

Civil Service LEADER

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What's In A Name?

— See Page 16



GLORY BANNER — This historic old flag gets a new lease on life, thanks to William Kempey, left, president of the Long Island chapter, Civil Service Employees Assn. The banner, carried in the Civil War by a Hempstead, Long Island, infantry company, saw fierce action in several battles, including Gettysburg. Mr. Kempey rescued it from renovations at the Hempstead Armory, where it had been displayed, and arranged for a new home: the State Military Museum at Albany. Helping Mr. Kempey display the flag is Al Freeman, chapter vice-president. (See story on page 9.)

WENZL RECOMMENDS LOCAL GOVERNMENT NEGOTIATE ON OWN

To Determine Pension Benefits

BUFFALO—Amendment of the Retirement and Social Security Law to provide for bilateral negotiations for improvements in retirement benefits for local government employees was urged by Theodore C. Wenzl in testimony here Nov. 15 before the Permanent Commission on Public Employee Pension and Retirement Systems, under the chairmanship of Otto Kinzel.

Dr. Wenzl, president of Civil Service Employees Assn., which includes approximately 80,000 members in local government jurisdictions, made the recommendation at the fourth and last of the meetings held by the Commission this month in New York City, Albany and Rochester, as well as Buffalo.

His statement to the Commission included a clarification of what he had previously recommended on local government negotiations at the Albany meeting of the Commission.

"As I stated yesterday," Dr. Wenzl said, "I do not feel that employees of local governments should be forced to negotiate improvements in their retirement plans in a coalition setting.

"Let me make it very clear that I feel it is an implicit right that retirement benefits should be negotiable. I realize that, prior to 1967, there were improvements made in retirement plans without benefits of negotiations. Since that time, there have been some, but very few changes in the retirement plans for some local governments without bilateral negotiations."

Dr. Wenzl went on to say that "CSEA takes a very strong position that the current Retirement and Social Security Law should be amended during the session of the Legislature so as to allow bilateral negotiations for improvements in retirement benefits for local government employees."

He further explained his position by saying that taking retirement off the bargaining table (Continued on Page 14)

Inside The Leader

Call World Trade Center Fire Alert System Hazard — See Page 3

Ask Minimum Salary At Ulster Public Hearing — See Page 3

Latest Eligible Lists — See Pages 8, 13, 15

Don't Repeat This!

Rocky Understands Laws Of Motion As To Voter Conduct

POLITICS is a game of maneuver, and Gov. Nelson A. Rockefeller is a consummate politician because he so fully comprehends the laws of motion as they apply to voter conduct. This special capacity of the Governor has repeatedly mystified his political

(Continued on Page 6)

File Petition Over SPA

ALBANY — The Civil Service Employees Assn. has filed a petition with the State Public Employment Relations Board to redefine the "professional" bargaining unit in the State University system that consists of active-teaching faculty as well as non-teaching professional employees.

A spokesman for CSEA said that the unit must be broken down so that the 25 percent of the 13,000-member unit within the State University of New York who are non-teaching professionals and who are currently represented by the Senate Professional Assn. can have the option to select CSEA in a representation election.

If PERB does find sufficient "difference of interest" within the now established group, presumably such an election would be possible.

In 1969 PERB declared that all SUNY professionals belonged in one group, but CSEA pointed out that non-teaching professionals within that group, such as administrators, computer operators, etc., might desire to be represented in their own negotiating unit. PERB therefore requested "sufficient reasons" to back up this claim by CSEA.

Since the time that the unit was established by PERB, seven sessions have been held with the state board, at which CSEA has presented various arguments showing why such a redefining

of the professional bargaining unit should be allowed.

Hope For Speed

CSEA hopes that PERB will issue a favorable decision before the end of this year and schedule a representation election between SPA and CSEA in January 1974.

The CSEA spokesman said that the State Office of Employee Relations had previously stated that the one-unit concept was the form it desired for such professional employees. But the union spokesman said that recently OER has remained neutral in this controversy.

CSEA is "confident" that PERB will find that the 3,600 non-teaching professionals, now represented by SPA, do have a (Continued on Page 9)

Aftermath Of Suspension — No Money To Eat

(Editor's Note: The following is from Eleanor Korchak, president of the Binghamton chapter, Civil Service Employees Assn. The Leader is printing this story as submitted by Ms. Korchak, because her own words describe as well as can be stated the degree of personal involvement and concern felt by Ms. Korchak and other employees of the chapter.)

An employee of the State University at Binghamton was passing through a restricted area when he noticed a door,

bolted from the inside, was left open. Curious, he went in and out in a matter of seconds. He'll never forget the resulting nightmare.

The university suspended him and charged him with entering a restricted area. He had taken nothing, and the university admitted he took nothing. The chapter grievance chairman, Charles Eynon, tried to point out the error in the suspension, to no avail.

The employee was suspended Sept. 21 to await a hearing.

After some days, Ms. Korchak, chapter president, tried to locate the em-

ployee for an interview with John Rittenger, attorney handling the case for Chernin and Gold, regional counsel. She checked with a neighbor and was shocked to hear that the employee was in terrible physical shape.

Ms. Korchak asked the grievance chairman to check the accused worker's apartment. However, the university would allow Mr. Eynon off only if he were to charge the time to his accruals. Another employee was dispatched.

This was Oct. 11, 20 days after the suspension. The worker was found in his apartment in a state of shock because

of hunger. He had no money to buy food or pay rent.

Attorney Rittenger sought help from the Welfare Department. He was told a 90-day waiting period was required to process the appeal.

The worker was also unable to collect unemployment compensation, because he was suspended without pay and technically was still on the university payroll.

Everyone regarded the injustice as phenomenal, and fellow employees became angels of mercy. They saw to (Continued on Page 3)

FIRE FLIES

by Paul Thayer

Feelers have been put out by the office of Deputy Police Commissioner of Administration, Paul Canick, to some top fire alarm telegraph dispatchers — offering many goodies if they would agree to be assigned to the Police Dept. and work at 911. The basic idea is to bail the Police Dept. out of the mess created by its 911 dispatching staff. Many of the P.D.'s 911 people are recruits from drug rehabilitation centers who are still dependent upon methadone (something this column has known for a year). I have listened to descriptions from police officers who saw these people freak out in front of their stations to the point where they couldn't answer a call if their life depended upon it. My informants tell me that hardly a week passes without multiple firings for alleged drug use, etc.

In one case they tell of a 911 dispatcher who on a Friday afternoon went over to the East Village at lunchtime to pick up his goodies for the weekend. On the return trip he was stopped by a police radio car for erratic driving. The guy let it be known that he expected special consideration because he worked at "Headquarters." The cops pulled him out of the car, found a quantity of dope, took him to Center Street and found out he

did work there . . . in 911. He was clapped into the slammer.

I'm told that the quantity of sugar these unfortunate people need and consume daily is tremendous. There are those in 911 who are trying to do a good job, but unfortunately the whole program gets the blackeye altogether until the thing gets straightened out.

Having been refused by all the fire alarm dispatchers who were approached, the P.D. — in the person of Commissioner Canick who was once a Deputy Fire Commissioner — tried to get around it another way. Mr. Canick was and is closely associated with and very much in favor of the Rand Corporation. So was his pal and associate Deputy Commissioner Rae D. Archibald who was fired when John T. O'Hagan took over as Commissioner. One of Mr. Archibald's last official acts — without his superiors' knowledge — was to approve a measure which would eliminate the civil service title of fire alarm dispatcher and would establish the civil service title of communications dispatcher. State law permits such changes but the people affected usually are notified about the change in advance. In this case not a word was said and the measure ended up on Deputy Mayor Hamilton's desk and was promptly signed, followed by the Mayor's signature one day later.

Meanwhile, the fire alarm dispatchers just happened to get wind of it and the effect was

(Continued on Page 11)

Police News

Police Recognition

The Police Dept. has awarded 287 of its members with departmental recognitions for outstanding performances. These recognitions are awarded in terms of promotional points which will count, where applicable, toward boosting the scores of recipients on promotional exams.

For space reasons, The Leader is listing here only the names of those 22 members who received Exceptional Merit, which counts 1 full point. Breakdown in other categories were: 65 received Commendations, worth 3/4 pt.; 137 received Meritorious Police Duty, worth 1/2 pt.; and 63 received Excellent Police Duty, worth 1/4 pt.

Exceptional Merit

Winners of Exceptional Merit points were: Sergeants Frederick Boll, Henry Healy, Louis Henry, Patrick Vahey;

Police Officers Joseph Doyle, Joseph Cochran, William B. Nolan, Jean Paquette, Anthony Messina, Leroy C. Green, James J. Mullahey, Vernon J. Evans, Joseph Dean, Robert Fitzpatrick, Frank Luceri, Ronald Lyman, Kenneth McCann, Robert Lucente, Larry Inniss, Robert Coker, Dennis Ryan, John Bowen.

★ ★ ★

4,000 Certified As Police Admin. Aides

The city Dept. of Personnel has formally certified 3,963 eligibles on the administrative aide list — from exam 2026 — for appointment as police administrative aides. Also certified for police administrative aide were three candidates on the regular police administrative list, exam 2251. Administrative aides certified were between nos. 126 and 5009 from the list established July 26, 1973. Police administrative aides certified were between nos. 1026 and 1500, from the list established March 21, 1973. For details on how civilian hiring in the Police Dept. is progressing, see story on Page 3.

State Has Jobs For Jr. Insurance Examiner In NYC

Anyone who has at least 24 undergraduate and/or graduate semester hours in accounting, plus a bachelor's degree, or college seniors who will meet these requirements upon graduation, may apply for a junior insurance examiner examination, no. 29-271, with the state. Starting salary, effective April 1, 1974, will be \$10,714 plus a \$200 differential in the New York City area.

Vacancies are anticipated in New York City only. Candidates' training and experience will be evaluated, including grade point average, relative class standing and completed accounting courses. See page 15 of The Leader for where to obtain applications for this position.

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HIGH IDEAS — Leslie C. Borden, center, a supervising janitor at the State University College at Oswego, describes his suggestion for scaffolding that earned him a merit award through the SUNY employee suggestion program, to Oswego president Dr. James E. Perdue, left, and plant superintendent Robert Bieling. The award included a certificate of merit and a \$50 check. SUNY's suggestion program is designed to recognize ideas and proposals that improve state service. The awards committee's citation noted that "Mr. Borden is commended for his ingenuity and inventiveness, displayed in his design for a scaffold which could be used for changing overhead lights in auditoriums where seat space and floor levels vary."

Research Ass't Position Opens At CSEA Hq.

ALBANY—College graduates, preferably those who majored in math, statistics or economics, may apply for the position of research assistant with the Civil Service Employees Assn., Inc. headquarters here. The job, which has a starting salary of \$10,059, also requires Albany area residence, a driver's license and good health, physical condition and moral character.

The association is a non-profit membership corporation of state employees and employees of political subdivisions. The position includes compiling data and presenting it in tabular or graphic forms; investigating specific problems; performing preliminary research for reports; contacting sources for data; preparing statistical and analytical reports; representing CSEA before governmental boards to support programs by statistical facts, and participating in collective bargaining sessions as a resource person.

A physical examination may be required before appointment and conviction of a felony, misdemeanor or other violation of law may bar appointment.

Candidates must have integrity, reliability, thoroughness, resourcefulness and good judgment. They must have the ability to meet and deal effectively with others and understand and carry out complex oral and written directions.

Also, they must be able to absorb knowledge of laws, rules and regulations governing public employees and communicate this knowledge to association members with clarity and accuracy.

Particular care will be used in selection with regard to mental, physical and personality qualifications.

Those interested in the position can obtain an application by writing to the Civil Service Employees Assn., Inc., attention: Thomas S. Whitney, Personnel Officer, 33 Elk St., Albany, N.Y. Completed applications and any additional information regarding education, training or previous employment should be sent to the same address before Dec. 1.

Federal News

Feds Reclassify Sexist Job Titles

The suffix "man" has been dropped from 52 job titles and replaced by "worker" or "operator." For example, salesmen has been reclassified as sales workers, crane operators as crane operators, foremen as blue collar worker supervisors, firemen as fire fighters, chamber maids as lodging quarters cleaners, and dressmakers and seamstresses as dressmakers.

The changes were adopted in the U.S. Census Bureau's Occupational Classifications System upon the recommendations of Women's Bureau and Manpower Admin. representatives of the Labor Dept. and of other members of the Federal Interagency Committee on Occupation Classification.

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Women and Work

The Brooklyn YWCA and the U.S. Dept. of Labor are hosting a one-day conference entitled "Women — Opportunities in the Working World" on Dec. 1 at the Brooklyn Y, 30 Third Ave. Registration is \$3.00. Phone TR 5-1190 for information.

