$400 bonus after 14 years' service. Previously, there had been only a \$200 bonus after 8 years and an \$800 bonus after 20 years. Those two bonuses will remain.

Another financial improvement in the contract is that custodians will no longer have to rent uniforms. Instead, the school district will buy three uniforms for each custodian.

The custodians will also benefit from a night differential that was negotiated into this contract. They will receive a differential of \$15 for working the night shift in the first year of the contract, and a \$10 night-shift differential in the second year.

The team negotiating the contract for the approximately 120 workers included CSEA collective bargaining specialist Phil Miller, Monroe-Woodbury unit president Andrew Hall, who served as negotiating team chairman, and unit vice-president Charlene



LAURA CARROW

Laura Carrow Is Presented Saranac Prize

SARANAC—Laura Carrow, daughter of Mr. and Mrs. James Carrow, of Saranac, is this year's winner of the \$100 award given annually to a member of the senior class of Saranac Central School by the Saranac unit, Clinton County chapter, Civil Service Employees Assn.

The award announcement was made by Jeanne Kelso, Saranac unit president.

Ms. Carrow will enroll this autumn at the John Harrold Educational Center and will study cosmetology there.

Rensselaer Unit Prepares For Representation Ballot

TROY—The Rensselaer County unit, Civil Service Employees Assn., is gearing up for a county-wide representation election July 17 against the Service Employees International Union, Local 200.

The local is one of the members of the New York State Public Employees Federation which said it intends to challenge CSEA statewide in August.

This local county-wide election follows SEIU's recent 37-17 defeat by CSEA in the Rensselaer County Sheriff's Department. SEIU claimed support of 90 percent of the unit membership prior to the election but failed to produce one-third of that support at the ballot box.

Joseph Lazarony, unit president, observed: "SEIU was attempting to stall county-wide negotiations for our nearly one thousand members by demanding two separate representation elections in the County Highway Department and the Van Rensselaer Manor.

"They didn't have a chance to win either election but they then could claim various false charges and stop negotiations

until court decisions proved CSEA the winner.

"CSEA would not allow the fragmentation of our strong unit and we demanded SEIU prove its challenge claim to the Public Employment Relations Board before we would even consider any separate elections. To eliminate SEIU's claim to any power base in Rensselaer County, we told them we would grant them a county-wide challenge to settle the issue completely before county negotiations begin."

SEIU accepted and immediately sent out a plea to the union's International Headquarters, Washington D.C., for out-of-state help.

"Now we are gearing up for the election," Mr. Lazarony added. "Our members know the County Administration is watching for any sign of weakness on our part. Every vote for SEIU will hurt us at the bargaining table, while a solid, lopsided win for CSEA will help us gain a better contract."

Court Opens Reinstatement Door

(Continued from Page 1)
employees laid off eligible for back pay for each working day they have been out of work since July

1. Justice Staley, in Supreme Court, said he expects to render a decision by July 21 on CSEA's request for a preliminary injunction while continuing the original restraining order in effect.

That timetable would make the fired employees eligible for at least three weeks of back pay, and if the judge rules in favor of CSEA, this could pave the way for the reinstatement of the employees. The state could also decide to reinstate the employees before July 1, rather than pay

them while they are laid off.

CSEA has contended that the layoffs violate the union-state contract which forbids loss of jobs by permanent employees as a result of the state's exercise of its right to contract out for goods and services.

Attorneys James Roemer and Samuel Jacobs of the Albany law firm of DeGraff, Foy, Conway and Holt-Harris have represented the union in proceedings to date.

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. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

JULY

- 15—New York City Region II field staff meeting: Regional office, 11 Park Place, Room 1210, Manhattan.
- 16—New York City chapter executive committee meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 17—New York City Region II executive committee meeting: 5:15 p.m., Regional office, 11 Park Place, Room 1210, Manhattan.
- 27—Clinton County chapter picnic, installation: 12 p.m., Clinton County pool, Ausable Chasm.
- 28—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

AUGUST

- 9—Nassau County chapter picnic: 11 a.m.-5 p.m., Mushrooms picnic area, Hempstead Town Park, Lido Beach.
- 13—Suffolk chapter picnic: 11 a.m., Southaven County Park, Yaphank.
- 16—SUNY at Fredonia chapter picnic: College Lodge.
- 16—Town of Huntington unit picnic: 12 p.m.—dusk, Crabmeadow Beach, Northport.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.

SEPTEMBER

- 6—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.
- 24—Orange County unit steak bake: 12 p.m., Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.

CSEA Executive Committee

(Continued from Page 1)

bents, 4 who won newly created seats and 3 who successfully sought vacated seats.

New members are: Mary Moore, Executive; John Driscoll, Insurance; A. Victor Costa, Labor; William DeMartino, Labor; Joe Lavallo, Mental Hygiene; Ben Koslorowski, Mental Hygiene; Pat Fraser, Mental Hygiene; Salvatore Butero, Mental

APPOINT TOIA

Acting Social Services Commissioner Stephen Berger has announced the appointments of Philip L. Toia, of Chicago, as executive deputy commissioner, and Blanche Bernstein, of New York City, as deputy commissioner for income maintenance, at salaries of \$45,345 and \$42,068, respectively.

Hygiene; John Clark, Mental Hygiene; Peter Sheremeta, Mental Hygiene; Raymond Pritchard, Mental Hygiene; James Bourkney, Mental Hygiene; Al Halle, Public Corporations; John Riley, Transportation; Paul St. John, Transportation; Patricia Crandall, Universities, and Frank Gilder, Universities.

In the first joint meeting of the new Board of Directors, election was held for members of the Directors committee, which serves as a special interim body. It includes the 10 statewide officers, the two Executive Committees chairmen and the following 10 directors: A. Victor Costa, Labor; William Deck, Mental Hygiene; Victor Pesci, Banking; Nicholas Puzifferri, Mental Hygiene; John Clark, Mental Hygiene; William Doyle, Niagara County; John Mauro,

Rockland County; Marie Dalgault, Cortland County, and Raymond Cassidy, Westchester County.

Members of other important committees were also elected and chairmen voted on. The committees and their chairmen are: budget and finance committee chairman Harold Ryan, Audit and Control; charter committee chairman Francis Miller, Oswego County; group life insurance committee chairman John Driscoll, Insurance, and personnel committee chairman E. Jack Dougherty, Tax and Finance.

Although August meetings of the Board are not usually held, the directors voted to recommend to CSEA president Theodore C. Wenzl that he call a meeting for next month to handle the heavy load of Association business.

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
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
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
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)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
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
Varitype Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, 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.

Charge Creedmoor Brass Inflicts 'A Disaster Plan'

QUEENS VILLAGE—The Creedmoor Psychiatric Center chapter, Civil Service Employees Assn., has charged the hospital administration with implementing "a disaster plan against patients and employees."

The charge was triggered by the administration's announced plans to lay off 42 Mental Hygiene therapy aides July 16. Officials there blamed budgetary considerations for the layoffs. CSEA authorities, however, have pointed out that the therapy aides are the persons who work most directly with the patients and who have the most frequent contact with them.

Last week, the chapter sought a permanent injunction to prevent the layoffs. This followed protests by chapter president Terry Dawson and Mental Hygiene representative Dorothy King.

In a release issued last week, the chapter observed: "Today's disaster plan is not make-believe. Creedmoor's administration is implementing a real disaster plan against the patients and employees of Creedmoor Psychiatric Center."

"Claiming an alleged budgetary crisis, Creedmoor's administration ordered the lay-offs of 42 permanent Mental Hygiene Therapy Aides on July 16. The administration targeted for lay-offs precisely those employees who directly work with and are responsible for patient care."

"Mental Hygiene therapy aides bathe, change, dress and medicate the patients at Creedmoor. They participate in therapy and recreational programs with patients. They are the only employees who are with the patients 24 hours around the clock."

"But is there a budget crisis at Creedmoor? CSEA doubts that a crisis exists. How else explain the fact that provisional employees, many of whom hold highly-paid administrative positions, are unaffected by the lay-offs? How else explain that Creedmoor is currently hiring eight highly-paid doctors, while laying off permanent workers? How else explain the newly-installed air conditioning systems for highly-paid unit chiefs?"

"Employees who work with patients are laid off. Bureaucrats multiply and stay on. Is this the way Creedmoor's administrators exercise their responsibility for providing quality patient care?"

"CSEA calls on concerned community groups and the general

public to investigate the irresponsible Creedmoor Administration."

"The position of the Creedmoor Chapter of CSEA is clear: We will fight the illegal lay-offs of our members. Join with us in insuring quality care for all patients in our community."

In arguing the injunction, CSEA field representative Bart Brier explained the chapter holds three views:

- That employees with less

seniority in the New York City layoff unit, of which Creedmoor is a part, are not affected by the layoffs.

- That persons laid off at Creedmoor were not shown displacement lists, preventing them from exercising any bumping rights to which they may be entitled.

- That the Creedmoor director does not have the authority to transfer employees to other facilities.

Civil Service Department Reports On A Busy Year

ALBANY—The State Department of Civil Service has released its 1974 annual report summarizing activities of all Department divisions during the year.