Transit Art Sale

The art association of the Transit Authority will hold its annual Christmas Charity Sale from Dec. 3 through Dec. 7 in the main floor lobby of 370 Jay St., Brooklyn. Also, 50 cent raffles will be sold for five paintings donated by past and present members of the TA, and winners may select the painting they wish.

Engineer Physical

The 355 stationary engineer candidates who took the physical test for exam 2162 on Nov. 8, 9 and 12 have all passed, the city Dept. of Personnel reported last week.

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FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

CHRISTMAS HOLIDAY SPECIALS

LONDON — 9 Nights	
K-4019 Lv. Dec. 22. Ret. Jan. 1	(CB).....\$315
At the superior First Class HOTEL METROPOLE Plus Taxes & Gratuities	
LAS PALMAS, CANARY ISLANDS — 9 Nights	
K-4166 Lv. Dec. 21. Ret. Dec. 31	(MAP).....\$368
At the deluxe SANTA CATALINA HOTEL Plus Taxes & Gratuities	
LAS VEGAS — 3 Nights	
K-4517 Lv. Dec. 27. Ret. Dec. 30
At the deluxe FRONTIER HOTEL	
	\$169
	Taxes and gratuities \$ 35
LAS VEGAS — 4 Nights	
K-4516 Lv. Dec. 23. Ret. Dec. 27
At the ALADDIN HOTEL & CASINO	
	\$159
	Taxes and gratuities \$ 35
—or—	
At the deluxe FRONTIER HOTEL	
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	Taxes and gratuities \$ 35
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LAS VEGAS — 4 Nights	
K-4427 Leaving Dec. 30. Ret. Jan. 3
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Lv. Dec. 29. Ret. Jan. 5From \$405
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K-4344 Lv. Dec. 24. Ret. Dec. 31	(AB).....\$329
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TRADE CENTER FIRE ALERT SYSTEM CALLED HAZARD

The fire warning system in the World Trade Center leaves many offices unalerted when it is sounded, creating an "extremely serious safety hazard in case of fire," said Solomon Bendet, president of the New York Region, Civil Service Employees Assn., in a plea to the City fire commissioner.

In a letter to Commissioner John T. O'Hagan, Mr. Bendet asked for corrective action.

He explained: "Each floor of this building has two horns that serve to warn the employees of fire. The sound of these horns necessitates action to be taken by each employee to avoid the impending dangers of a fire. The two horns

are located in the center of each floor approximately 10 feet apart.

"Because of the location and limited number of horns on each floor, plus the physical layout of the office locations on the outer perimeter of the building, it becomes virtually impossible for employees located anywhere but in the center area of each

floor to hear the two alarm horns.

"During the recent fire drill of Sept. 6, many employees remained at their work stations because of an inability to hear these fire horns and never even realized there was a fire drill. If there were an actual fire, the present existing conditions would create an extremely serious

safety hazard.

"Since all buildings in the New York City area come under your jurisdiction for required fire safety codes, I appeal to you to have the World Trade Center correct this hazardous situation. Why wait until several hundred people are injured or lose their lives and then start an investigation?"

200 In Ulster Due Pay Hikes In Budget

FISHKILL — The Ulster County Legislature has recommended a \$5,000 annual salary minimum for any County employee, and support was quickly announced by the Civil Service Employees Assn.

According to Peter J. Svago, chairman of the Ulster County Legislature, the body recommends that the new salary floor begin on Jan. 1, 1974. Approximately 200 County employees will receive an upward salary adjustment to reflect the \$5,000 minimum.

Hearing Tonight

James J. Lennon, vice-president of CSEA and president of its Southern Region, announced his total support for the recommendation. A public hearing on the county budget, which contains this new salary minimum, will be held at 7 p.m. Nov. 20 at the County Office Building, Kingston.

Mr. Lennon will make a statement outlining the CSEA stand, and urged everyone "to support this laudable action of the Ulster County Legislature which relates to the economic needs of our County employees."

Wage Study

It was also announced that Mr. Lennon had directed Joseph J. Dolan, CSEA director of local government affairs, and William

L. Blom, CSEA director of research, to meet with the county to conduct a wage and salary classification study covering all employees in accordance with the contract. A meeting has been set.

Both Ulster County chapter president Harold DeGraff and Ulster County unit president John Donnaruma supported Mr. Lennon's statement.

Aftermath Of A Suspension

(Continued from Page 1)
it that he was fed and received medical attention.

One person contacted his family doctor, obtained needed medication, and took care of the weakened man daily. Others sent food and visited him to boost his spirits.

The emergency ward at the hospital said the man should be hospitalized but he feared being in the hospital on the day of his hearing, and he stayed at home.

Offer Compromise

The hearing day was Oct. 17, and at the close of the session the hearing officer conferred with the SUNY attorney and they offered a compromise: reinstate the employee as of 11 p.m. Oct. 17 if the employee would drop his grievance procedure against SUNY. It would not constitute a break in service for the employee, and previous accumulated benefits would continue.

Don't Agree

His attorney and the CSEA representative did not agree, and felt that the worker should be reinstated with back pay.

The man said he had no choice but to accept the compromise, because he needed his regular salary for rent and food. He did not want to continue taking charity from his fellow workers.

Ms. Korchak asked the grievance chairman to take up a collection to obtain immediate money, but was told by a university spokesman that this would not be necessary because the university would provide an "advance" on his pay check.



OATH OF OFFICE — CSEA field representative Ann Chandler, right, installs the new slate of officers of the Division of Housing and Community Renewal chapter in New York City. With her, from right, are president Thomas DiNatale, first vice-president Lester Chance, second vice-president Frederick Maltz, third vice-president Jerry Corbin, treasurer Phyllis Runco, and secretary Debbie Miller. Martin Geraghty, not shown, is the retiring president.

Morella Lauds County Speed On Back Pay

WHITE PLAINS — There was speed, not foot-dragging, by Westchester County in computing and distributing retroactive pay to employees, and Michael Morella, president of the Westchester County unit, Civil Service Employees Assn., responded with a quick thank-you letter.

Writing to County Executive Edwin G. Michaelian, Mr. Morella said:

"I wish to extend my gratitude on behalf of the members and employees of Westchester County with respect to the promptness that the retroactive pay was computed and distributed.

"The personnel in the finance and data processing should be complimented for a job well done. It should be noted that they lived up to their commitment to the union of getting this pay out by Oct. 15, 1973. It was a very complex computation that involved thousands of employees.

"Our union did some investigations concerning other municipalities and county governments and we discovered that this type of computation usually took six to nine months to accomplish."

Slater Appointed

ALBANY — Ilene J. Slater, of New York City, has been named a member of the State Workmen's Compensation Board for a term ending Dec. 31, 1978, at an annual salary of \$32,575.

CSEA calendar

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

November

- 21—Installation of officers, Taconic chapter, Baird State Park.
- 26—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghamton.
- 28—Buffalo chapter meeting: 6 p.m., Plaza Suite, Buffalo.
- 28—CSEA Board of Directors meeting: 33 Elk St., Albany.
- 28—Orange County chapter board of directors meeting, 7:30 p.m., at headquarters, Wickham Avenue, Middletown.
- 29—Dutchess County chapter and Dutchess Education chapter meeting at Regional office in Fishkill, first such meeting of chapters in new Region office.
- 29—Executive board meeting, New York City chapter, at 5:15 p.m., at Willy's Restaurant, 166 William St., New York.
- 30—Southern Region executive board meeting at 8 p.m., at Holiday Inn, Newburgh.

December

- 1—Installation luncheon meeting of New York Region 11:30 a.m., at Travelers Hotel, 94th St. and Grand Central Parkway, Queens.
- 6—Metropolitan Division of Employment Chapter 350 buffet and dance from 6:30 p.m., at Martin Luther King Jr. Labor Center, 310 West 43 St., New York.
- 7—Onondaga chapter meeting and dinner dance, 6:30 p.m., at Liverpool Country Club, Tulip St. Road, Liverpool.

Safety Plans Under Study

ALBANY — The Administrative Services Unit Safety Committee of the Civil Service Employees Assn. held its first meeting with State officials in Albany at the Civil Service Department on Oct. 31 to discuss the implementation of Section 14 of the State CSEA Administrative Unit contract, which deals with employee safety programs.

The committee considered the need for expanded safety programs, setting up first aid courses and the purchase of first aid kits. Under the negotiated agreement, \$16,500 has been allocated by the State for these three programs.

The committee discussed tentative guidelines for using these funds. Final plans will be formulated in future meetings.

Members of the CSEA committee are: Lois E. Marriott, West Seneca State School; Irene Carr, State Respiratory Disease Clinic; Marie Romanelli, State University at New Paltz; Vincent Rubano, State Insurance Fund; Lester Jeffries, Department of Labor, and Nellie DeGroselliers, New York State Police.

John Conoby, CSEA collective negotiating specialist; and Dr. Edward Diamond, CSEA director of education, were also present at the meeting.

D'Antoni To Speak At NY Region Installation

Albert D'Antoni, a career civil servant who has recently been named chairman of the Workmen's Compensation Board, will be principal speaker at the installation meeting of the New York City Region 2, Civil Service Employees Assn.

The meeting is scheduled for Dec. 1 at the Travelers' Motel,

near LaGuardia Airport in Queens, according to Region president Solomon Bendet. Location of the motel is on 94th St. off the Grand Central Parkway. The luncheon meeting is slated to begin at 11:30 a.m.

CSEA president Theodore C. Wenzl will be the installing officer. Those to be installed, be-

sides Mr. Bendet, are first vice-president Ronnie Smith, of Willowbrook State Hospital, second vice-president Vincent Rubano, of the State Insurance Fund, third vice-president William Cunningham, of Brooklyn State Hospital; secretary Dorothy King, of Creedmoor State Hospital, and treasurer Rocco D'On-

ofrio, of the Division of Employment.

Mr. Bendet, who also serves as president of the New York City chapter, pointed out that the guest speaker, Mr. D'Antoni, a former vice-president of the City chapter, began his career as a mail boy, and has, step by step, earned his way up the ladder.

TEACHER ELIGIBLE LISTS

TEACHER OF PERFORMING ARTS (DANCE) IN DAY HIGH SCHOOLS
 (Alternate B)
 (12-71 exam)
 Helene C. Andreu, 82,40.

bu Avram, 6952; Dolores Cosquer, 6307; Charles Coleman, 6064.

TEACHER OF FINE ARTS IN DAY HIGH SCHOOLS
 (Alternate B)
 (7-69 exam) Supplement
 Norma Bengiat, 6704; Elaine Belmonte, 6681.

TEACHER OF FRENCH IN DAY HIGH SCHOOLS
 Alternate B
 (1-70 exam) Supplement
 Alice Kerman, 8905; Albit Rivers, 8625; Edith Silberman, 8585; Lorraine Davis, 8506; Marie Samtoy, 8265; Sidney Mazo, 7865; Charles Fletcher, 7744; Fay Berlin, 7741; Elizabeth Willis, 7623; Daniel Glatzer, 7582; Helen McQuillan, 7261; Harriet Davidson, 7143; Ruth Lowe, 7062; Ralph Fiore, 7060; Mary Aailyan, 7059; Ronnie Zolondek, 7021; Martin Pellicano, 6980; Gail Stein, 6941; Dorothy Nelson, 6899; Lavern Johnson, 6658; Carl Hecht, 6620; Nina Stein, 6258.

TEACHER OF FINE ARTS IN DAY HIGH SCHOOLS
 (Alternate B)
 (10-69 exam) Supplement
 Phyllis Cohen, 8294; Edward Davin, 7990; Barbara Marin, 7772; Raymond Egan, 7754; Judith Mandell, 7612; Jeanne McDonagh, 7609; Raymond Ring, 7506; Norman Sanders, 7479; David Grossman, 7400; Daniel Slapo, 7242; June Kotlow, 7077; Angela Cocchini, 6950; Judith Sinnerich, 6082.

GUIDANCE COUNSELOR IN DAY HIGH SCHOOLS
 Alternate B
 (6-69 exam) Supplement
 Paula Shapiro, 6900; Phyllis Simon, 6225.

TEACHER OF FINE ARTS IN DAY HIGH SCHOOLS
 (Alternate B)
 (1-70 exam) Supplement
 Margaret Pomfret, 7823; Rosalie Dolsk, 7670; Robert Leibel, 7590; Earl Jung, 7433; Harriet Goodman, 7275; Stanley Goldstein, 7229; Marilyn Liotta, 7106; Frieda Hoffman, 7076; Grace Seid, 7030; Alice Cobon, 6988; Patricia Pollock, 6799; Mary McCarthy, 6757; Harriet Zimmerman, 6727; Franklin Gardner, 6684; Elena Orejas, 6648; Jeffrey Kusnitz, 6593; Marvin Wolfman, 6392; Barbara Bruce, 6377; Margaret Mansfield, 6330; Mollyann Dealbert, 6307; Anthony Morales, 6227; Nancy Cowan, 6174; Barry Barash, 6090; Martha Lowell, 6062.

No Experience For Steno Job Is Required

No formal education or experience is required to become a stenographer with New York City agencies. Salary is \$6,100.

TEACHER OF FINE ARTS IN DAY HIGH SCHOOLS
 (Alternate B)
 (5-70 exam) Supplement
 Edith Mendel, 7340; Robert Zaslav, 6950; Melyna Reiter, 6680; Betty Perez, 6672; Trudy Adler, 6595; Richard Salcer, 6547; Joan Tanner, 6514; Jacqueline Gould, 6481; Kathleen Berti, 6284; Paul Dannecker, 6194; George Krauss, 6174; Ralph Mrowka, 6140; Diane Wolk, 6101; Sylvia Shurgin, 6050.

Filing for stenographer, exam 3035, is open until further notice. Applicants may take the test from 9 a.m. to 10 a.m. any weekday in room M-10 on the mezzanine floor at 40 Worth St., Manhattan.

TEACHER OF FRENCH IN DAY HIGH SCHOOLS
 (Alternate B)
 (7-69 exam) Supplement
 Claude Fabius, 7747; Marie Goodyear, 7183.

Candidates will be screened through a stenographic test, consisting of taking dictation at 80 words per minute for three minutes, and a 60-item multiple choice test based on the dictation to determine understanding of the dictated material.

TEACHER OF FRENCH IN DAY HIGH SCHOOLS
 (Alternate B)
 (10-69 exam) Supplement
 Patricia Whalen, 8906; Betty Powell, 8706; Marion Anokol, 8550; Lydia Gomez, 7972; Frank Cortale, 7760; Leu-

Final Key Answers

The city Civil Service Commission has rendered final key answers for the following exams:

Prom. to Motor Grader Operator (TA), Exam 2587 — test held Dec. 9, 1972. Changes: no. 6, from B to B and/or C; no. 9, delete; no. 29, from B to B and/or C; no. 53, from C to B and/or C; no. 55, from A to A and/or C; no. 59, from C to A and/or C; and no. 73, from A to A and/or C and/or D.

Prom. to Sr. Building Custodian, Exam 2613 — test held May 19, 1973. No changes.

Court Test Rescheduled

Promotional examinations by the Administrative Board of the Judicial Conference of the State of New York for the title of assistant court clerk for New York City and Suffolk County have been rescheduled from Dec. 8, 1973 to Feb. 9, 1974, the board has announced. Applications for the exams, no. 55-373 for New York and no. 55-374 for Suffolk County, will be accepted until Jan. 4, 1974.

THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

Meeting Of The N.Y. State Council Of School District Administrators (NYSCSDA) Part II

Editor's Note: Dr. Bloomfield attended this conference and reports here on his interview with Commissioner of Education Ewald Nyquist. He reports on the speech of the State Director of Education Performance and Review, Daniel Klepak, later in the series.)

GROSSINGER'S, N.Y.—DR. BLOOMFIELD: Why did you select as the theme for your talk the topic "Optional Learning Environments"?

DR. NYQUIST: I like to talk about "Optional Learning Environments"—other people call them "Alternative Schools"—but "Alternative" means "two" and there are many more options than two.

I hope to make greater use of the intellectual capacity of our kids, to relieve some boredom among senior high school students who are going to college, and to work towards our ideal of a "Zero Reject" system. We've got to do something about the dropout situation.



JACK BLOOMFIELD

We've got to develop more alternatives than we have — more options — that will keep kids interested in school and make greater use of their intellectual capacities. That's why we're on to this subject. It has a high priority.

DR. BLOOMFIELD: Among the things that you mentioned in a similar speech at Teachers College at the Superintendents Work Conference were some comments concerning present-day schools in which you referred to them as being largely homogeneous institutions, authoritarian, oppressive, coercive, repressive and having closed teaching systems. How widespread is that?

DR. NYQUIST: There's enough of it to make us want to change it. I can't give you a quantified rundown on those characteristics. There's enough of it so that it becomes a matter of importance that we change it. At least for some kids.

DR. BLOOMFIELD: You have indicated that the optional learning environments be organized so that students have an input. Would you explain?

DR. NYQUIST: One of the basic characteristics of developing a more humanistic system of education is to involve all of the people affected by decisions in the decision-making process.

By that I don't mean that if you have a student body of a thousand that you have to involve every single one of them. At least you should have representative involvement. That's what I meant by that remark.

DR. BLOOMFIELD: To go a step farther, what would you consider the role of the teacher?

DR. NYQUIST: I think any good Superintendent of Schools operating a good exemplary democratic system — in which we are supposed to be living — does involve his teachers in development of curriculum and policies to be established.

DR. BLOOMFIELD: Does that give the principal a greater role too?

DR. NYQUIST: I've said that if you're really going to have developed really working substantive optional learning environments, the key, it seems to me — once the Superintendent sets the tone — is leadership on the part of the principal.

DR. BLOOMFIELD: There could be a problem principals might face if they are not clear about the meaning of two very important thrusts of the State Education Department these days. I'm referring to Career Education and Humanistic Education. Are they closely allied or are they antagonistic?

DR. NYQUIST: They are not antagonistic at all. I think that Career Education doesn't just involve only specific skills and occupations. It's more than that. It's making kids aware at an early date that eventually they're going into the world of work and they ought to be getting good guidance; they ought to be analyzing their own feelings and attitudes; the options should be made clear to them.

Career Education just seems to me to be — because it emphasizes the individual's capacity and skills, and where he is going in the world of work — part of a humanistic system.

DR. BLOOMFIELD: Is there a danger that some Career Education and Optional Learning Environment people would cut down on the Liberal Arts?

DR. NYQUIST: Not at all. Not at all. On the contrary, you don't eliminate or circumscribe the general education or the liberal arts that a student receives in the high schools. Many of the kids who are going on to college and graduate work in the various disciplines need the liberal arts. But they should be aware of what you can do with a liberal education. That's what Career Education is all about.

(Next Week: Dr. Nyquist's comments on the federal government's withdrawal of funds from New York City's District 19 for not complying with a testing program; his speech on Optional Learning Environments.)



Dr. Bloomfield (left) interviews Dr. Nyquist.

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TUESDAY, NOVEMBER 20, 1973

The American Code

UNDOUBTEDLY there are good reasons for the recent directive to payroll and personnel officers of all state departments and agencies calling for ethnic identification, by means of code numbers, to be entered at the time of an employee's initial appointment to state service.

We are reluctant to identify this directive as one that seeks information about race or nationality, since there is great lack of clarity on this point. Of the seven categories, coded from 00 to 06, some seem intended to determine race, others nationality, others continent of origin, others cultural background.

Since the directive was issued on stationery from the Office of the State Comptroller, Division of Audit and Accounts, Solomon Bendet, president of the New York City Region of the Civil Service Employees Assn., as well as its New York City chapter, has requested an explanation of the directive's intent from State Comptroller Arthur Levitt. Mr. Bendet's letter points out the fear of his membership that such coding could ultimately be used in violation of anti-discrimination laws regarding appointments on the basis of merit and fitness.

We're sure, though, the reasons are all meant for the best, in particular to verify that all ethnic minorities are proportionately represented. It has been reported that the directive is in keeping with federal policy.

We hope there is a better reason, though. If standards should be revised, then what happens to the Merit System? Consider what the situation is if the exams and appointments are slanted to give greater representation to one group. In time they reach, then surpass their allotment, and you have a reverse situation.

Bad as discrimination is; bad as the undermining of the Merit System can be . . . there is, in our opinion, something worse. And that is the thoughtless pigeonholing of people into arbitrary categories.

There are so many ambiguities in the categories that it taxes the mind to settle for just one or two examples. For starters, one category is for Spanish-surnamed people. This includes those people whose origin is from Latin America. Now Latin America includes Portuguese-speaking Brazil, of which a sizeable proportion of the population is American Indian. Latin America includes English-speaking Guyana, of which a sizeable segment of the population is East Indian. Latin America includes French-speaking Haiti, of which a sizeable proportion of the population is black.

Looking toward Asia, Pakistanis are listed 00 for white, Chinese as 04 for Asian Americans, Malaysians as 06 for other. Culturally they are generally akin. Racially, the Chinese and Malaysians are considered to be members of the Mongolian or yellow race, not to mention that nearly half the population of Malaya is of Chinese extraction.

The Indo-Chinese nations are not even mentioned. That would really throw the computer. Indian. Is that white 00? Chinese. Is that yellow 04? Together as Indo-Chinese. That must be "other" 06. Maybe it should all be included: 000406.

We've all heard of Indo-China now. That's where Laos, Cambodia and Viet Nam are located. Most "Americans" found out about those nations when they started getting postcards mailed from there by their sons and brothers.

It may be stretching a point, but we think that the same lack of information about other people—even our own American peoples—is what takes the ethnic identification coding beyond the realm of mere unfortunate incident to what we call an American tragedy.

Don't Repeat This!

(Continued from Page 1)
opponents and has given rise to widespread speculation as to his future political plans.

In the midst of speculation that the Governor is planning to run for President in 1976, Rockefeller announced plans for constructing a sports stadium atop of the Sunnyside, Queens, railroad yards. The Governor's announcement killed plans of New Jersey to build a sports stadium in the Jersey meadows, which would have housed the football Giants and a racetrack.

Plans Withdrawn

On the one hand, Rockefeller's announcement precipitated the withdrawal of plans of Merrill Lynch and other Wall Street firms to finance a proposed bond issue to finance the construction of the Jersey sports center. On the other hand, the Governor's announcement may have disturbed Republicans in New Jersey including Gov. William Cahill and defeated Republican candidate for Governor, Congressman Charles W. Sandman.

Politicians might have assumed that the Governor would under no circumstances take any action that might offend some New Jersey Republicans, in view of widespread speculation that he plans to run for President in 1976.

What is obvious about the Governor's action in this respect is that he puts the interests of this state first, irrespective of other ambitions that he may or may not have. The curious thing about the Governor's action is that the football Giants, who had planned to move to New Jersey, may be faced with the pleasant prospect of playing their season at a refurbished Yankee Stadium. When that happens, only Governor Rockefeller will deserve credit for that accomplishment.

Matter Of Timing

In a similar realistic vein, Rockefeller made it clear that transit fares in New York City will be bound to increase, as a result of voters' disapproval of the Transportation Bond Proposition. The reality of that situation is the fact that voters in upstate areas and in suburban counties adjoining New York City voted against the Proposition. In effect this means that legislators from those areas will be reluctant to vote for appropriation of funds to subsidize the City transit fares. Some of those who opposed the Transportation Bond Proposition assumed that the Governor would somehow prevent a fare increase to 80 cents in the City, because 1974 is a gubernatorial election year.

It may indeed turn out that the Governor will find some imaginative procedure for avoiding such a sharp increase in transit fares in New York City. That problem may become a matter of timing, another matter about which the Governor is a master.

In view of the critical fuel energy crisis, suburban and upstate legislators may see the necessity for state subsidies of mass transportation facilities throughout the state, when rising prices of gasoline and shortages may make use of the private automobile an impossible luxury.

Mrs. Beljean Set

ALBANY—Diane Beljean, of Pearl River, has been appointed to the Board of Trustees of Rockland Community College for an unsalaried term ending June 30, 1976.



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.

The Buffalo Education Case

A recent decision of State PERB involved a charge of improper employer practices against the City of Buffalo Board of Education alleging violations of Civil Service Law, Section 29-a.1(a), (b) and (d). The charge involved a refusal by the employer to recognize the union as a negotiating agent; a refusal to negotiate in good faith; an allegation of a unilateral change in civil service status and method of determining wages of employees, and an allegation that the employer had carried on individual negotiations with employees after the union had made its demand for recognition. The employer admitted these allegations, but defended on the grounds that its conduct did not violate the Taylor Law, since the union had neither been recognized nor certified as the negotiating agent.

The hearing officer in this case found no violation of the employer's obligation to negotiate in good faith, since the union had not been recognized or certified. The employer's refusal to negotiate under those circumstances was not improper. The hearing officer, however, found that the employer violated Section 209-a.1(a) of the Act by conducting negotiations with individual employees after the union had demanded recognition as negotiating agent for such employees. He also concluded that a unilateral change in the civil service status of such employees and the method of determining wages was not violative of the Taylor Law.