According to the report, in 1974, the Department's examinations and staffing services division completed work (issued eligible lists) on 5,135 examinations, the highest number in three years.

The number of performance tests and the number of evaluations of training and experience conducted in 1974 reached the highest levels on record. The number of oral tests conducted was the second highest since 1970. A record high number of training courses for State employees was administered by the personnel services and development division. A record high number of employees attended the courses.

During the year, according to the report, efforts were intensified to recruit women and minorities for service as oral examiners and the eligible list certification process was reorganized to provide faster service to State agencies.

Production of classification standards was begun by the division of classification and compensation. The standards are a new form of occupational title description.

Two new job training and placement programs for the economically disadvantaged were started by the career opportunities division.

The municipal service division experienced an unusually heavy workload, due in part to a rise in the number of applicants for local civil service examinations, and to the division's responsibilities in connection with federal manpower programs. The division also began a new training program for new local civil service commissioners and staff.

The examinations and staffing services division and the classification and compensation division were involved in a number of test validation activities designed to bring State civil service tests more in line with federal validation requirements.

Because of the increasing interest in test validation and affirmative action in civil service administration, in-depth special reports on these two topics are included in the annual report. These special reports review the subjects in a historical perspective and cover department programs, activities and procedural changes in these two areas.

Copies of the 1974 annual report may be obtained from the Public Relations Section, New York State Department of Civil Service, State Office Campus, Albany, N.Y. 12239.

State Seeks Housing Management Reps

The New York State Civil Service Department is accepting applications for the \$17,429 position of Housing

Management Representative. The positions exist with the Division of Housing and Community Renewal in New York City and upstate.

Representatives periodically examine housing projects and advise the management on proper maintenance and operation of the projects. Other duties include budget preparation, instructing personnel on proper management techniques, preparing management manuals and developing rental and surcharge schedules.

Applicants must have seven years experience in large-scale housing management. Five years of this experience must be in a supervisory capacity involving major responsibility for the on-site management, operation, and maintenance of apartment prop-

erties.

A written exam, scheduled for August 23, will test knowledge of real estate management, state housing and housing finance laws, building maintenance practices and written material preparation. The written test will be given in New York City, Albany and Buffalo only.

Candidates who are successful on the written test must also pass a qualifying oral test designed to evaluate their ability to reason clearly and establish relationships with others.

Application forms, which must be returned by July 28, may be obtained at the state Civil Service Department, Two World Trade Center, New York; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

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Set Meetings For Region 2

MANHATTAN — Separate meetings will be held this week for Civil Service Employees Assn. New York City Region II executive council members and for field staff employees.

A special meeting of the executive council has been set by CSEA vice-president Solomon Bendet, head of the region, for Thursday, July 17, at 5:15 p.m. There will be only one item on the agenda, Mr. Bendet said. The executive committee is composed of the regional officers and presidents of member chapters.

The field staff meeting, called by regional supervisor George Bispham, is set for Tuesday, July 15.

Both meetings will be at the regional office, Room 1210, 11 Park Place, in downtown Manhattan.

NYC Chapter Exec Committee To Meet

MANHATTAN — A special meeting of the New York City chapter, Civil Service Employees Assn., executive committee has been called for Wednesday, July 16, according to chapter president Solomon Bendet.

There will be a one-item agenda, Mr. Bendet said. The meeting will be at 5:15 p.m. at Francois' Restaurant, 110 John St., Manhattan.

The chapter executive committee is composed of the officers and departmental representatives. New York City chapter is the largest single CSEA chapter of state employees.

Marrero Appointed

Victor Marrero, special counsel to the NYC Comptroller, has been named First Assistant Counsel to Gov. Hugh L. Carey. The post pays \$40,000 a year.

Mr. Marrero, 33, Yale Law School graduate, is the former chairman of the Puerto Rican Legal Defense and Education Fund.

Comptroller Harrison J. Goldin said the appointment "was no surprise to me. Victor Marrero is a first-rate public servant who combines extraordinary judgment and compassion with knowledge and skills in law, urban planning and community development."

Bridge Authority Installs Officers

HIGHLAND — Nicholas Puzziferri, past president of Southern Region III, Civil Service Employees Assn., recently installed the officers of the New York Bridge Authority CSEA chapter here.

Mr. Puzziferri installed Charles Sackett as president; Dennis Mickle as vice-president; George McGee as treasurer; Leonard Flynn as secretary, and Pat Doonan as delegate-at-large.

Other delegates include: J. Brooks, Mid-Hudson Bridge; D. Davis, Newburgh-Beacon Bridge; H. Niekamp, Rip Van Winkle Bridge; P. Mikeah, Kingston-Rhinecliff Bridge, and F. McDermott, Bear Mountain Bridge.



SAFE DRIVERS ALL — Nineteen Town of North Hempstead drivers gathered recently at Town Hall in Manhasset as North Hempstead Town Supervisor Michael J. Tully Jr. presented safe driver pins in recognition of five years each of accident-free driving by North Hempstead Highway Department drivers. The recipients, above, from left, are: William Vitiello, Edward Swick, William

Schmerhorn, Pasquale Fiorentino, Vincent DeLeonardis, Jess Salerno, Joseph Dattila, Mr. Tully, Norman Wickey, Joseph Fuschillo, Town Clerk John S. DaVanzo; William O'Brien, Vincent Tafuro, Edward Rykowski, Michael Smalls, John Dybus, Tom Lagnese, Don Smith, Fred Romuno, Sal Allegra and Samuel Brannon. Town Safety Coordinator Alex Bozza and Hartford Insurance Co. representative Jim Nieves coordinated the ceremony.

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TUESDAY, JULY 15, 1975



No Promises

STATE-EMPLOYED members of the Civil Service Employees Assn. are being asked to make one of the most crucial decisions of their public careers.

Following recommendation by the Legislative Hearing Committee last Thursday that state workers, irregardless of their current salary bracket, be given a one-shot \$250 bonus, CSEA sent ballots to its state-employed members for a strike vote.

If approved by the members, the strike would begin at 8 a.m., Monday, July 21.

The CSEA Board of Directors had authorized the strike vote if the legislative committee failed to recommend the 6 percent wage hike that was suggested by the three-member fact-finding panel in April.

When negotiations broke off between the union and the state just prior to the start of the third year of the current contract, CSEA was asking approximately 15 percent (with maximums and minimums) and increments on April 1.

The Administration offered a straight non-recurring \$250 per employee and increments on July 1.

The fact-finders recommended 6 percent on April 1 and the increments on July 1. In a statewide vote, CSEA reluctantly agreed to accept their compromise, but Governor Carey refused to budge from his previous offer.

The Legislative committee has now made its recommendation—which is basically the same as the Governor's, although two members, Assemblymen Willis Stephens and Lloyd Riford said they would urge the Legislature to approve 6 percent salary increases to be effective in the fall and the increments for July 1.

At Leader presstime, though, it is expected that the Legislature will support the Governor.

As CSEA members vote whether to authorize a strike, there are a few pertinent facts that should be kept in mind.

One is that the essential difference between the Administration proposal and the CSEA demand is that the 6 percent would become part of the state's basic salary schedule, whereas the \$250 would be a bonus. Consequently, under the Governor's proposal, if an employee earns \$6,000, he or she will receive a \$250 bonus this year, and negotiations next year will be based on \$6,000. Under the CSEA demand, if an employee earns \$6,000, he or she will receive an additional \$360 and negotiations next year will be based on \$6,360.

It becomes obvious, therefore, that the percentage increase is something that will be kept and increased in the years ahead, where the \$250 is just that: \$250 for one time only.

There are risks, however. Under the Taylor Law, strikers can be placed on probation for a year, they can lose two days' pay for each one off the job on strike. The Association will certainly seek amnesty, but it cannot promise it.

In fact, there are no promises that can be made in this situation.

It will depend on how strongly the state employees feel about the salary issue.

A strike will require total effort by all the members as well as by the leadership.

In democratic fashion, the members are being directly asked for their opinion. It is now up to the people to consider the facts and to inform the CSEA leaders and the State Legislature of their decision.

Don't Repeat This!

(Continued from Page 1)

tive vice-president; to Dorothy MacTavish on her re-election for a fifth term as secretary; to Jack Gallagher on his fourth term re-election as treasurer; to the newly elected members of the Board of Directors, and to the regional presidents and officers.

While this is a moment notably for congratulations, it is also a moment of great challenge. Never in the history of civil service has the Merit System been under the severe attack that it is today. The heart of any civil service system is appointment by merit and tenure by performance. These principles are being seriously violated when those holding public appointments by virtue of political patronage are secure in their jobs, while those who owe their appointments to merit are being fired and demoted on the grounds of fiscal necessity.

Integrity Of Civil Service

Thus, what is at stake in the gathering storm in the days, weeks and months ahead is not only the question of saving the jobs of dedicated civil service employees, but also the integrity of the civil service system. Accordingly, the issue transcends the lives and careers of those most exposed to the firing line. From the public point of view, what is happening is that the taxpayer is going to pay ever higher taxes for public services that will be reduced in both quantity and quality.