STATE PERB AGREED with the hearing officer and adopted his conclusion that the record in the case did not establish a violation of 209-a.1(d). The Board further agreed with the hearing officer that by negotiating with individual employees after a demand for recognition, the employer violated Section 209-a.1(a).

The hearing officer reasoned that while the employer was under no obligation to negotiate with the union, nevertheless, negotiations by the employer with individual employees under the circumstances of this case interfered with, restrained and coerced employees in the exercise of protected rights in violation of the Taylor Law. The employer conceded that it launched "a campaign of individual negotiations subsequent to the request for recognition, thus establishing the required intent."

The facts of the case indicated with regard to the unilateral changes in civil service status and method of wage determination that these changes had been contemplated by the employer prior to the filing of the petition by the union in March, 1972. The hearing officer, therefore, felt that these changes were not motivated by a purpose or intent to interfere with, restrain or coerce employees in the exercise of protected rights.

THE BOARD DISAGREED and stated, "We agree as a matter of general principle that an employer may make unilateral changes in terms and conditions of employment (absent a recognized or certified negotiating agent) provided the changes were under consideration prior to the request for recognition by the employee organization and are economically motivated. However, in the instant case, the means used by the employer to effect these changes . . . a campaign of negotiations with individual employees while a question of representation was pending . . . are so inherently destructive of employee rights granted by the Act that it taints the changes themselves so as to make them violative of Section 209-a.1(a)."

"If the negotiations violate the Act, then the implementation of the results of such negotiations is also a violation of the Act. We, therefore, find that under the circumstances present here, the unilateral changes in civil service status and in the method of determining wages constitute a violation of Section 209-a.1(a)." *In the Matter of Board of Education, City of Buffalo*, 6 PERB 3050, Case No. U-0667.

Ashton Appointed

ALBANY—William T. Ashton, of Saratoga Springs, has been appointed to the newly constituted State Racing Commission for a term ending Feb. 1, 1978. Members receive \$100 for each day spent on Commission business.

Two On Council

ALBANY—The Governor has appointed Eugene Bourdon, of Cobleskill, and Avery DeLuca, of Sharon Springs, to the Council of the Agricultural and Technical College at Cobleskill. There is no salary.

Letters To The Editor

Base Pension Law On Grades, Steps

Editor, The Leader:

Concerning pensions, I wish to take this opportunity to inform you that this idea, "that retirement benefits automatically increase as the pay grade is increased," was originally put forth by myself several years ago. However I am not seeking recognition but wish to dwell on a subsequent follow-up idea that I submitted.

It is my belief and contention that we do not need any legislation in this matter. The advent of the Feld-Hamilton law and its creation of the classification of employees into grades, as spelled out in the law, makes old laws concerning salaries obsolete. Any pension laws based on salaries only, and not taking

into account this new concept of grades and step in grades, are and should be declared null and void. It is my belief that an employee must be retired from his job by its classification; in the grade he holds at the step in his grade at time of retirement, and that his salary is just incidental.

I suggest that the legal staff of the CSEA do some research in this matter and perhaps the courts could decide the merits of it.

David Sanders, Retired
Former Special Agent,
Labor Dept.
Fair Lawn, N.J.

Stenos Passed Over For Last 3 Years

Editor, The Leader:
An Administrative Assistant

Clerk/Stenographer Examination #9559 was given in June 1970, over three years ago. We who passed the first part of the A.A. Clerk exam then had to hire our own typewriters, take dictation at 100 words per minute and transcribe it in order to pass. Yet, not one qualified A.A. Stenographer has been called. All the A.A. Stenographer positions are filled by provisionals. The whole list contains about 50 names, yet it is dormant for three years.

We have been calling, writing complaining and trying to amend this situation for years, yet nothing has ever been done about it, and apparently nothing will ever be done about it, it seems. Is civil service still in existence or in name only?

What a waste of time, money and effort of studying, going to school and trying to pass and what an unnecessary waste of energy for everybody involved. I suppose the City will wait another little while for the A.A. Stenographer list to expire, then, they will go right ahead and give another test and do the same thing all over again. What a farce. Isn't there anyone who can do something about this malfeasance?

Throughout the whole Department of Social Services, Grade 2's have been promoted provisionally to Grade 4's, 5's and even higher. It's not what you know, but, who you know. Tests do not seem to matter any more. Is the City trying to do away with civil service with these methods? Can't someone, somewhere, somehow, something or anything be done about this chicanery?

(Name Withhold)
Brooklyn

LI Retiree Expects More Toll Books

Editor, The Leader:

I am writing this letter as a member of the Civil Service Employees Assn. and as past president of the Long Island Parks chapter of CSEA.

I retired in October 1971, and was informed that whenever I needed a toll book for Jones Beach, I would have no problem. I applied for and received toll books for 1971 and 1972. But when I applied for a toll book for 1973, I received a book of ten tickets. When I applied for a new toll book, I waited for about two weeks and heard nothing about it. I called up a friend of mine, also a member of CSEA, who works in the Babylon office of the Parks Commission to find out why I did not receive my toll book.

The following day, this friend called me up and told me that I would not receive any more tickets as that was the limit for this year.

I think it is a damn shame that a person who has worked for 30 years for an outfit that has money to spend so freely for a lot of items, denies a retired person — not only myself, but other retired employees — the right to visit or to go fishing, which I like to do. I like to go to Jones Beach at least two or three times a week, so what good are ten tickets a year?

I think when a person gives the best part of his life working for the state, county or town, he deserves better treatment than that.

William Josanne,
Merrick, L.I.

Where's Location Pay Differential?

Editor The Leader:

You are no doubt aware of the \$200 "Location Pay" given to Civil Service Employees of N.Y. State, residing in the New York City area. It is my understanding that the employees in the Albany area do not receive this differential "extra."

As of April 1, 1973, when the new contract went into effect, those employees who completed the required 26 bi-weekly pay periods, were brought up to the minimum salary of \$6,000 annually. In my case, this included the \$200 Location Pay; I was expecting the \$6,000 plus the \$200.

Can you please tell me why I should lose the differential pay? Or is it not differential pay at all? I have not been able to get a plausible explanation from the sources available.

Sylvia Millman,
Jackson Heights

Praises Mid-Island Hospital Staff

Editor, The Leader:

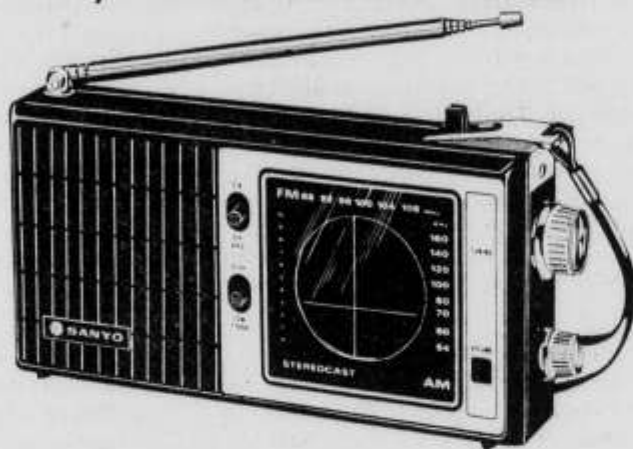
I was recently in the Mid-Island Hospital for my heart and other complications. The CC unit in this hospital is the best that anyone could have.

Nurses, aides, all personnel in this hospital were beyond my talking about. No matter what you wanted and, above and beyond their duties, they washed, shaved, rubbed you down. No matter what the hour of night or day, they were there.

I would like to give a boost to Mid-Island Hospital in Bethpage.

Joseph F. Gambino,
President, Region 10
Department of Transportation

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Discharged Wrongly, Wassaic Case Won

(Special to The Leader)

WASSAIC — Deborah Palmer, a member of the Wassaic State School chapter of the Civil Service Employees Assn., has been reinstated in her job and awarded approximately \$3,000 in back pay as a result of a judgment against Richard Merges, acting director of Wassaic State School, by New York State Supreme Court Justice John W. Sweeny.

Ms. Palmer had been employed as a Mental Hygiene assistant therapist aide at Wassaic from Sept. 18, 1972, until her termination on or about May 24, 1973. Her probationary period started Sept. 28, 1972 and was to have terminated on Mar. 29. On Mar. 26, Ms. Palmer was advised that her probationary period was to be extended until May 24. At the end of the extended probationary time, she was terminated without a hearing of charges.

To Night Shift

During the time of her employment, Ms. Palmer had worked on the day shift in D-infirmery until Nov. 11, 1972. She then moved to the night shift because of staffing problems, at the request of her supervisor, with the understanding that she could go back on days on request. Ms. Palmer was transferred back to days on Mar. 28, after many petitions to her supervisors.

As part of CSEA's legal assistance program for its members, CSEA regional attorney Thomas D. Mahar Jr. argued that "the extension of Ms. Palmer's probation period beyond 26 weeks was wrongful and in violation of Rule 4.5 (A) (3) of the Civil Service Law, and hence, Ms. Palmer was wrongfully removed, since her appointment became permanent at the end of the 26 week probation period."

Rule 4.5 (A) (3) states in part: "The appointing officer may,

however, in his discretion, offer such probationer an opportunity to serve a second probationary term of not less than four nor more than 12 weeks in a different assignment."

Same Duties

Mahar claimed that Ms. Palmer had changed shifts in March at her own request and that this shift-change did not constitute a different assignment, since she performed the same duties under the same supervisors in the same infirmary. He contended that her appointment ripened into a permanent one on Mar. 29 because she was not placed in a different assignment for the extended probationary period.

The State argued in part that the shift change did constitute a different assignment.

In deciding in favor of Ms. Palmer, Judge Sweeny stated, "If all that was contemplated during the course of a second probationary period was a 'shift change,' the descriptive term 're-assignment' should have been used rather than the term 'different assignment.'"

Vague Section

He continued, "Accordingly, the Court must construe the re-assignment to the day shift, made at petitioner's request, as a pure coincidence. Respondent (the State) cannot use the vagueness of this section of its rules to obviate its omission to give petitioner a 'different assignment' during the second probationary period."

A similar, precedent-setting case, fought by CSEA was decided in favor of Matt Nuttilla, a Department of Transportation employee, last spring. Nuttilla had been given an additional probationary period, which he served in the same assignment as his initial probationary period, and was then terminated.

A CSEA spokesman said "These two cases furnish important legal precedents and add clarification to this section of the Civil Service Law."



SIGN DONATION — The Herkimer County chapter of the Civil Service Employees Assn. presents a sign to the county for the new Herkimer County Home for the Aged. From left are: Jack Gallagher, statewide CSEA treasurer; Michael Sweet, president of the Herkimer County chapter of CSEA; Victor Norman, chairman of the Herkimer County Legislature; Mary Sullivan, president of the Herkimer County employees unit of CSEA, and Michael Bush, commissioner of social services for the county.

State And County Eligible Lists

EXAM 34820
ADMINISTRATIVE SRVS G-18
Test Held Oct. 14, 1972
List Est. July 25, 1973

1 Oursler J Massapequa	90.5	62 Articulo J Schenectady	81.2	87 Bellinger P Albany	78.1
2 McGirr D Buffalo	88.6	63 Vrooman E Voorheesvil	81.1	88 Roth M Watervliet	78.0
3 Schlesinger R Hackensack	88.3	64 Schmidt M Rensselaer	81.0	89 Muehl S Albany	77.9
4 Mitchell G Albany	87.7	65 Dunham M Scotia	80.7	90 Ryan R Schenectady	77.8
5 Gerardi K Roslyn Hrs	86.8	66 Fetterly K Albany	80.5	91 Peister R Albany	77.7
6 Carey J Schenectady	86.6	67 Church A Ballston Lk	80.5	92 Rosenkranz R Albany	77.5
7 Pozefsky C Schenectady	86.0	68 Zielinski T Middle Vill	80.4	93 Rampolla M Latham	77.5
8 Herman A NYC	85.9	69 Atteberry K Hyde Pk	80.4	94 Birth M Albany	77.5
9 Blot K Albany	85.5	70 Zuvers A Rochester	80.3	95 Coburn J Albany	77.5
10 Schulman J Merrick	85.4	71 Dryer E NY	80.2	96 Sedlmayer F Castleton	77.4
11 Speckard H Bridgewater	85.0	72 Mancinelli E Bklyn	80.1	97 Debye N Kinderhook	77.3
12 Sanders J Schenectady	84.9	73 Cushman W Corning	80.0	98 Jones G Wantagh	77.1
13 Serrett W Willard	84.9	74 Montague G Round Lk	80.0	99 Wanson B Flushing	77.0
14 Boyle D Glenham	84.8	75 Johnson J Ithaca	80.0	100 Forget D Ballston Spa	77.0
15 Purcell J Latham	84.8	76 Pittinsky M NY	80.0	100A Senkowsky D Grahamsville	77.0
16 Irzik R Clarence	84.6	77 Davies J Watervliet	79.9	101 Whelan J N Tonawanda	77.0
17 Sawran T Oswego	84.5	78 Glubiak G Brewster	79.9	102 Davies C Utica	76.9
18 Fava L Barneveld	84.5	79 Conroy J Watervliet	79.8	103 Hansen I Rego Pk	76.9
19 Ruhe H NY	84.4	80 Meyer S Bklyn	79.8	104 Westfall A Albany	76.9
20 Miller W Ballston Lk	84.2	81 Malachowski M Bklyn	79.8	105 Smith G Bklyn	76.8
21 McKenna W Hamilton Bch	84.2	82 Cawley B Dansville	79.8	106 Hughes J Latham	76.8
22 Schuff J Albany	84.1	83 Barish B NY	79.6	107 None	
23 Torkelson R Cohoes	84.0	84 Mulvey J Albany	79.6	108 Adlowitz F Albany	76.7
24 Levy D Flushing	83.7	85 Janitz M Syracuse	79.6	109 Church P Albany	76.7
25 Miller H NY	83.5	86 Dulin K Schenectady	79.5	110 Levine H Fulton	76.6
26 Blum T Malden Brg	83.4	87 Neylan T Albany	79.4	111 Hillsley E Albany	76.6
27 O'Bryan J Troy	83.1	88 Capuano C Athens	79.3	112 Donnelly T E Greenbush	76.6
28 Humphrey B Webster	82.7	89 Baker P Delmar	79.2	113 Yanson D Albany	76.6
29 Markowitz A Loudonville	82.3	90 Bogen W Bx	79.1	114 Ksenich R Loudonville	76.5
30 Burrell C Latham	82.3	91 Bishop I Troy	79.0	115 Siegel J Bklyn	76.5
31 Champagne D E Syracuse	82.2	92 Hyland E Rensselaer	79.0	116 Kneis P Tonawanda	76.5
32 Mitchell K Jackson Hrs	82.1	93 Kelly D Latham	78.9	117 Quinn R Bklyn	76.5
33 Brockhouse F Vestal	82.0	94 Childs G Menands	78.9	117A Findlay D NY	76.4
34 Mattei A Albany	82.0	95 Felicetti J Albany	78.8	118 Steup F Newburgh	76.3
35 Montoro Daniel Albany	82.0	96 Baciewicz B Watervliet	78.7	119 Hclaughlin R Utica	76.3
36 Bendel M Scotch Pl NJ	81.9	97 Jones D Johnstown	78.7	120 Calhoun R Saratoga	76.3
37 Walsh A Albany	81.9	98 Kahan J Bklyn	78.7	121 None	
38 Schomaker E Endwell	81.8	99 Grande C Bx	78.6	122 Fetterly G Albany	76.2
39 Baez J Queens	81.7	80 Kaufman F Jamaica	78.5	123 Czajak E Albany	76.2
40 Kerwin D Troy	81.7	81 Burron D Albany	78.5	124 Richardson D Schenectady	76.2
41 Terwilliger G Poughkeepsie	81.5	82 McArthur P Delmar	78.5	125 Claxton F Ogdensburg	76.1
		83 Ness K Bklyn	78.5	126 Puccio P Albany	76.0
		84 Kelleher J Selden	78.3	127 Moore M Albany	76.0
		85 Miller K Albany	78.3	128 Carnell D Slingerlands	76.0
		86 Seiden M NY	78.1	129 Holunzee A Wappinger Fls	75.9
				130 Israel R Bklyn	75.9
				131 Mahar W Troy	75.7
				132 Ziegler B N Syracuse	75.7
				133 Nottke H Latham	75.5
				134 Muscarella S Buffalo	75.4
				135 Himler M Clay	75.4
				136 Kaiser R Albany	75.3
				137 Casaly R Ballston Spa	75.3
				138 Dillon F Berne	75.3
				139 Brown P Canistota	75.3
				140 Herman W Rochester	75.3
				141 Heisman L Albany	75.2
				142 Mastrogiacomolo N Syracuse	75.2
				143 Brennan J Schenectady	75.2
				144 Baker B Troy	75.1
				145 Jaworowski H Bx	75.0
				146 Bittle P Pawling	75.0
				147 Martin R Scotia	75.0
				148 Chase L Alcove	75.0
				149 Mengel F Albany	74.9
				150 Gates C Albany	74.8
				151 Goldenberg P Bx	74.7
				152 Rinebolt J Albany	74.7
				153 Kirsch B Holbrook	74.7
				154 Forslin G Massena	74.7
				155 Jimpson L Albany	74.6
				156 McNamara T Pleasant Val	74.6
				157 Maheris F Troy	74.6
				158 Oathout B Clinton	74.5
				159 Hayward D Syracuse	74.3
				160 Parisi F Schenectady	74.3
				161 Cavanagh P Orchard Pk	74.2
				162 Connolly K Scotia	74.2
				163 Dreyer D Poughkeepsie	74.1
				164 DiBello R Dormansville	74.1
				165 Bena J Mechanicvil	74.1
				166 Ehrenhaft H Albany	74.0
				167 Roth W Bx	74.0
				168 Cusack J Troy	74.0
				169 Olson N NY	73.9
				170 George K Endwell	73.8
				171 Johnson D Rochester	73.8
				172 Conley C Albany	73.8
				173 Bromley T Albany	73.8
				174 O'Donnell J Buffalo	73.7
				175 Wallace B E Greenbush	73.7
				176 Ricci J Schenectady	73.6



NEW OFFICERS — Theodore C. Wenzl, seated left, president of the Civil Service Employees Assn., recently installed new officers at the State University of New York at Fredonia chapter. Seated next to Dr. Wenzl are, from left, Sara Sievert, chapter president; Ed Gornikiewicz, vice-president, and Sara Looney, principal speaker at the installation dinner. Standing, from left, are, Veronica Scharer,

vice-president; Phillip Miller, CSEA field representative; Frances Granata, alternate delegate; Maryann Bentham, corresponding secretary; Elaine Repasch, recording secretary; Harold Hopkins, master of ceremonies; Marie Cave, vice-president; Thomas J. McDonough, CSEA executive vice-president; and Marietta Godbey, treasurer. Stephen Tizzano, vice-president, and Marion Anderson, delegate, were absent.

(To Be Continued Next Week)

ROSE MARCINKOWSKI: Sets Example On Her Job As Well As In CSEA Activity

By HERB GELLER

"IT'S more than just a job. You really get a feeling about the children in these institutions," said Rose Marcinkowski, president of the Civil Service Employees Assn.'s Highland State School chapter.

"And more than that, the children get a feeling about you. Even if you do not work directly with the children, you set an example for them. So many of them come from broken homes and are looking for some kind of reassurance that they have a place in our society.

"You never know when some small action of yours may arouse some great outswelling of



emotion by a child — either of anger or of devotion," she explained, "and that's why it is so important that we have interested people who are aware of this — not only the workers here, but the legislators and the public at large."

She tells of instances where she has been surprised at the closeness she has developed with some of the children: of the little tokens of their affection, such as a gift of flowers, or admiration for clothes, so that they attempt to dress in the same manner.

Ms. Marcinkowski works as an account clerk at the school and not directly with the 100 boys and girls between the ages of 7 and 12 who are sent to the Highland State School by the courts.

"The children are all around us. We see them in the office, when they come to sign their vouchers and when we go to take a walk, and, of course, after a while you get to know some of these kids — their good qualities and their bad qualities," she said.

"What you get to know the most is that a lot of these children can be helped and

*Children can be helped
and that's what the
state training schools
try to do, and
succeed doing in many cases.*

that's what the state training schools try to do and succeed doing in most cases," she said.

She knows of many cases where children have come to the training schools with some of the worst traumas and mixups possible in their young lives, and have been helped to find

their way to a normal life. Sometimes after they are sent home, these children either call or write to the school and in some cases even pay a friendly visit to their former institution.

"When kids are sent home we tell them that we would like to see them again on a visit, not on a return trip to the school ordered by the courts," Ms. Marcinkowski said.

The Highland State Training School's children rank high among Rose Marcinkowski's interests. Another is CSEA, for which she served for many years as Southern Conference treasurer and as a member of the CSEA labor-management team for the State Division for Youth.

As treasurer Rose tried to make sure that all financial matters were handled correctly in behalf of all chapters and all the members of the Southern Conference.

"People have a tendency to vote money without thinking about where it is going to come from. It was my job to see how much was in our treasury and whether we could make expenditures," she said.

She considered herself the watchdog of the Conference's funds and gave anyone seeking an appropriation for a special group a good argument until she was sure the expenditure would benefit the entire Conference.

She also tried to see that a healthy balance remained in the treasury, and remembers a time when the Southern Conference had zero in its treasury. "I don't think it should ever go down to zero again," she said.

Rose is one of those people who lives, eats and breathes CSEA. The week she was interviewed by The Leader she had spent two days in Albany with the labor-management team, attended the final Southern Conference meet-

*There is the satisfaction
of knowing you
have done a good job
for your fellow employees
and for CSEA.*

ing in Newburgh and attended labor college courses at Orange Community College.

Her other activities are her family, which includes her husband George, employed by Stauffer Chemical Company in Newburgh, and her four children, who are all married, and six grandchildren. The family goes camping as a hobby, Ms. Marcinkowski said.

A CSEA member since 1962 when she went to work at the Highland School, Rose feels that all members of the organization, despite differences in the areas where they live and the types of jobs they have, should stand together and work for the good of CSEA.

SHE also would like to see more people step forward and devote some of their time to CSEA without looking for reimbursement. "There is no reimbursement. There is the satisfaction of knowing you have done a good job for your fellow employees and for CSEA, and the fun of meeting a lot of different people all working for the same goal," she said.

Ms. Marcinkowski believes CSEA has had good leadership and particularly praises President Ted Wenzl and Nicholas Puzifferri, president of the Southern Conference under whom she served for many years.

"Nick is a good friend, a swell guy and a great leader of the Southern Conference. I will really miss him," Ms. Marcinkowski said.

"On the other, Jim Lennon's years of service as first vice-president have certainly earned him the respect needed to be a strong leader for the new Southern Region," she said. "I'm sure he'll succeed."



James Lennon, left, Civil Service Employees Assn. vice-president, does the honors in installing new officers of the Purchase chapter, State University of New York. Pictured with him are John Olsen, president, second from left; Leonard Gerardi, vice-president, and Virginia Meagher, treasurer. Not shown is Roseanne Ucci, secretary.

Lennon Cites Responsiveness Goal; Olson Heads New Purchase Slate

PURCHASE—John Lennon, Southern Region president and vice-president of the Civil Service Employees Assn., outlined the CSEA decentralization to become more responsive to members' needs, in a talk at the installation of officers for the Purchase chapter, State University of New York.

The officers he installed were John Olson, president, Leonard Gerardi, vice-president; Virginia Meagher, treasurer; and Roseanne Ucci, secretary.

The speaker praised the work of the outgoing president and chapter founder, Gertrude De Vincent.

Regarding decentralization, Mr.

Lennon noted that the CSEA can be "more responsive and more responsible to our needs on a local or regional basis."

He continued: "Your chapter president is on the regional executive board. I will appoint, if you so desire, a special state university committee of the Southern Region. This will allow your chapter officers to meet with chapter officers of New Paltz for better lines of communication.

"We are opening a regional office in Fishkill. This is the central point of our region and a good place to hold a meeting for chapters."

Retirement Is Topic Of JSEA Nov. 27

NEW YORK — The Jewish State Employees Assn. of New York will meet Nov. 27 to hear Alvin Smirensky of the New York State Retirement System, Albany, discuss retirement benefits.

The meeting, a day earlier than usual, will be at 5:30 p.m. in Room 1, at 80 Centre St., Manhattan.

Sylvia R. Miller, JSEA president, said that Morris J. Solomon, a former president, heads the Chanukah Luncheon committee. The event will be held Dec. 23 from 12:30 p.m. at Ratner's Club 100, Norfolk and Delancey Streets, Manhattan.

File Petition

(Continued from Page 1)

different community of interest than those who are faculty members and will order an election as soon as possible.

"The choice of union representation can be made on a more legitimate basis," the CSEA spokesman said, "and not because of a State-imposed bargaining unit that throws teaching and non-teaching employees together arbitrarily."

State Museum Given Hempstead 'Old Glory'

HEMPSTEAD — William Kempey, president of the Long Island Armories chapter of the Civil Service Employees Assn., last week turned over to the State Military Museum a rare Civil War flag.