The events that have been and are taking place in New York City differ only in dimension from those taking place in other parts of the state. The firing of several thousand firefighters in the City makes headlines, while the dismissal of half a dozen firefighters in the City of Long Beach rates not a line in the press. However, the people there are equally exposed to the threat of fire, and the remaining firemen are equally exposed more seriously to the hazards of their jobs.

Nor does it make sense for the Department of Transportation of the state to fire several hundred employees at a time when the Legislature has just appropriated substantial sums for highway and mass transportation programs out of the bond issue for those purposes approved by the voters.

According to recent statistics, our economy no longer suffers from double-digit inflation, but prices continue to rise and property taxes continue to rise. Yet elected officials resist every step of the way the demands of civil service employees for salary increases to keep salary standards in line with living costs. This resistance has made a mockery of the collective bargaining process.

The breakdown in collective bargaining is best revealed by the refusal of the State Administration and of the State Legislature to approve the findings of an objective fact-finding committee to provide State employees with a 6 percent salary increase.

Alternative Not Pleasant

The alternative to collective bargaining is not pleasant. The Board of Directors of the Civil Service Employees Assn. has already recommended a strike by state employees and a vote on that issue is being taken among the membership. Strikes are

(Continued on Page 11)



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.

Grievance Steps; A Dismissal

A grievance procedure contained in a collective bargaining agreement between the State University of New York and an employee organization was composed of four steps. The employee or the union could introduce a grievance at the step one level and then appeal to the step two level to the Chancellor of the State University. The third and fourth steps, including arbitration, could be pursued, according to the contract, only by the employees' labor union. In this particular case, the plaintiffs commenced an action against the State University while still awaiting a decision from the Chancellor on the step two appeal.

THE PLAINTIFFS CONTENTED that intervening circumstances would render fruitless any ultimate success which they might achieve and therefore commenced this lawsuit. They alleged that it is unlikely and doubtful that their union would pursue the third and fourth steps of the grievance procedure in the event of an adverse determination at the step two level.

THE COURT POINTED OUT that these contentions were purely speculative and were not supported by the record in any way. The court pointed out that in view of the fact that only the union could initiate the third and fourth steps of the grievance procedure, that the action would be dismissed without prejudice to it being renewed upon a showing that the union had failed properly to represent the plaintiffs' interests in the third and fourth steps of the grievance procedure. *Rieder v. State University of New York*, 366 N.Y.S. 3d 37 (App. Div. 2d Dept.)

AN EMPLOYEE AT WILLOWBROOK State Hospital was dismissed after a disciplinary proceeding on the grounds that she had struck a patient. The decision of the hearing officer was based upon unsworn testimony of the patient who allegedly was struck and another patient who was allegedly an eyewitness. The matter was taken up for review on an Article 78 proceeding, and the Appellate Division annulled the dismissal finding in favor of the employee on the grounds that the petitioner was deprived of a fair hearing.

THE COURT OF APPEALS, in February of this year, rendered its decision reversing the Appellate Division and reinstating the decision of the hearing officer which dismissed the employee. The Court of Appeals in a lengthy decision reviewed the entire matter of admitting testimony such as that in question in this proceeding. The court held that in an administrative proceeding such as the one here under consideration, where the administration of an oath would be unavailing for the purpose for which an oath is normally administered, unsworn testimony may be received provided a sufficient foundation exists to support the hear-

(Continued on Page 11)

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EXAM 39-063 EMPLOYMENT SERVICE AIDE Oral Exam List Est. April 28, 1975

- 1 Peterson, Elsie C Bronx.....102.8
- 2 Phillips Ethel M Brooklyn.....101.4
- 3 Siegel Shirley M Flushing.....100.6
- 4 Jones Dorris C Brooklyn.....100.5
- 5 Gibbs Mary G Brooklyn.....100.0
- 6 Wilkins Edward New York.....100.0
- 7 Lemons Maria Brooklyn.....100.0
- 8 Jones Carlyn S Bronx.....100.0
- 9 Brown Eva M Brooklyn.....100.0
- 10 Guillaume Randolph Bronx.....100.0
- 11 Cintron Isabel Bronx.....99.8
- 12 Barksdale Berry L Jamaica.....95.6
- 13 Whittleton Millie Brooklyn.....94.7
- 14 Brown Susie Bronx.....94.5
- 15 Andujar Antonia Flushing.....93.0
- 16 Kirk Jerrod C New York.....93.0
- 17 Minardi Concetta Brooklyn.....91.7
- 18 Elmore Valerie L Bronx.....90.0
- 19 Nesmith Esther A Bronx.....88.6
- 20 Leslie Gloria H Bronx.....83.5
- 21 Adams Ella Hollis.....82.9
- 22 Payne Annie A Hollis.....82.0
- 23 Galon Juanita C New York.....80.2
- 24 Perkins Vivi L Brooklyn.....80.0
- 25 Spady Patricia A Brooklyn.....78.0
- 26 Richardson Janet M Brooklyn.....78.0
- 27 Watkins Gerard Brooklyn.....77.0
- 28 Gill W Hazel Flushing.....75.2
- 29 Butts Birdie G Jamaica.....74.0
- 30 Lee Carolyn G Brooklyn.....74.0
- 31 Korman Ruth Brooklyn.....72.1
- 32 Simmons Urbano Jr Bronx.....72.0
- 33 Kennedy Margaret Canarsie.....70.0

EXAM 39-064 UNEMPLOYMENT INSURANCE AIDE Oral Exam List Est. April 28, 1975

- 1 Snipe Vera H Hollis.....103.0
- 2 Vonwolff Carolyn Brooklyn.....102.6
- 3 Kenner Chaloea Brooklyn.....101.1

- 4 Diaz Matilde Yonkers.....100.0
- 5 Pichardo Guatemoc New York 98.0
- 6 Daniels Georgica D Jamaica.....91.0
- 7 Peavy, Lillie M Corona.....90.8
- 8 Ortiz Alfredo Brooklyn.....90.5
- 9 Maldonado Gabriel Bronx.....90.0
- 10 Block Bernard Brooklyn.....89.7
- 11 Negron Irma New York.....89.0
- 12 Bernazard Hector New York.....87.0
- 13 Noel Darvine J New York.....83.0
- 14 Perez Francisco New York.....81.0
- 15 Collins Constance Long Beach.....75.6
- 16 Di Angelis Anthony Brooklyn.....75.3
- 17 Boyd Ruth E Staten Island.....75.0
- 18 Rahming Charlotte Brooklyn.....75.0
- 19 Reid, Elzora H Brooklyn.....74.0
- 20 Hill Henry W Brooklyn.....73.5
- 21 Plampin Adeline New York.....73.0
- 22 Rosenbaum Myra Brooklyn.....72.7
- 23 Lauri Mary C Elmhurst.....72.6
- 24 Kennedy Anna M Flushing.....72.6
- 25 Eisenberg Lillian Flushing.....72.5
- 26 Marshall Milton Hempstead.....72.5
- 27 Clay Timothy Brooklyn.....72.2
- 28 Perales Sylvia G Jamaica.....72.2
- 29 Gottwitz Anoinette Merrick.....71.7
- 30 Weisberger Yetta Rego Park.....71.1
- 31 Braziel Gloria Bronx.....70.0
- 32 Rogers Robert Bronx.....70.0

- 2 Fish David I Oneida.....86.1
- 3 Gardner George Lockport.....85.5
- 4 Charles Edward Auburn.....81.3
- 5 Tatro Robert A N Syracuse.....79.2
- 6 Jastzebski B Utica.....78.3
- 7 Maroney William Malone.....76.2
- 8 Young Harold E Lakeview.....75.6
- 9 Calbo John J Cobleskill.....75.4
- 10 Houseknecht H N South Dayton.....75.3
- 11 Krapp William H Nichols.....75.3
- 12 Wilson Glenn D N Syracuse.....73.8
- 13 Krapp Andrew Smithboro.....73.8
- 14 Razzano F F Staten Is.....73.6
- 15 Rumble Richard Randolph.....73.3
- 16 Schwartz Julius Brooklyn.....73.3
- 17 Bulin David R Fairport.....73.1
- 18 Smith Charles D Lakeville.....72.2
- 19 Spencer Donald Oswego.....71.6
- 20 Scribner W A Watervliet.....71.2

EXAM 35-653 SR MEAT INSPECTOR Test Held Dec. 14, 1974 List Est. April 23, 1975

- 1 Shaw Arthur E Lowville.....88.3

EXAM 35-628 SUPVGV FOOD INSPCTR Test Held Dec. 14, 1974 List Est. April 25, 1975

- 1 Whiting Robert Elmsa.....86.3
- 2 Bellinger C J Vernon.....85.3
- 3 Hamell Carl A Glens Falls.....83.2
- 4 Farrell Richard Amsterdam.....82.3
- 5 Waterstrat Lynn Ransomville.....82.2
- 6 Wagner George E E Berne.....78.2
- 7 Hubbard F J Ballston Lk.....78.1
- 8 Boynton Arthur Elmsa.....76.5

(Continued on Page 12)



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QUINCY PARTNERS, 299 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 23, 1975. Business: Developing and sponsoring investments. General Partner: Sans Fear Corp., 299 Park Ave., NYC. Limited Partners, Cash Contributions and Share of Profits: The Hillman Co., Grant Bldg., Pittsburgh, Pa., \$46,000., 40.01% less 1.43% for each \$15,000. of additional capital contributed by new partners up to 10.01%; Canny, Bowen, Howard, Peck & Assoc., Inc. 425 Park Ave., NYC, \$14,000., 16%; Donald J. Sutherland, High Farms Rd., Glen Head, NY, \$20,000., 35%. Limited partners may assign their interest as provided in agreement. Additional limited partners may be admitted.