The old flag, which sustained bullet holes and bloodstains in fierce fighting with a Hempstead infantry company at Gettysburg and a score of other Civil War battles, will be preserved for posterity at Albany.

Mr. Kempey, superintendent of the Hempstead Armory, saved the flag from possible loss or destruction. It had been displayed in the Hempstead Armory from 1935, after it had been restored by members of the local Daughters of the American Revolution unit.

When renovations loomed at the armory, Mr. Kempey worried that the flag might be lost or damaged if it were shifted to a place where it would be accessible. Instead, he arranged its

permanent preservation at Albany. Last week he turned over the banner to General Frank Higgins, vice chief of staff to Governor Rockefeller.

The flag, which was carried by the volunteers of Company H, 119th Infantry Regiment, bears an unusual arrangement of 35 stars, formed in the shape of one large star. The 13 red and white stripes are in the traditional arrangement.

Mr. Kempey was sworn in for another term as chapter president Oct. 24. Also installed were Al Freeman, vice-president; Don Brown, treasurer, and Bob Brady, secretary. The officers were installed by CSEA field representative Rudy Zunik at a luncheon for delegates from the 10 armories in the chapter.

This Week's New York City Eligible Lists

EXAM 0210

SR PUB HLTH PHYSCN

This list of 19 eligibles, established Nov. 14, resulted from evaluation of 24 candidates. Salary is \$26,750.

No. 1 — 95.65%

1 J Warren Toff, Dorothy Trice, Jane V Williams, Gabriele B Lobel, William L Nute Jr, Beatrice S Slater, Emanuel Schwartz, Donald Nathan, Edmund S Hurdle, Anthony C Mustalish, William C Drucker, Victoria So-

loway, Gary M Eidsvold, Frances L Zoeckler, Pearl I Romeo, Chenya Huang, David Steinberg, Richard I Kirshenbaum, Roslyn Gardner.

EXAM 3579

PROM TO PUB HLTH PHYSCN HLTH SERV ADM

This list of three eligibles, established Nov. 14, resulted from Aug. 29 oral testing, for which six candidates filed, six were called and four appeared. Sal-

ary is \$26,750.

No. 1 — 86.495%

1 Dorothy L Trice, J Warren Toff, Beatrice S Slater.

EXAM 2730

PROM TO SR PURCHASE INSPECT-PRINTG & STATNRY, OFC OF COMPTN

This list of three eligibles, established Nov. 14, resulted from Oct. 1 oral testing for which six candidates filed, four were called and four appeared. Salary is

\$11,200.

No. 1 — 87.845%

1 Harold Siegler, Harold F Greenblatt, Raymond B Rapp.

EXAM 2763

PROM TO SUPVG DEMO INSPECT MUNICIL SERV ADM

This list of two eligibles, established Nov. 14, resulted from Sept. 12 oral testing for which eight candidates filed, two were called and two appeared. Salary

is \$13,200.

No. 1 — 92.895%

1 Herman Mayer, Joseph Camarda.

EXAM 3652

PROM TO ADM LANDSCAPE ARCH

This list of two eligibles, established Nov. 14, for use by two city agencies, resulted from Oct. 25 oral testing for which four candidates filed, four were called and four appeared. Managerial salary is \$19,589.

Parks Adm

No. 1 — 84.615%

1 Seymour M Adler.

Munic Serv Admin

No. 1 — 82.975%

1 Alvin C Delitzscher.

EXAM 2775

PROM TO CAPT-SLUGE BOAT ENVIRNL PROTECT ADM

This list of two eligibles, established Nov. 14, resulted from Sept. 22 oral and practical testing for which two candidates filed, two were called and two appeared. Salary is \$18,186.

No. 1 — 95.15%

1 Salvino Danzleri, Aage Feldthausen.

EXAM 2759

PROM TO WIPER-UNIFORMED FIRE DEPT

This list of seven eligibles, established Nov. 14, resulted from Sept. 10 were called and seven appeared. Salary is \$14,867.

No. 1 — 91.25%

1 Henry B Wassmer, Ambrose J Lyons, Emil C Loreaux, Edward M Flanagan, Henry J Ryan, John L Donlon, John Rafferty.

EXAM 2587

PROM TO MOTOR GRADER OF TRANSPORT ADM

This list of 16 eligibles, established Nov. 14, resulted from Dec. 9, 1972 written and Aug. 27 & 28, 1973, practical testing for which 266 candidates filed, 233 were called and 177 appeared for the written and 18 were called and 16 appeared for the practical. Salary is \$18,300.

No. 1 — 80.17%

1 Joseph M Salvato, Joseph Palmeri, Michael D Grosso, John Blasi, Mario L Locascio, George V Cleary, John A Perosi, Joseph P O'Connor, William R Gallinagh, William C Finn Jr, Harry Schlossberg, John Bolembach, Dennis B Spitalere, Donald Alexander, Joseph F Parisi, Anthony P Tufarella.

EXAM 1104

PRINC HUMAN RESRCS SPEC-PUBLIC AFFRS

This list of 22 eligibles, established Nov. 14, resulted from evaluation and Sept. 25 oral testing for which 107 candidates filed, 48 were called and 22 appeared. Salary is \$13,100.

No. 1 — 103.15%

1 William L Meachem, Samuel Elber, Sabin O Mancini, Ron Smolia, Jared S Lebow, Nicholas R Milroy, Robert S Pollock, Lewis B Chester, John M Fahey, Thomas G Brennan, Patricia R Beson, Eugene J Welsh, Arthur J Cunningham, Albert Glick, Rosamond March, Robert Carson, Ann Roush, Peter E Barrett, Betty A Pudney, Earl E Weber.

No. 21 — 75.35%

21 Louis F O'Neill Jr, Elaine M Hess.



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Fire Flies

By PAUL THAYER

(Continued from Page 2)

explosive to say the least. Even the high brass of their own union claimed they didn't know a thing about it, but I do not believe this.

Fire alarm dispatchers are now in a position where Commissioner Canick is free in several ways to raid and take over Fire Dept. personnel to rectify his 911 mess. Offers made under certain conditions to some dispatchers with family obligations were difficult to refuse. It took a lot of chicanery, plotting and planning and a 'on of call' to pull this one off, but Mr. Canick managed.

Now the "communications dispatcher" list may be used for both Police and Fire. That is why Mr. Canick took the last fire alarm dispatcher civil service exam, placing no. 2 on the present list. He wanted to know if the people who could pass that test would be capable of working for 911 as well.

When the fire alarm dispatchers realized that this thing was signed, sealed and delivered, they went to Commissioner O'Hagan who was as chagrined and amazed and angry as they were. Who approved the measure for the Fire Department? That guy who was just bounced, Archibald, appears without much doubt to be the culprit, acting in cahoots with his fellow Rand aide, Canick.

There are some things that might be done about it. Commissioner O'Hagan and his staff

are sympathetic and the last thing anybody in the Fire Dept. wants is to have the morale in the dispatchers' circle go any lower than it is.

There is no provision for money or promotion in the new set-up. That is marked "to be determined later." The City Dept. of Personnel representatives simply ask the fire alarm dispatchers to go along "in good faith" on such important matters. Hearing the City asking for "good faith" from anybody is one of the biggest jokes in years.

I understand that Commissioner O'Hagan wants to keep the fire alarm dispatchers close to the F.D. circle of things and to improve their lots because, as a firefighter himself, he realizes the need for the very special and expert talent which these men not only possess but exhibit every moment they work.

He has promised co-operation but unfortunately it may remain for the new Administration to take a firm hand in the matter. After all, Lindsay-Hamilton, Inc. still remembers that certain people in certain fire unions raised hell in Miami when Lindsay was putting his best foot forward during the Democratic Convention. These last two months have already proved that neither one of them care a damn for the Fire Dept. or anyone connected with it.

As one fire dispatcher who sees the handwriting on the wall and is looking for a new job in the private sector told me: "I will be damned if I'll work for the P.D. Who the hell wants to work for an outfit where one-third of the force spies on the other two-thirds?"



MASKED FOR FUN — Here are a few of the happy celebrants at a Halloween party for children at the Institute for Research in Mental Retardation, on Staten Island. The party was sponsored by the Basic Research chapter, Civil Service Employees Assn., and decorations and costumes were donated by ward personnel.

State Correction Officer Job Open

Correction officer jobs with New York State are still available. Men between 20 and 37 years old with a high school diploma and in good physical condition may apply to take an exam for correction officer (male) from now until further notice.

Starting salary is \$10,155 to \$10,355 for a job in one of the various correctional facilities, correction youth camps or correction hospitals throughout the state.

Candidates must compete in the examination for the region in which they live and the state has been broken into seven regions (1 through 7) with exam numbers 20-541 through 20-547, respectively. Region 7, which is exam no. 20-547, encompasses Bronx, Dutchess, Kings, Nassau, New

York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, Sullivan, Ulster and Westchester Counties.

See page 15 of The Leader for where to apply for this job. Date of exams will be announced to candidates through the mail.

The written exam for correction officer is designed to test candidates' knowledge, skills and/or abilities in such areas as using good judgment, following directions and understanding and interpreting written material.

Those who pass the written test will undergo a medical exam and investigative character screening. Candidates must have at least 20/40 vision in each eye (glasses permitted), be at least 5'7", weigh at least 145 lbs. and have satisfactory hearing. They must also be legally eligible to carry firearms.

Metro DofE Sets Buffet & Dance

A buffet and dance will be held on Dec. 6 by the Metropolitan Division of Employment Chapter 350, Civil Service Employees Assn. The site is the Martin Luther King Jr. Labor Center, F.D.R. Ballroom, 310 West 43rd St., New York City.

John L. LoMonaco, chapter president, said the event will run from 6:30 p.m. to midnight, and Al Conte will head a 5-piece band. Tickets are \$3 each, and the chairman is Carl Laurino of Brooklyn, telephone DE 6-2210.

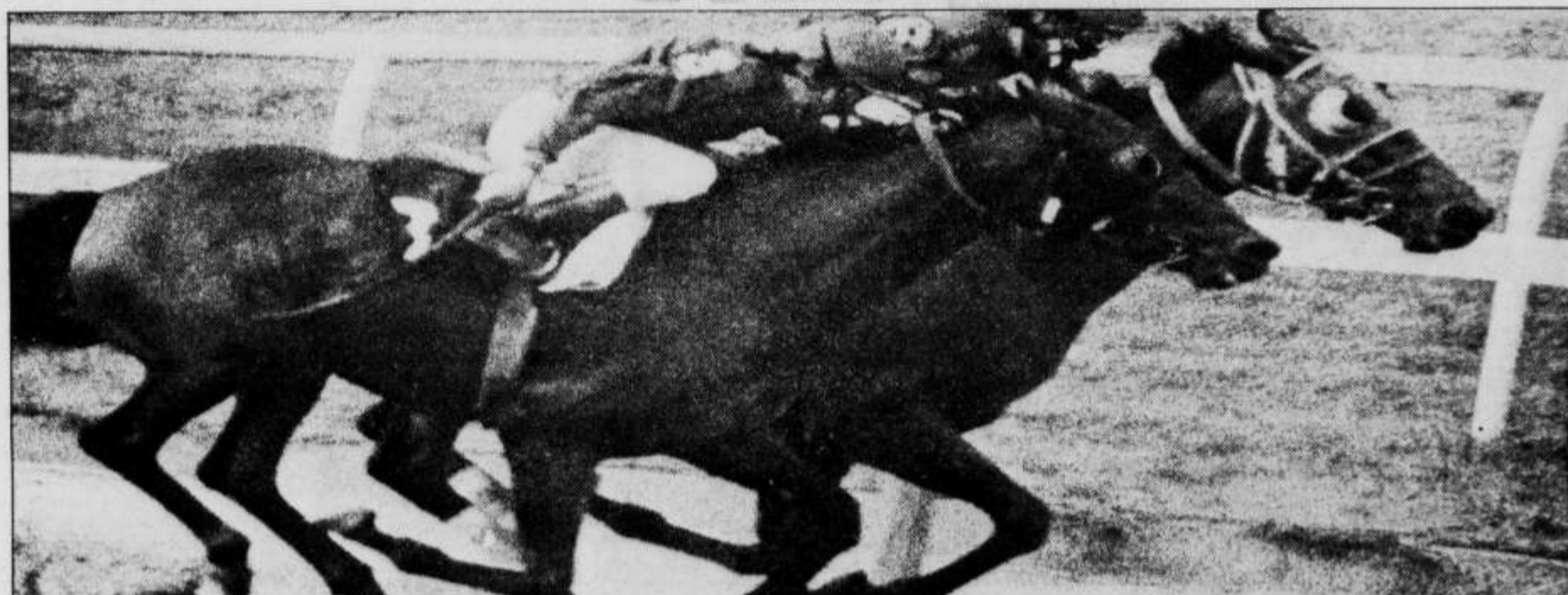
Watch The Nets Dec. 2 For \$2

MINEOLA — A 69 percent discount has been arranged for Civil Service Employees Assn. members on the New York Nets basketball game Dec. 2 at the Nassau Coliseum. The \$6.50 tickets are \$2.

The Nets will be playing the California Cougars. Members may obtain tickets by calling Nassau chapter headquarters at (516) 742-7777.

Oneida Yule Dinner

UTICA — The Oneida County chapter, Civil Service Employees Assn., will hold a Christmas party and dinner Dec. 20 at the Twin Ponds Golf and Country Club. Starting time is 6:30 p.m. The committee includes Lewis Eddy and Teddie Kowalczyk, chairmen; Beatrice DeSantis and Teresa Boehlert, tickets; and Roger Solimando, publicity.



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Sanman Certs

A total of 595 eligibles from sanitation man exam 9110 have been certified for 145 job openings with the Environmental Protection Administration. The last number certified was 5900.

Shop Clerk Physical

Three hundred eighty candidates for shop clerk, exam 2159, were called to take their physical examination Nov. 12 and Nov. 15, according to the city Dept. of Personnel.

Oneida Scholarship

CHADWICKS — The Oneida County chapter, Civil Service Employees Assn., has awarded a year's full tuition scholarship at Mohawk Valley Community College to Lorraine Marriott, daughter of Mr. and Mrs. Melvin C. Marriott of Chadwicks. The chapter offers the scholarship annually to the son or daughter of a member.

Typist Exam

A total of 582 candidates for typist were called to take competitive practical exam 3101 Nov. 14 to Nov. 20, according to figures released by the city Dept. of Personnel last week.

Eligibles

**EXAM 2264
PRIN ILLUSTRATOR**

This list of seven eligibles, established Nov. 14, resulted from written testing for which 68 candidates filed, 46 were called and 36 appeared. Salary is \$13,300.

No. 1 — 85.50%

1 Herbert Stollmack, Jack Bloom, Peter Koban, Anthony A Ferraro, John Lamountain, Tracy T Schlicher, Herbert L Fefferman.

EXAM 2714

**PROM TO PRIN ILLUSTRATOR
MUNIC SERV ADMIN**

This list of one eligible, established Nov. 14, resulted from June 27 written testing for which six candidates filed, three were called and three appeared. Salary is \$13,300.

No. 1 — 76.975%

1 Salvatore DeRosa.

EXAM 2613

**PROM TO SR BLDG CUST
MUNIC SERV ADM**

This list of 17 eligibles, established Nov. 14, for use by two city agencies, resulted from May 19 written testing, for which 83 candidates, 35 were called and 31 appeared. Salary is \$10,750.

Munic Serv Adm

No. 1 — 83.475%

1 James H Traylor, Luther M Lytton, Avon L Gresham, John E Weinbuch, Carmel C Borg, Wilbur O Washington, William Arroyo, Charles F Bryant, John H Brown.

Soc Servs

No. 1 — 83.0%

1 Michael Mazulerich, Stanley L Centkowski, Juan A Cruz, Leroy Pruden Jr, Frank D Boddie, Leroy Pruden Sr, Joseph C Rodriguez, Michael Ponterosa.

EXAM 3578

**PROM TO ASST LANDSCAPE
ARCH**

This list of two eligibles, established Nov. 14, for use by two city agencies, resulted from evaluation and oral testing Sept. 25 for which two candidates filed, two were called and two appeared. Salary is \$13,300.

Hsing Auth

No. 1 — 70.63%

1 Keith S Clark.

Parks Admin

No. 1 — 88.64%

1 Oscar Willings.

Collecting Agent Physic

A total of 390 candidates for exam 3571, promotion to collecting agent, were called to take their physical examination Nov. 13 & 14, the city Dept. of Personnel announced last week.

Law Clerk Exam

A total of 468 candidates for law clerk, exam 3076, will be participating in competitive oral testing Nov. 19 through Nov. 27, reported the city Dept. of Personnel.

Inspectors Not Qualified

Twelve candidates for fire prevention inspector, exam 3027, have been found not qualified for the position, according to the city Dept. of Personnel. A total of 77 candidates filed for the exam.

Computer Mgrs. Disqualified

Thirty-one candidates for computer systems manager, exam 0081, are not qualified for the position, reported the city Dept. of Personnel. Approximately 150 candidates filed for the exam.

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Latest State And County Eligible Lists

EXAM 55318
COURT CLERK I, NASSAU COUNTY,
DISTRICT COURT

1 Brown W Williston Pk	86.3
2 Smith R Oceanside	85.3
3 Roman R Freeport	83.6
4 Bencin T Elmont	81.7
5 Norman E N Massapequa	79.6
6 Desborough M A Rockvil Ctr	77.6
7 Breien W Rockvil Ctr	77.3
8 Hawxburst W J W Hempstead	74.6
9 Henken R Bayville	74.3
10 Sierminski P East Meadow	73.3
11 Harris J P Levittown	72.3
12 Murray J M Garden City	72.3
13 Bennett R Farmingdale	72.2
14 Townsend R F Massapequa	71.2
15 Pope R M N Merrick	71.2

EXAM 55318
COURT CLERK I, NASSAU COUNTY,
FAMILY COURT

1 Heepe F Elmont	88.3
------------------	------

2 Prochild R Massapequa	82.9	14 Tiefenworth P Westbury	87.8
3 Clark W Baldwin	74.8	15 Breien W Rockvil Ctr	87.5
4 Kennedy M Carle Place	73.3	16 Minnerly H Seaford	86.4
5 Murphy J L New Hyde Pk	72.5	17 Tatz S A Levittown	86.3
6 Dailey J P Carle Place	71.4	18 Townsend R F Massapequa	86.3
		19 Sierminski P E Meadow	85.3
		20 Desborough M A Rockvil Ctr	85.1
		21 Plotz P S Wantagh	85.1
		22 Huss W Westbury	84.2
		23 Sanford A L S Farmingdale	84.2
		24 Harrigan W N Merrick	81.2
		25 Weiss M Val Stream	81.0
		26 Bennett R Farmingdale	80.6
		27 Rubin O R Franklin Sq	80.1
		28 Muller H Levittown	79.0
		29 Procter V E Meadow	79.0
		30 Jackson H S Hempstead	78.9
		31 Murray H Val Stream	78.0
		32 O'Connor W Wantagh	77.0
		33 Geisweller A E Meadow	74.2
		34 Courtney J Freeport	71.4
		35 Burke D Baldwin	70.2

EXAM 55325
ASSISTANT COURT CLERK,
DISTRICT COURT, NASSAU COUNTY

1 Florek K Gdn ity Pk	98.4
2 Bencin T Elmont	96.7
3 Norman E N Massapequa	95.5
4 Brown W Williston Pk	95.2
5 Pope R M N Merrick	95.1
6 Smith R Oceanside	94.1
7 Henken R Bayville	93.0
8 Roman R Freeport	91.1
9 Harris J P Levittown	91.0
10 Krut J M Syosett	90.7
11 Johnsen L East Meadow	90.7
12 Hawxburst W J W Hempstead	90.0
13 Murray J M Garden City	89.7

EXAM 35036
INSURANCE EXAMINER
Option A
Test Held Jan. 13, 1973
List Exp. Sept. 11, 1973

1 Zundell L Bx	93.0
2 Mansfield J Flushing	91.4
3 Calligan F Broad Channel	90.0
4 Eller S Flushing	90.0
5 Dockoff J Bklyn	86.7
6 Vanguskirk A Queens Vill	84.0
7 Sugarman C NYC	83.9
8 Tempia D Farmingdale	82.3
9 Goodman M Bx	82.3
10 Singer A Bklyn	80.8
11 Matteson W Schenectady	79.8
12 Messik I NYC	79.7
13 Chazzen D Bklyn	79.7
14 Spielberg A NYC	79.4
15 Reilly P Massapequa	76.6
16 Burns R Watervliet	76.5
17 Holstein R Bklyn	76.5
18 Mansfield L Flushing	76.5
19 Conti J NYC	76.1
20 Kreuter M Bklyn	75.0
21 Lemecha A LICity	74.9
22 Browne M LICity	74.9
23 Grassmann L Briarwood	74.8
24 Derobertis P NYC	74.3
25 Shelupsky R Bklyn	74.0
26 Connolly L Bx	73.5
27 Penn L Staten Is	73.4
28 Berts A Elmont	73.3

(Continued on Page 15)

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CIVIL SERVICE LEADER, Tuesday, November 20, 1973



ON THE LADDER — The career ladder committee of the Operational Services Unit, Civil Service Employees Assn., meets in Albany with State representatives to discuss the structure and implementation of the developing career ladder for operational unit employees. Around the table, clockwise from left foreground, are: John Clark, chairman; Rudy Perrone, Hugh Stark, John Mingola, Al Iverson, and Frank Stobler, members of the CSEA committee; Robert S. Welton, Charles Kelley, David Rings and Francis DuCharme, representing the State; Joseph Abbey, CSEA research assistant, and Joseph Reedy, CSEA collection negotiating specialist.

Civil Service Activities Association

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<input type="checkbox"/> Puerto Rico	— 169	<input type="checkbox"/> Las Vegas	— 199

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There's an actual vineyard, growing. There's an auction of rare wines planned. There's a wine museum. There's a breathtaking Wine and Cheese Store from the year 2001 A.D.

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This is the show all New York is coming to see. Beat the crowd—don't wait in line—save money to boot by sending for special discount tickets now—only \$2.50 each, a savings of \$1 off the regular \$3.50 admission price. (Under 18 admitted only with parent.) Use the coupon.

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Energy Crisis: What To Do?

ALBANY — The Civil Service Employees Assn. was set to meet early this week with State administrators to consider possible measures to conserve fuel and power in the operation of State facilities, it was learned at Leader presstime.

According to officials of CSEA, the union which represents most State workers, its members "stand ready to cooperate" in whatever steps may be taken. However, the spokesman pointed out that those steps would have to be compatible with the collective bargaining contracts which govern the employees' working conditions through March of 1976.

CSEA has already led off with one positive recommendation to relieve the energy crunch, the spokesman said, that of closing down State facilities on the Friday following Thanksgiving Day and the Monday preceding Christmas. The proposal was made early last week in a letter to the State's Office of Employee Relations, but no answer had yet been received at Leader presstime.

Suffolk Plea

Ben Porter, Suffolk County chapter president, CSEA, sent the following telegram to John V. N. Klein, County Executive: "In the vital interests of the national energy crisis I urge immediate negotiations with your office and Suffolk County CSEA for implementation of four-day work week for all Suffolk County employees."

Visitors Board

ALBANY — The Governor has appointed five members of the Board of Visitors to the new Monroe Developmental Services — formerly Monroe State School — including: Sister M. James Lynch, of Rochester; Mrs. Robert Wagner, of Fairport; Mrs. Lillian Courtheoux, Robert M. Ziegler, and Alvaro Castillejo, all of Rochester.

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



SILVER ANNIVERSARY — Presented with pins commemorating 25 years of service to the State of New York are Craig State School employees, from left, Frances Kerns, Thomas Mignemi, Francis

Stanley, John Ruffo, George DeLong, Elizabeth Streeter, Kenneth Carpenter, John Zangerle, Oliver Longhine and Neal Parker. Also honored but not shown were Gertrude Benware, Dorothy Crane and Lois Meek.

Wenzl Emphasizes Counties In Pension Testimony

(Continued from Page 1) and putting it into the political arena would cause chaos. He pointed out that this was exemplified during the extraordinary session of the Legislature last summer.

"Retirement benefits for participating employers in local government," Dr. Wenzl said, "must be left negotiable as they have been in the past."

He also reiterated highpoints of his previous testimony:

- CSEA is in favor of coalition negotiating for pensions and retirement benefits.

- This coalition should be entered voluntarily on a statewide basis.

- CSEA favors the impasse procedure as outlined in the recommendations by Donald B. Strauss. (Mr. Strauss is president of the Research Institute, American Arbitration Assn.)

Dr. Wenzl discussed coalition bargaining in more far-reaching terms in an appearance before the Commission in Albany Nov. 14. Full text of his Albany testimony is reprinted below:

TEXT OF ALBANY TESTIMONY

"During my testimony at your two earlier hearings I was asked questions that related to my position and that of our organi-

zation on part of the recommendation of your consultant, Mr. Robert Strauss. I would like to go into some detail on these subjects as well as express my ideas on the matter of coalition negotiations for retirement benefits.