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Don't Repeat This!

(Continued from Page 6)
never pleasant, and certainly there is no excuse for the State administration and legislative leaders for their continued blindness to the potentially disastrous consequences of their policies.

Tensions between administrators and civil service employees will necessarily mount as events are pushing towards a show-down. The officers of CSEA will be moving from one crisis to another in the period immediately ahead. These officers have in the past demonstrated their capacity to provide the qualities of stern leadership that will be needed. What looms ahead is a period of testing, and there is no doubt that the CSEA administration will measure up to the challenge.

UFABalloting

Ballots are to be counted Thursday in runoff elections for executive posts with the United Firefighters Association. The ballots were mailed to UFA members earlier this month by the American Arbitration Association and must be returned by midnight, July 16.

Runoff elections are for president, vice-president, treasurer, sergeant-at-arms, Queens trustee, and Manhattan alternate convention delegate. Elected officers will start new two-year terms on Aug. 1. Incumbent president Richard Vizzini is opposed by former president Michael Maye.

Complete election results will be published in next week's Leader.

Speak Yiddish? There's A Job For You

The following is a simulated broadcast; however, the jobs are real.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listings:

SPEAKER 1. An advertising agency in Manhattan looks for a **SECRETARY** with 2-3 years experience. Will work for three account executives. Must type 60 words a minute. Take steno or fast longhand at 60. Diversified job. General office work, including filing. Salary \$160-\$170 a week.

2. A college in Queens needs a faculty member for a position as **ASSISTANT PROFESSOR OF YIDDISH**. Applicant must have doctorate and 2-5 years experience. Degree in English or European literature required plus substantial knowledge of Yiddish language. This position pays \$13,930 a year.

3. Also in demand today is a **BOOKKEEPING — MACHINE OPERATOR** to work on NCR 3200 machine. Will do accounts

receivable and accounts payable keyoffs. Employer will train if experienced on other model. The pay is \$150-\$170 a week.

4. An old age home in the Bronx needs a **COOK** with three years prior work in an institution. Will prepare food for 160 residents. Dietitian will prepare menu. The pay is \$5.00 an hour.

5. A Queens manufacturer has an opening for an **ELECTRICIAN**. Applicant must be high school graduate and have two-five years experience in the trade. Must know New York City electrical codes and be able to read blueprints. Will be trained to work on factory machine. The job pays \$4.42 an hour for a class C machinist, \$5.04 for class A.

6. Today's listing includes a job for a **SEWING MACHINE OPERATOR** on children's sleepwear. Must be experienced on two-needle U.S. chain stitch machine. Will attach elastic and do shirring. This position is in Brooklyn. It's week work and pays \$2.40 an hour.

7. On Long Island, an employer is looking for a **SYSTEMS ANALYST**. Should have basic programming knowledge and experience in commercial bank processing. Work on software and hardware, and provide sales support. Product includes mini-computers and OCR-microsystems. Salary \$9,000-\$11,000 a year.

8. Moving out on Long Island, we've got an opening for a **PER-**

SONAL LINES UNDERWRITER. Will handle homeowners and fire insurance. Must have a minimum of two years in a brokerage company or agency. This position pays \$125 a week and up, depending on the job-seeker's experience.

9. Also on the wanted list is a **SCORER** with one-two years experience on corrugated boxes. The job is in Manhattan and pays \$120 a week and up, depending on experience.

10. The next job is a little special. It calls for a **MINING ENGINEER** with a four-year college degree and two-five years experience. Must have background in one or more of the following areas: plant or equipment appraisal, economic analysis, feasibility studies, and cost estimating. The job is in Manhattan and the salary is about \$17,000 a year, depending on experience.

11. A **MECHANIC** is in demand in Queens today to repair and service electric and gasoline fork lifts. Will use hand and power tools. Applicant must have at least one year in this work. The job will pay \$4-\$5 an hour, depending on experience.

12. Next, a job for a **SALESPERSON** with a retail jewelry store in Manhattan. Applicant must be experienced selling fine jewelry. Must be bondable. This is a part-time position, Mondays to Fridays from 11 a.m. to 2 p.m. The employer will pay \$3.00 an hour.

13. In Westchester, a cleaning chain is looking for a branch store **MANAGER**. Must know all dry cleaning operations and have two-five years experience in the line. Supervise four workers, do light record-keeping and be able to deal with customers. The pay is \$150 a week and up, depending on experience.

14. Let's check Westchester now where a **CIVIL ENGINEER** is on the wanted list. Must have civil engineering degree and at least four years experience. Will design and construct sewer lines, roads, buildings and water lines. The employer will pay \$16,545 a year to a qualified candidate.

15. Back in the City once again, a manufacturer of notions needs a **PRODUCTION COORDINATOR** to assist the production head. Will take care of piece goods records and handle material utilization. Also check work flow. Light experience is acceptable; employer will train. A knowledge of Spanish is helpful for this position. The pay is \$125-\$150 a week, depending on experience, and there's a good chance for promotion.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

Reinstatement Won For Four Employees In CSEA Region 2

MANHATTAN — The Civil Service Employees Assn., in a series of court actions, has won reinstatement of several terminated employees to their jobs on the ground that they were probationary employees who had not successfully completed their term of probation.

The affected employees had completed the minimum probationary term provided by the Rules and Regulations of the Department of Civil Service. However, without giving the employees written notice during their minimum period of probation that the term was to be extended to the maximum period, the agencies and institutions involved terminated the employees prior to or upon completion of the maximum period.

In a Supreme Court action in Albany earlier this year, the union won reinstatement for Hyman S. Flomenbaum, a vocational instructor in Brooklyn Central Community Rehabilitation Center. The position upon appointment was subject to a probationary period of not less than six months nor more than three years.

Mr. Flomenbaum was terminated after completing his minimum probationary term, without written notice during the period that the term had been extended.

CSEA, through its regional attorneys Mailman & Volin, argued that the agency's action was a violation of Civil Service regulations which provide for both a minimum and maximum period which could not be amended by the agency. Since no notice of

extension was given during Mr. Flomenbaum's minimum period of probation, he was entitled to reinstatement as a permanent employee.

The Drug Abuse Agency took the position that it had acted properly since in effect notice had been given of extension to the maximum period at the time of initial appointment.

Justice A. Franklin Mahoney ruled in favor of CSEA and in ordering the reinstatement of Mr. Flomenbaum, quoted Section 4.5 of the Rules and Regulations of the Department of Civil Service. This provides that "An appointment shall become permanent upon the completion of the minimum period of probation unless the probationer, prior to the completion of such service, is given written notice that the probationary term will be con-

tinued."

Fortified with Justice Franklin's decision, William Volin, regional CSEA attorney, won reinstatements in subsequent Supreme Court actions for Barry Odenz, an employee of Creedmoor Psychiatric Center and for Lolly Rawlins and Gloria Milline, employees of Manhattan Developmental Center, all of whom had been dismissed from service under similar circumstances. Additionally, the restored employees are entitled to salary and other benefits retroactive to the date of discharge.

Commenting on the successful CSEA actions, Solomon Bendet, president of CSEA Region II, called for an awareness by all chapter officers of such cases as they violate the express requirements of the Civil Service Department regulations.

Civil Service Law & You

(Continued from Page 6)

ing officer's determination that the witnesses possess rudimentary testimonial capacity.

IN THIS CASE the foundation was laid by an expert witness who gave his opinion that both patients' witnesses were capable of relating experiences happening to them and there was no proof to the contrary. The court concluded that such testimony, taken together with other substantial evidence in the case, was sufficient to sustain the findings of the hearing officer and therefore upheld the dismissal. In the Matter of Brown v. Ristich, 366 N.Y.S. 2d 116.

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CIVIL SERVICE LEADER, Tuesday, July 15, 1975

Latest State And County Eligible Lists

(Continued from Page 10)

- 9 Maxwell S A Bangor75.3
- 10 Measer Erwin Bronx74.7
- 11 Purdell Walter Mr Vernon74.0
- 12 Sevchik James L Scotia71.4

EXAM 39-047

PSYCHIATRIC SOCIAL WORKER II
Test Held March, 1975
List Est April 1, 1975

- 1 Daly Marian L Middletown93.0
- 2 More Muriel G Fayetteville85.5
- 3 Diamond Olga NYC85.4
- 4 Wagner William Sharon84.9
- 5 Blotchley D B Cortland84.4
- 6 Stearn Hazel E Watertown83.9
- 7 Winger C J Syracuse83.0
- 8 Bamdad Harriet Utica83.0
- 9 Patrick Keith D Syracuse82.9
- 10 Brady Robert T Brentwood82.1
- 11 Briggs Mark Homer82.0
- 12 Smith Roseanne Tupper Lake81.5
- 13 Santasero V J Buffalo81.5
- 14 Moravec Janis H Hamburg80.9
- 15 Koteen Ellen L Brooklyn80.9
- 16 Booker Olive P Springfield Gdn.80.2
- 17 Kanzler Anna G Union City80.1
- 18 Elrauch Richard Central Islip80.0
- 19 Alsapiedi C V Flushing79.8
- 20 Horowitz Ellen Spring Valley79.7
- 21 Lawrence Linda W Hempstead79.6
- 22 Brodie Janis E NYC79.5
- 23 Wimpfheimer R G Tenafly79.5
- 24 Muhlin Judith H Scarsdale79.4
- 25 Kirwin Peter D Albany79.4
- 26 Dozier Sharon Paterson79.3
- 27 Heifetz Seymour Corona79.3
- 28 Rastogi Shail B Danville79.3
- 29 Siddiqui Inam R Staten Is78.6
- 30 Biacon Rose A Haverstraw78.6
- 31 Pagirsky Regina Brooklyn78.5
- 32 Semler Conrad S NYC78.5
- 33 Tyndall Roger G Levittown78.3
- 34 Adler June Little Neck78.3
- 35 Feigenbaum S Brooklyn78.3
- 36 Pavlick David E NYC78.2
- 37 Velasco Relinda Forest Hills78.1

- 38 Young Edythe J Massapequa78.0
- 39 Williams Rose M NYC77.9
- 40 Schneider Jean Bronx77.9
- 41 Rabinowitz D S Piermont77.9
- 42 Monahan Michael Valatie77.8
- 43 Kavanaugh John NYC77.8
- 44 Cort Harvey NYC77.6
- 45 Parnes Hannah Brooklyn77.6
- 46 Karl Rosalind M Thiells77.6
- 47 Foster Arlene A Miller Place77.4
- 48 Passantino M I Middle Village77.3
- 49 Nelson Ellen NYC77.3
- 50 Mansfield Mary NYC77.2
- 51 Wiley Kenneth R Albany77.2
- 52 Flood Joan M NYC77.0
- 53 Betts Linda J Mattydale76.9
- 54 Atwell Irving J NYC76.9
- 55 Craig Diane E NYC76.9
- 56 Reman Camille P Fresh Meadows76.8
- 57 Carr Linda A Glen Cove76.8
- 58 McCormick C T Albany76.8
- 59 Bruce Janice C Brooklyn76.7
- 60 Carelli Linda C Staten Island76.7
- 61 Folin Claire White Plains76.6
- 62 Huggins Sally J Delancey76.6
- 63 Gaudio David S Camillus76.5
- 64 Fink Dorothy S Bethpage76.5
- 65 Evansburg Eric Valley Cottage76.5
- 66 Scher Steven NYC76.5
- 67 Siegel Aviva K New Rochelle76.3
- 68 Lederman Rose NYC76.2
- 69 Wachtel Steven NYC76.2
- 70 Cleveland B I Staten Island76.1
- 71 Gayoso Blanca R NYC76.1
- 72 Fingerman Denni Albany75.9
- 73 Tarolli Sharon Pine Bush75.8
- 74 Derosalia Frank Pt Jffran Sta75.7
- 75 Langer Hilary NYC75.4
- 76 Kindrat Daria M Rochester75.3
- 77 Moskowitz Ferne Buffalo75.2
- 78 Gorenstein S R Troy75.1
- 79 Gecewicz M J Albany74.9
- 80 Borg Jill D NYC74.9
- 81 Rosewhite S M Wappingers Pls74.8
- 82 Hoffman Philip Brooklyn74.8
- 83 Heggie Barbara Staten Island74.7
- 84 Conroy Danfel Glendale74.5

- 85 Meyers Miriam G Brooklyn74.2
- 86 Edison Karen S Hartsdale73.8
- 87 Evans G E Bronx73.4

EXAM 35-598 SR ACCTNT SR AUDITOR Option A

Test Held Jan. 18, 1975
List Est. April 25, 1975

- 1 Foote Clifford Churchville96.7
- 2 Kaplan Melvin Brooklyn95.2
- 3 Brown Enid Brooklyn95.1
- 4 Stockdale R F Snyder91.9
- 5 Schweigard K J Ctl Bridge89.1
- 6 North Robert F Niagara Fls87.7
- 7 Paul Renee H Elnora86.9
- 8 Mulligan George Albany85.5
- 9 Oja Peeter Buffalo85.3
- 10 Natole Timothy Scotia83.5
- 11 Brookoff Sam Brooklyn82.5
- 12 Zeb Joseph W S Cheektowaga82.5
- 13 Barnes Charles Troy82.4
- 14 Burns Daniel J Watervliet82.2
- 15 Divirgilio M A Mechanicvil82.1
- 16 Priscott L N Delhi82.0
- 17 Bronner Kevin M Albany80.9
- 18 Dorlando M Brooklyn80.6
- 19 Chevalier M E Cohoes80.6
- 20 Hoffman Ronald Elnora80.6
- 21 McGuire Hugh J Bronx79.2
- 22 Vazquez A H NYC79.1
- 23 Delehanty A J Albany77.9
- 24 Galarneau David Troy77.9
- 25 Butler Robert E Guilderland77.7
- 26 Eilers David P Delmar77.6
- 27 James Elridge L Bronx76.3
- 28 Crelot Robert N Syracuse76.2
- 29 Kerwin Frank A Albany76.2
- 30 Parillo James F Ballston Spa76.0
- 31 Pollock Douglas Troy75.5
- 32 Giordano Louis Farmingdale74.7
- 33 Carmody Kevin J Troy74.5
- 34 Neiles Thomas W Albany73.2
- 35 Kurrik Edward F Selkirk73.2

- 36 Day Michael Kenmore72.0
- 37 Rosenstrauch N Watervliet71.9
- 38 Winne Peter R Elnora71.9
- 39 Hull Raymond J Niskayuna71.9
- 40 Roulier Joseph Cohoes71.9
- 41 Gerber Allen A Buffalo71.5
- 42 Devos Paul E Mechanicvil70.5
- 43 Wilkes Edward F Liverpool70.4
- 44 Ryzcek Norman J Buffalo70.2
- 45 Estes Edwin C Keene70.1

EXAM 35-648

CANAL ELECTRICAL SUPVR
Test Held March 1, 1975
List Est. April 23, 1975

- 1 Howell, George C Central So101.2
- 2 Gardner Edward Brewerton97.2
- 3 Schermerhorn L Cold Brook91.3
- 4 Stupp Harold A Cayuga87.5
- 5 Krueger Robert Newark86.1
- 6 Kenyon Harold G Amsterdam85.3
- 7 Rood William E Baldwinvil81.1
- 8 Crooks John B Clyde80.9
- 9 Mancini Herman Amsterdam80.0
- 10 Middleton V L Ft Edward78.0
- 11 Lavere Merlin K Seneca Falls76.7

Option B

- 1 Bauman Doris S Voorheesvil98.8
- 2 Tyrrell George Elnora95.7
- 3 Deutsch Norbert Brooklyn95.6
- 4 Olson Richard S Canandaigua95.2
- 5 Montanino Carl Schenectady95.2
- 6 Marco Larry Brooklyn95.1
- 7 Biderman A Brooklyn94.0
- 8 Beatus Abraham Brooklyn94.0
- 9 Goldman Alvin H Elsmere92.7
- 9A Schuyler James E Syracuse92.2
- 10 Nahum Linda P S Hempstead91.3
- 11 Jacoby Edward C Syracuse91.0
- 13 Bly Dean A Schenectady90.4
- 14 Evers Gary F Troy89.9
- 15 Pflieger Paul H Albany89.7
- 16 Wierzbicki R G Amsterdam89.6
- 17 Silverstein S I Albany88.9
- 18 Milack Joseph A Merrick88.4

Offices Reopen

Four neighborhood offices of the Department of Consumer Affairs will be reopening within the next few weeks, after being closed due to the city's budget crisis. The offices will reopen because of additional funds made available from Albany.

The offices are in Forest Hills, at 113-25 Queens Blvd.; South Bronx, 2838 Third Ave., Jamaica, 90-18 161st St.; and Brooklyn, 1468 Flatbush Ave.

Department spokesmen say the four offices handled over 15,000 complaints last year and re-funded \$1.9 million for consumers between January, 1974 and May, 1975.

Ceremony Is Held For HRPC Officers

POUGHKEEPSIE — James J. Lennon, president of Southern Region III, Civil Service Employees Assn., was the installing officer for new leaders of the Hudson River Psychiatric Center chapter, CSEA.

Officers installed by Mr. Lennon included Rick Recchia, president; Madeline Mackey, first vice-president; C. Franklyn, second vice-president; R. Dollinger,

secretary, and Margaret Connors, treasurer.

Guest speaker at the affair was A. Victor Costa, a statewide director of CSEA. Southern Region III attorney Thomas Mahar also addressed the group.

The officers, all of whom will serve two-year terms, were installed in ceremonies at a dinner-dance at the Poughkeepsie Elks Club.

(To Be Continued)

REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin,

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Questions And Answers

Q. My 65-year-old mother applied for supplemental security income about 2 weeks ago. I thought she would have heard something by now, but she hasn't. How long does it usually take?

A. Supplemental security income claims from people 65 and over take about 30 days to process. If your mother needs help now, she should get in touch with the social security office to find out if she is eligible for an emergency advance payment.

Q. I'm getting ready to send in my first claim under Medicare's medical insurance, and I hear I should send it to the Medicare "carrier." What's a Medicare "carrier"?

A. The Medicare carrier is an organization selected by the Social Security Administration to handle medical insurance claims.

Boost 'Big Apple'

Outstanding transit workers will soon be wearing the "big apple" to help boost New York City.

Metropolitan Transportation Authority Chairman David Yunich says members of TA management will be on the lookout for bus and subway workers who do something special, such as an extra bit of courtesy or efficiency. Each worker will then be given a special big apple lapel emblem—bright red with a gleaming white star superimposed.

It will mark the worker as someone who remembers "passengers are our business, trains and buses are only our tools," says Mr. Yunich.

Under the direction of Frederick D. Wilkinson Jr., the TA's executive officer for passenger services, members of his department will criss-cross the city looking for deserving workers.

"In addition, we're pleased to be able to counteract some of the mischief done by misguided detractors of our great city," said Mr. Yunich. "Every one of us can contribute to the town's reputation in the jobs we do. And when New York prospers, everyone benefits, New Yorkers and visitors alike."

The carrier reviews claims and makes payments for covered services. Your Medicare Handbook contains a list of Medicare carriers and their addresses. It also explains how to file medical insurance claims. If you don't have a Medicare handbook, you can get one at any social security office.

Q. I recently requested and received a statement of the earnings credited to my social security record. I believe there's an error in my record. Can I get it corrected?

A. A person's social security earnings record can be corrected any time up to 3 years, 3 months, and 15 days after the year in which the wages were paid or self-employment income was earned. Under certain conditions, your record can be corrected even if this time limit has passed. You should get in touch with a social security office right away. The people there will help you get your record corrected.

Q. I'll be 65 in December, but since I'm planning to work for several more years, I figured

there's no point in filing for social security yet. My next-door neighbor says I should go ahead and apply anyway. Is she right?

A. Even though you continue to work, you should file an application about 3 months before you reach 65 to establish your eligibility for social security retirement benefits and Medicare. This way, your benefits can start as soon as you stop working. You may be entitled to some payments, depending on the amount of your earnings. You don't have to stop working to have Medicare, so your protection can start as soon as you reach 65.

Q. I plan to apply at my social security office for supplemental security income payments. Am I eligible for Medicaid?

A. In most States, people getting supplemental security income payments are automatically eligible for Medicaid. But some States have different requirements. When you apply for supplemental security income payments, ask if you will have to apply for Medicaid, too.

Employment Rises

Payroll employment in the New York-Northeastern New Jersey area increased by 3,000 in April to 6,377,000 according to the U.S. Labor Department.

Herbert Bienstock, assistant regional director of the Bureau of Labor Statistics, said employment typically rises in April with most expansions taking place in the non-manufacturing sectors.

Between April, 1974 and April 1975, the area employment declined by 189,000 or 2.9 percent, the largest decline since April, 1971. Payroll employment in New York City dropped 89,000 or 2.6 percent over the year.

ABRUZZO APPOINTED

Industrial Commissioner Louis Levine has named Baldassare Abruzzo, of Jericho, as director of personnel in the State Labor Department. He succeeds Irving Weinstock, who retired after 38 years of service. Salary is \$25,531 annually.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, WOODSIDE SAVINGS AND LOAN ASSOCIATION, Plaintiff, against EZRA LEBOVICS, if living, and if he be dead, any and all persons, unknown to plaintiff, claiming, or who may claim to have an interest in, or general or specific lien upon the real property described in this proceeding; such unknown persons being herein generally described and intended to be included in the following designation, namely: his respective heirs at law, next of kin, distributees, executors, administrators, trustees, devisees, legatees, assignees, lienors, creditors and successor in interest, and generally all persons having or claiming under, by, or through said defendants who may be deceased, by purchase, inheritance, lien or otherwise of any right, title or interest in and to the premises described in the complaint herein, and the respective wives or widows of them, and the respective husbands or widowers of them, if any, all of whose names are unknown to plaintiff and cannot after diligent inquiry be ascertained; et al. Defendants. Plaintiff designates New York County as the place of trial, based on the location of the premises herein. SUPPLEMENTAL SUMMONS. Plaintiff resides in Queens County. To the above named defendants: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your answer, or if the Amended Complaint is not served with this Supplemental Summons, to serve a notice of appearance, on the Plaintiff's attorneys within twenty days after the service of this Supplemental Summons, exclusive of the day of service or within thirty days after completion of service, where service is made in any other manner than by personal delivery within the State; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the Amended Complaint. Dated: April 1, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff, Office and Post office address, 60-20 Woodside Avenue, Woodside, N.Y. 11377, 639-6100. To the above named Defendants in this action: The foregoing SUPPLEMENTAL SUMMONS is served upon you by publication pursuant to Order of Mr. Justice Sidney H. Asch, Justice of the Supreme Court, New York County, dated June 27, 1975 and filed in the New York County Clerk's Office, 60 Centre Street, New York, where the Amended Complaint is also filed. The object of this action is for the foreclosure of a mortgage made by Singer Equities Inc. to Woodside Savings and Loan Association for \$116,000.00, recorded in the New York City Register's Office, New York County, in Liber 6415 of mortgages, page 308 on September 14, 1965, which mortgage is now owned and held by the plaintiff herein, and for the sale of the mortgaged premises No. 510/14 West 176th Street, New York City, New York, on the southerly side of West 176th Street, 187 feet 6 inches west of Amsterdam Avenue being 87 feet 6 inches wide front and rear by 99 feet 11 inches deep on each side, the easterly side running partly through party walls. Dated: June 30, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff.

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McGowan Attacks Editorial Assailing The Agency Shop

BUFFALO—Taking issue with an editorial opposing the agency shop concept in the Buffalo Courier Express, William L. McGowan, president of Western Region VI of the Civil Service Employees Assn., said the editorial "oversimplifies" and "ignores a number of points."

He also rebutted an editorial implication that the Taylor Law spawned public employee unions by reciting CSEA's history of accomplishments from its 1910 founding through the years before the Taylor Law's enactment in 1967. He concluded that prior to 1967, CSEA engaged in "effective lobbying" and convinced employers to negotiate on the basis of its numerical strength, thus winning many benefits long before the birth of the Taylor Law.

Mr. McGowan, recently elected CSEA executive vice-president, addressed himself first to the editorial's contention that the agency shop bill sponsored by Assemblyman Stephen R. Greco, which has passed the Assembly and been sent to the Senate, was a "pocket-picking proposal." Mr. McGowan pointed out that the bill does not propose "automatic dues payments to the union."

"Instead, it proposes that the union can negotiate with the employer a fee sufficient to cover the costs created by collective bargaining and the implementation of the agreements resulting therefrom."

He said the editorial "ignored the impact on union members of the burdens placed on them by 'free loaders,' who neither reject the salaries and other benefits negotiated, nor the union's continuing services, but do reject sharing the costs of both."

Turning to CSEA's own experience, Mr. McGowan continued, "While 70 percent of those represented by the Civil Service Employees Assn., the state's largest public employees union, do voluntarily pay dues, another 30 percent get a free ride from the union's research and collective bargaining specialists and attorneys involved in negotiations."

"Furthermore, as mandated by the Taylor Law, they must receive the union's services in case of grievances, disciplinary actions, and firings," he said.

"Detailing of coverage by field representatives, office space, and staff, 24-hour phone service — which last month cost our Western Region officials more than \$700 — arbitrators, usually paid jointly by the union and the

Wassaic Officers Hear Lennon, Deyo

AMENIA—James J. Lennon, president of Southern Region III, Civil Service Employees Assn., was the main speaker at ceremonies installing new officers of Wassaic Developmental Center chapter, CSEA, at the Brookside Restaurant here recently.

Mr. Lennon installed the following officers: Richard Snyder, president; R. Gordon, vice-president; S. Lamay, secretary; Plo-rean Snyder, treasurer, and E. Bush, delegate.

CSEA field representative John R. Deyo also addressed the group.

employer, and the supporting services at our Albany Headquarters."

Explaining that while CSEA maintains a low dues structure because of the additional work done by non-salaried officers, Mr. McGowan explained that the addition of more contributors would mean "either much more could be done or the dues could be reduced if the 'free loaders' shared the burdens carried by members in the form of both dues and duties."

"In a community of interest, all should share both the benefits and burdens."

On a final point, which seemed to imply that the Taylor Law "created" public employee unions, Mr. McGowan noted that CSEA was founded in 1910 and gained — "mostly through effective lobbying" — such important benefits as the Employees Retirement System (1921), state salary plan (1937), five-day work week (1946), social security and health insurance (1957), and continuing salary improvements, all before the enactment of the Taylor Law.

"The Taylor Law only forced the employer to negotiate," he concluded. "Prior to it, CSEA convinced employers to negotiate on the basis of its numerical strength."

Will CSEA Vote Strike?

(Continued from Page 1) lative committee. Union leaders charged Governor Carey during negotiations — and legislators during the legislative hearing process — with violating the good faith mandate of the Taylor Law by coming up with the \$250 offer.



BEST FOOT FORWARD — Albany Region IV's second annual Mix 'n Mingle dance was held recently to give Civil Service Employees Assn. workers in the region a chance to get together socially. The event, at the Polish Community Center in Albany, was chaired by Motor Vehicles' Margaret Dittrich, left, and Rensselaer County's Marianne Herkenham. Here they take time out for a dance with Albany Region president Joseph McDermott and activities chairman Cosmo Lembo.

Suffolk Wildcat

(Continued from Page 1) get the employees back to work. Mr. LaValle was accompanied by state CSEA counsel Jack Rice in negotiations with Jack Mashikian, administrator.

Two pickets were arrested as the demonstration caused a crowd of several hundred to gather, generating a massive traffic jam outside the Center's

gates at 6:30 a.m. Mr. LaValle estimated 450 workers were out. Dr. Mashikian, who said there were 83 absentees, said "every one is missed because we are down about 100 employees from December because of the hiring freeze."

BULLETIN

Agreement has been made at Suffolk DC that employees will not be penalized under the Taylor Law, but will lose a day's pay for their action. "This is a kind of amnesty," said Thomas Whitney, one of the CSEA staff officials who flew to the scene. He also noted that "while we were there, we were able to solve seven or eight pending grievances."

Meanwhile, hundreds of CSEA chapter presidents and other local officers are participating in a series of leadership meetings across the state with union field supervisors and staff members to plan for the possibility of a strike.



GOWANDA GRADUATES — Commencement ceremonies were held recently at the Growney Rehabilitation Center, Gowanda Psychiatric Center, for the Center's 1975 School of Nursing graduates. The school, which has been in existence for the past 75 years, will graduate only two more classes since, among other nursing schools, it has been scheduled for closing due to state budgetary cutbacks. Above, bottom row from left: Wayne Schauer, Peggy Neumeister, Maureen Malone, Kathleen Barry, Holly Kingsley, Gail Reinhardt, Susan Sewastynowicz, Margaret Jemiolo, Mary Ann Buchina and Ronald Elvin. Top row from left: Michael Manzella, Darryl Derner, Theodore Cottillon, Deborah McCauley, Christine Proffie, Sandra Ploetz, Karen Duck, Susan Land, Debra Putney and Eber Davis. Graduates Suzanne Lyle, Deborah LoGrasso, Larry Milks and Craig Brown were not present.

Vollmer Is Installed As Buffalo Leader

BUFFALO — Joseph Vollmar has been installed as president of the 1,800-member Buffalo chapter, Civil Service Employees Assn.

The installation ceremonies, presided over by CSEA president Theodore Wenzl, were in the Statler Hilton here.

Also installed were: first vice-president, Peter Blaauboer; second vice-president, Curt Grass; third vice-president, Marian Trippe; treasurer, Stanley Jarosz; recording secretary, Delphine Bliss, and corresponding secretary, Sue Porpiglia.

Erie Library Unit Re-Elects Kothen

BUFFALO — Dorothy Kothen has been re-elected to her fourth term as president of the Library unit, Erie County Civil Service Employees Assn. chapter.

Also re-elected to a fourth term was Grace LoCloero, secretary.

Other officers in the 146-member unit include vice-president Alfred P. Nicosia; treasurer Barbara Kane, and sergeant-at-arms Edwin Mazur.

Lancaster SD Unit Holding Installation

LANCASTER—Officers for the more than 200-member Lancaster School District unit, Civil Service Employees Assn., were installed Sunday, June 29 at the Hearthstone Manor, Depew.

The officers are Ruth Walker, president; Austin Reamsnyder, vice-president; Peggy Sanders, secretary; Elli Kemna, treasurer, and Shirley Massino, sergeant-at-arms.

Three retiring members of the chapter also were honored at the installation ceremonies. They were Alexander Herian, Cecelia Ortner and Irene Kedzierski.

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

Ridgewood: The Community That Roared!

It was refreshing to see a small group of citizens, angered by high-handed tactics on the part of the New York City Fire Department, take matters into their own hands in a friendly sort of way.

I have in mind the episode of Engine 218 in Ridgewood, Brooklyn.

When the folks who live in the vicinity of the firehouse read the news that their firehouse was to be closed there was a grand "NO WAY."



THAYER

That exclamation was followed by an action which was variously described from taking of hostages to plain takeover.

Call it what you will, it worked and suddenly, a lot of people became keenly aware not only of the existence of Engine 218 but also of its importance to the

community which it serves.

Every neighborhood which was faced with a shutdown of its firehouse spoke of the men in glowing terms. In each instance the companies were described as the hub of community solidarity, the place where one could always seek and encounter a friend, a big hulk of an understanding firefighter who, by some strange inborn ability, seemed always to have the solution to any problem, be it emotional, domestic or civic but most important of all, smiling and with great understanding. It was sort of, "Sure I'll try to help... what's the problem?" Then after the problem is solved, "Glad to help... drop in anytime."

Of course, when you cease to be in touch with reality as most of the big guns happen to be, this is sort of hard to understand. However, in the case of 218 Engine, they heard it loud and clear.

The folks out Ridgewood way saw to it that their firehouse didn't close. They also saw to it that the apparatus and the men who man it didn't get out of their sight either.

The Commissioner sent an as-

sistant commissioner out to pacify the folks who live around the besieged firehouse. When he arrived with those gorgeous maltese crosses on his car, he was, in spite of his friendly manner, declared to be in cahoots with the enemy and he too was taken hostage and kept within the confines of company quarters from around 9 a.m. until late in the evening when, word from headquarters came through that the money had been granted and that Engine 218 would NEVER be closed, cross their hearts and hope to die!

Now if the people who live in the areas served by 89 Engine



in the Bronx and Engine 269 in Brooklyn had done the same thing, they too might still have their firehouses today. However, they may be without it forever more. Ain't that some kick in the head?

The galling thing about this whole mess is the fact that the

good guy firefighters, who shy away from any self-serving action most of the time, have once again been goaded into thinking about themselves in a physical sense because they feel that, in return for their dedication, they have been "taken... used as foils and pawns."

Of course, they are perfectly right.

When Mayor Beame realized that he was going to have more than a little flack from the darling of the crackerbarrel set, that mavin of the hayloft, Warren Anderson, he needed something much more dramatic than just the firing of a bunch of clerks and typists. That would not create any disaster trauma within the minds of people.

The Sanitation guys who went wildcat and struck were rewarded with return of their jobs. The good guys who recoil from that sort of blackmail get penalized for being nice guys. We therefore must believe that the impact of the stench of garbage shakes up the public a hell of a lot more than the quiet and many times anonymous magnificence of dedication and heroism. While Mayor Beame was rush-

ing around the marbled halls of Albany, the Senate is reported to have been in session debating a bill which would make sodomy legal in New York State.

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: 485-4248; 10 a.m.-3 p.m.); **State Office Campus**, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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.

Correction

The incorrect phone number for information on summer jobs for disadvantaged Westchester youths appeared in last week's Leader. The correct number is (914) 682-2890.

Tax Returns Audited? IRS Tells How To Appeal

MANHATTAN—The New York, N.Y. District Office of the Internal Revenue Service recently issued guidelines on appealing the results of an IRS income tax audit.

A given return is selected for audit, the IRS explained, because some needed information is missing or, more probably, because screening by computers and IRS staffers indicate a likelihood of errors on the return.

On the other hand, a department spokesman noted, a given return may have been chosen as part of a random sample for research studies. Selection of a return does not imply dishonesty or suspicion of criminal liability, the spokesman stressed. The ultimate aim, he added, is to insure taxpayers pay the correct amount of tax.

If an IRS auditor believes that the tax should have been more than shown on a return, he or she proposes to change the tax liability upward. Honest people can, and often do, disagree about interpretations of our complex tax laws.

If the taxpayer disagrees with a proposed change, the auditor explains the administrative ap-

peals process within the Internal Revenue Service, as well as how to appeal through the courts.

The first line of appeal is to the district conference staff. Members of a district conference staff work independently of examiners and their supervisors and try to view each case impartially, paying careful attention to your presentation of the facts, the tax law, and the arguments you feel support your position. Incidentally, district conferees can settle cases involving \$2,500 or less in tax per year by weighing the relative chances of success that the IRS or the taxpayer might have if the case were tried in court. This is referred to as "hazards of litigation."

If the taxpayer is not satisfied after meeting with a district conference staff member, or wishes to bypass this opportunity altogether, he or she may go to the next level. This is a conference with an appellate conferee in the IRS Regional Appellate Division, which is organizationally independent of not only the level that conducted the audit but also the district conference staff. Appellate conferees have the authority to settle any case based on the merits of the case and the hazards of litigation. An appellate conference is scheduled for the most convenient time and location possible for the taxpayer.

While the administrative appeals procedures are designed to enable a taxpayer to appeal with a minimum of inconvenience and without the expense of professional assistance, he has the right to have someone represent

him or accompany him at either the district or appellate conference.

With written authorization from the taxpayer, his attorney, certified public accountant, or anyone else enrolled to practice before the IRS, may represent the taxpayer at a conference in his absence. Some 98 percent of all disputed cases are settled by mutual agreement in audit or district and appellate conferences.

However, the taxpayer need not accept what he considers to be an unfavorable finding under the IRS administrative appeals procedures. The tax laws allow an appeal to the U.S. Tax Court, to the U.S. Court of Claims, and the U.S. District Courts.

Before someone can appeal to the Tax Court, he must have received from the IRS a formal letter, called a "90-day letter," or a "statutory notice of deficiency." The former term is used because a petition must be filed within 90 days from the date the notice is mailed to the taxpayer. If a notice is addressed to a taxpayer outside the United States, he has 150 days to file the petition. The IRS cannot collect the tax until the case is disposed of by the Tax Court.

If the amount of tax in dispute amounts to \$1,500 or less, the Tax Court has a simplified Small Tax Case Procedure. For detailed instructions and required forms, write to the Clerk of the Tax Court, U.S. Tax Court, Washington, D.C. 20217.

Commissioners of the Tax Court, who hear the small tax cases, try to help taxpayers by making the hearing as informal as possible.

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Erie's Three-Year Contract Contains \$2,200 - 20% Hikes

BUFFALO—In an 80 percent membership turnout, the Erie County chapter, Civil Service Employees Assn., accepted the county's final three-year contract proposal of raises ranging from \$2,200 to 22 percent.

The chapter voted 1046-704 to accept salary increases of 6 percent, with a minimum of \$600 for 1975, retroactive to Feb. 1 and 8 percent, with \$800 "floors" for 1976 and 1977. Approval by the County Legislature, expected this week, will mean larger paychecks beginning with the second pay period in July this month plus a retroactive paycheck.

"The large turnout proved that CSEA members want a democratic union and that given the facts and opportunity, they will respond by participating to the fullest extent," outgoing president George H. Clark explained after reversing efforts by a minority which sought to force the County Executive to submit the contract dispute for resolution by the County Legislature after both sides turned down a fact-finder's report earlier.

"We would have lost many benefit improvements, which can be gained by negotiations, in economically difficult situations and which are more important than money to some people if we had opted for submission to the county legislators. They only have the power to impose a one-year money pact and can ignore all other items previously agreed on by both parties," Mr. Clark continued. "Besides, we wanted the members to decide for themselves."

Among the fringe benefits gained in the package was the addition of major medical coverage with pre-pay minimums.

"Someone passed the word around that the \$100 for single and \$300 for family coverage deductibles would apply to all health insurance coverage, which would have been a reduction in benefits. The truth is regular 50/51 coverage continues as in the past, but now white-collar workers who exhaust those benefits can get additional, unlimited benefits after pre-paying the deductibles, Mr. Clark explained.

Other health insurance benefits contained in the package include a \$1 co-pay prescriptions plan and county payment of premiums for 90 days after an employee has exhausted all paid leaves.

Other contract improvements include: Removal of restrictions on use of personal leave, except for prior application requirements and which can be waived in emergencies; removal of minimum service requirements for crediting and use of vacation; removal of all departmental requirements to report for work when on jury duty; extension from three to five days of the period of sick leave for which no doctor's certificate is required, and granting of two days compensatory time to employees unable to use full-hour lunch periods because of the nature or scheduling of work.

Other changes, some of which apply only to specific groups of employees or which remove requirements of management's approval for benefits, are also contained in the contract. It was negotiated by a 10-member team. CSEA field representative Robert E. Young assisted.

Incoming president Victor E. Marr said pocket-size copies of the contract should be available to members shortly.

Wilcox Wins

BALLSTON SPA — Edward Wilcox was re-elected president of the Saratoga County chapter, Civil Service Employees Assn.

Other officers named to two-year terms were Leo M. Casey, vice-president; Monica Jump, treasurer; Elaine Ziemianski, recording secretary; Jane Kearney, corresponding secretary, and Charles Luch, Board of Directors representative.



WISHING WELL WELL WISHER — Eleanor S. Percy, president of the Jefferson County County chapter, Civil Service Employees Assn., extends best wishes to newly elected presidents of county CSEA groups. Ms. Percy met the three at Angelo's Wishing Well Restaurant, Watertown. Above, from left, are Ms. Percy, Edna Berry, president of the South Jefferson School District unit, Richard J. Grieco, Watertown City unit, Peter G. Grieco, Jefferson County unit, and Louie Sunderhaft, executive vice-president of CSEA Syracuse Region V, CSEA.

Lax Security With Juveniles Hit By Monroe Chapter Head

ROCHESTER—The president of the Monroe County chapter, Civil Service Employees Assn., accused county officials of ignoring security problems involving juveniles brought to Monroe County Family Court.

Martin R. Koenig said that during the past five months, at least 18 incidents have occurred in which probation staff members were assaulted by youthful probationers.

The most serious incidents, a few weeks ago took place when a probation officer aide suffered a fractured arm during a scuffle with a 15-year-old boy. It occurred in the court's detention area in the Hall of Justice.

Mr. Koenig said the aide was hospitalized briefly and has not returned to work.

"It's a bad scene," said Harold N. Fanning, CSEA representative for the probation staff. "The whole detention system here stirs up the kids."

Mr. Koenig said security problems have been discussed with Dennis A. Walsh, probation department director, but Mr. Walsh has given CSEA representatives "only verbal assurances" that improvements will be made. A security committee was formed in May, but no action has been taken on any of its recommendations, Mr. Koenig said.

Recommendations by the committee included training on how to handle disruptive youngsters, improved detention facilities in the Hall of Justice and more use of the courtroom at the Children's Center, where some juveniles are held.

Mr. Walsh said he requested reports on the assaults but does not expect them to be completed until this week.

Injuries such as those suffered by probation staff members are "unfortunately inherent with the job when you deal with disturbed

kids," he said. "I think we try to minimize it, but occasionally the lid blows off."

He admitted that some recommendations for improvements were made last January by some staff members. He said that was the reason a committee was named to study the problem.

Mr. Koenig said the security situation "is only one of a multitude of problems the CSEA has had with Mr. Walsh since the adult and Family Court probation departments were consolidated in January."

Last week, County Judge Eugene W. Bergin complained about probation department delays in completing pre-sentence investigations. Mr. Koenig said the complaint is only part of what he described as an "exploding" situation, adding that although the probation staff is

responsible for transporting juveniles from the Children's Center to the court, aides have received no special training for handling problem youngsters.

"You don't punch a kid out," he said. "There are proper methods, but we've never received the training."

The consolidation and plans to create satellite offices in the community have caused other problems which Mr. Koenig believes will shortchange the persons the department has a responsibility to help.

One of the satellite offices would be located in suburban Gates and is not readily accessible to city residents on probation who have to meet with officers, Mr. Koenig said. He said a bus line would have to be extended so those residents could get to the office.

Marr Will Head Erie's Chapter

BUFFALO — Victor Marr, chairman of the county workshop in Western Region VI of the Civil Service Employees Assn., has been elected president of the 5,200-member CSEA Erie County chapter.

Mr. Marr and other officers were installed June 23 at ceremonies in Buffalo.

Also elected were: first vice-president, Arthur Tomczak; second vice-president, Sal Castro; third vice-president, Michael Mc-

Gee; fourth vice-president, Joann Legant; fifth vice-president, Dorothy Kothen, and sixth vice-president, Robert Dobstaff.

Other officers include: treasurer, Rose Marie Sanders; sergeant-at-arms, Harry Brown, and financial secretary, Joseph Healy.

Salvatore Mogavero, president of the Erie Educational Employees chapter, was re-elected county representative to the state CSEA Board.



HVPC LEADER — Robert Thompson, center, was recently installed as the new president of the Harlem Valley Psychiatric Center chapter, Civil Service Employees Assn. The installing officer was Richard Snyder, left, president of the Wassaic Developmental Center CSEA chapter. John Deyo, a CSEA field representative, right, was guest speaker at the ceremonies.

Recommend 6% Hike For Fillmore School

BELMONT—A state fact-finder has recommended a 6 percent salary increase for all non-instructional employees of the Fillmore Central School District, Allegany County.

Thomas G. Gutteridge, of Buffalo, is the fact-finder named by the State Public Employment Relations Board in a contract dispute between the school district and the Civil Service Employees Assn. There are 46 em-

ployees in the unit which negotiates for custodians, food service workers, bus drivers, mechanics, cleaners, aides, monitors and typists.

The salary increase is to be in addition to any step increment the employees have earned and to be retroactive to June 30. Mr. Gutteridge called for retention of the present six-step salary schedule for the cook-manager.

The fact-finder proposed re-

placing the current retirement plan with the improved plan 75 which provides for a non-contributory 25-year career plan. The estimated cost of this plan during 1975-76, according to the fact-finder, is 22.8 percent of wages.

Mr. Gutteridge rejected requests for a co-paid prescription drug plan in the medical insurance program and for courtesy passes to sporting events.