"During the recent session of the Legislature there was a temporary suspension of retirement negotiations that provided for changes in a retirement plan to be made only pursuant to negotiations on a coalition basis; however, any change not requiring approval by act of the Legislature could be implemented prior to July 1, 1976 if negotiated as a result of coalition negotiations. A further Section of Senate 1 as passed in the extraordinary session of the Legislature provided that a participating employer in the New York State Employees Retirement System or the New York State Police and Firemen's Retirement System shall continue to have the right to negotiate with its employees up until June 30, 1974 with respect to any benefit to be provided not requiring approval by an act of Legislature.

"Since this bill was passed, various bargaining units of CSEA have successfully negotiated improvements in pension benefits in various local governments. My position before you in the past two occasions has been that this type of arrangement should be continued. This would require a change in the law allowing employees of participating employers to "opt-up" into the various plans that are presently part of the retirement law. I have also made reference to the fact that

a coalition arrangement for local government negotiations might be acceptable. After due deliberation I now feel that a coalition arrangement would be impractical and impossible. I would strongly urge this Commission to recommend to the Legislature an amendment to Section 470 of the Retirement and Social Security Law allowing what we have known as Taylor Law negotiations for participating employers and their employees up to July 1, 1976, and thereafter.

"I feel that this method of negotiations would not cause great fiscal problems for local governments since many of these entities are now under the Career Retirement Plan. Furthermore, a coalition arrangement would be extremely difficult due to the fact that there are nearly 3,000 local public employers in the state and, as Mr. Strauss has mentioned in his report, this could cause a very serious constitutional question under the Home Rule provisions of the state constitution. This type of arrangement would not mandate the adoption of a plan by a particular employer. This would merely allow for the bi-lateral agreement between the employer and employees to adopt a plan which is presently available.

"Another question that was raised during the earlier hearings had to do with the formation of a coalition based on job responsibilities. In the report of the Commission of Nov. 1, 1973 Mr. Strauss states that a case has been made in the majority report of the Select Committee

on pensions breaking all public employees into four basic statewide coalitions. As I stated yesterday in Rochester there are many problems that could exist by forming these four coalitions with the main criteria being their job responsibilities. I do not wish to say that any of the occupations that are recommended to be in either the hazardous or the emergency coalitions do not belong there. However, there is a question in my mind as to whether or not these are the only occupations that could be properly labeled as hazardous or performing emergency services. Another problem with this type of arrangement has to do with the classification of teachers. I feel that the teachers should have a separate coalition, and be allowed to continue in the separate retirement systems that they presently have. This arrangement is necessary since the focus of education is on a statewide basis rather than controlled financially at a local level. This type of argument could be carried further into what Mr. Strauss has referred to as the possibility of a Downstate-Upstate form of a coalition. Because of the financing of retirement plans it seems practical to me to recommend to this body that all state employees be covered under one coalition arrangement. If there is an overlapping of their responsibilities with the responsibilities of those employees of New York City who fall into an area of either emergency services or hazardous occupations, I feel there should be a degree of flexibility for reviewing the criteria for slotting certain jobs into each coalition. I feel that without flexibility a worthwhile and workable coalition will not survive.

"Let me repeat what I have said in my previous discussions before you gentlemen. I must again agree with the recommendation of Mr. Strauss that calls for a voluntary approach to the question of coalition bargaining. I don't feel that the Legislature can enact legislation this time that will mandate employee organizations to group together in any of the coalitions. As I have also said, I feel that a coalition arrangement can exist if the parties to the coalition can be given the opportunity to work out a satisfactory arrangement. I would strongly hope that this body would recommend to the Legislature that this type of arrangement be enacted this year that would give us additional time to satisfactorily agree on a method of coalition."



ULSTER SLATE — Harold DeGraff, center, begins his eighth term as president of the Ulster County chapter, Civil Service Employees Assn. From left are Margaret Carle, first vice-president; Arthur Bolton, CSEA County Executive Committee chairman and installing officer at the recent Kingston ceremonies; Mr. DeGraff; Fred Colao, treasurer, and William Menzel, second vice-president. Not shown is Grace Woods, secretary. The chapter also elected delegates: Ms. Woods, Leon Studt, Donald Reed, and John Donnaruma.

CSEA LEAVE FORM
(Approved Proposal III-17 of the Committee to Restructure CSEA)

TO PROTECT YOUR BENEFITS as a CSEA member, if you are RETIRING, LEAVING SERVICE, or APPLYING FOR LEAVE, with or without pay, it is important that you fill out and mail this notice today to:

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NOTE: Following receipt of this form by CSEA, you will receive proper instructions as to what benefits you have and how to protect them while on leave or retirement.

Latest State And County Eligible Lists

(Continued from Page 13)

29 Mann P Woodside	72.2
50 Malyuk S Staten Is	72.0
31 Sharpe F Westbury	71.9
32 McLoughlin R NYC	70.7
33 Lamonica F Bklyn	70.6
34 Grasmann G Briarwood	70.4

EXAM 35036
INSURANCE EXAMINER
Option B
Test Held Jan. 13, 1973
List Est. Sept. 11, 1973

1 Gates C Albany	85.2
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WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

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.

EXAM 35112
PRIN ACCT AUDIT CLERK
Test Held Apr. 14, 1973
List Est. Aug. 31, 1973

1 King K Albany	100.8
1A Howard P Buffalo	99.0
2 Vincent G Loudonville	98.1
3 None	
4 Hogan R Loudonville	98.0
5 Williams J E Greenbush	97.5
6 Bremer W Selden	97.0
7 Seymour C Loudonville	96.4
8 Chambers R Albany	95.9
9 Barre R Albany	95.2
10 Philipp H Albany	95.0
11 Gordon L Rock City Fls	94.9
12 Andrisco A Watervliet	94.7
13 Foshay M Pomona	94.2
14 Vosburgh S Selkirk	94.1
15 Cohen A Troy	93.6
16 Spero R Bx	93.3
17 Buckley C Cohoes	93.2
18 Burke J Cohoes	93.1
19 Scott R Albany	92.9
20 Trombley A Glens Falls	92.9
21 Parent L Cohoes	92.6
22 Cleland M Green Island	92.5
23 Todd J Hornell	92.5
24 Fitzpatrick F Albany	92.0
25 Hamm A Schenectady	91.9
26 Clark R Cohoes	91.5
27 Conway E Albany	91.5
28 Vrooman B Sharon Spgs	91.3
29 Duffy R Albany	90.3
30 Sauer R Kingston	90.2
31 Blackburn S West Sand Lk	90.0
32 Midgley D Schenectady	90.0
33 Wright F Saranac	90.0
34 Palmer H Silver Creek	89.5
35 Majcak S Utica	89.3
36 Polansky P Menands	89.3
37 Enzina L Tonawanda	89.1
39 Wilson I Lyon Mtn	88.9
40 Windelspecht S Watervliet	88.8
41 Sirek L Eggertsville	88.6
42 Closs W Albany	88.3
43 Tyrrell D Delhi	88.3
44 Robinson E Bklyn	88.1
45 Gilmartin A Scotia	88.1
46 Kretzer J Rome	87.6
47 Thayer S Ravens	87.5
48 Wilkie P Selkirk	87.3
49 Lloyd D Coxsackie	87.0
50 Vanvracken D Cohoes	87.0
51 Garstang H Averill Pk	86.9
52 Grzybowski S Elmore	86.9
53 Wendover A Highland	86.4
54 Larochele V Cohoes	86.4

55 Pouloupoulos P Albany	86.2
56 Zimmer V Rensselaer	86.2
56A Agat L Middleburg	85.9
57 Rapp R Albany	85.9
58 Gherghetta C W Seneca	85.9
59 Mailroy A Poughkeepsie	85.9
60 Stamboulis M Buffalo	85.7
61 Tenney A Latham	85.7
62 Yaskow N Kenmore	85.7
63 Mylott R Troy	85.5
64 Duesberg B Morrisonvil	85.5
65 Barger S Rensselaer	85.4
66 Hall G Mt Morris	85.4
67 Nowakowski H Amherst	85.4
68 O'Brien J Binghamton	85.3
69 Wolf A Troy	85.1
70 Robinson A Schenectady	84.9
71 Kopra E Tonawanda	84.8
72 Walser I Ballston Spa	84.7
73 Meister S Schenectady	84.7
74 Tomkowski A Schenectady	84.7
75 Connolly S Sand Lake	84.5
76 Nucci K Loudonville	84.5
77 Leddy M Wantagh	84.3
78 Sivaslian A Rensselaer	84.3
79 Matthews B Albany	84.3
80 Ramie F West Nyack	84.1

81 Luther D Troy	84.0
82 Albright A Selkirk	83.6
83 Kosier E Albany	83.6
84 Rosen I NYC	83.6
85 None	
86 Howe J Seneca Fls	83.4
87 Ucci J Albany	83.3
88 Gardner R Rensselaer	83.1
89 Mathers D Urica	83.0
90 Grossman G Syracuse	83.0
91 Pearson A Albany	82.9
92 Burgess R Schenectady	82.9
93 Brown D E Greenbush	82.6
94 Winez A Floral Pk	82.5
95 Sitkowski W Islip	82.5
96 Bryant M Newfield	82.0
97 Kulbako M Schenectady	82.0
98 Coitout M Ellenville	81.7
99 Mudgers D Constock	81.5
100 Bush E Madison	81.5
101 Canter H Latham	81.5
102 Strawn N Binghamton	81.5
103 Phillips H E Greenbush	81.5
104 Shea R Troy	81.4
105 Bagnall P Highland	81.4
106 Laramie E Watervliet	81.4
107 Terricola V Buffalo	81.4
108 Hardie I Cheektowaga	81.2
109 Masten J Stillwater	81.2
110 McLaughlin D Albany	81.2
111 Cabral B Perryburg	81.1
112 Brennan J Bklyn	81.1
113 Crispin P Broadalbin	81.0
114 Sykora M Staten Is	81.0
115 Hoefler A Latham	81.0
116 Whimman H Schenectady	80.8
117 Nowak E Latham	80.7
118 Blair E Silver Spgs	80.7
119 Harlow K Queens Vill	80.6
120 Paige N Delmar	80.4
121 Earl M West Eaton	80.3
122 Stamm P Williamsvil	80.3
123 Clements B Latham	80.3
124 Young A Schenectady	80.3
125 Wilkinson J Collins Ctr	80.2
126 Lutz D Troy	80.2
127 McCullough A Schenectady	80.1
128 Daley M Barneveld	80.1
129 Ledford S Nassau	80.0
130 Brown I Mt Morris	80.0
131 Brooks A Gowanda	80.0
132 McKiever B Albany	79.8
133 Davis G Troy	79.8
134 Mincher D Mechanicvil	79.4
135 Cusack S Elora	79.3
136 McKenna E Albany	79.2
137 Bohon M Albany	79.1
138 Miller F Walden	78.9
139 Carpus R Gowanda	78.8
140 Lehan R Watervliet	78.7
141 Congel A Syracuse	78.6
142 Regonini B Franklin Sq	78.5
143 Spinelli D Troy	78.5
144 Karl D Limerick	78.5
145 O'Connell D Troy	78.4
146 Lockwood G Scotia	78.4
147 Jarrett S Schenectady	78.4
148 Polansky N Menands	78.4
149 Viviano M Selkirk	78.3
150 Fettes S Rochester	78.3
151 Avery M Albany	78.3
152 Campoli M Binghamton	78.2
153 Sherry R Elora	78.2
154 Romero D W Haverstraw	78.2
155 Frey D Guttenberg NJ	78.2
156 Arnold M Bklyn	77.9
157 Przystup T Watervliet	77.7
157A Raducha B Staten Is	77.6
158 Maybee M Romulus	77.5
159 Charron M Albany	77.5
160 Shull B Conesus	77.3
161 Guyer F Albany	77.3
162 Sheldon L Johnsonville	77.2
163 Bonesteel G Petersburg	77.1
164 Lindgreen M Latham	77.1
165 Reke E Amsterdam	77.0
166 Schula G Averill Pk	77.0
167 Shudt W Waterford	77.0
168 Davis R Adams Ctr	77.0
169 McGrath F N Babylon	76.9
170 Tuttle N Rye	76.9
171 Dean J Red Hook	76.7
172 Willets W Waterford	76.7
173 Warner R Castleton	76.6
174 Gosnell K Albany	76.5
175 Townsend D Schenectady	76.5
176 Harte R Delmar	76.5
177 Miller J Poestenkill	76.4
178 Smith A Clinton	76.3
179 Kedzierska A Elma	76.2
180 Kuebler C Albany	76.2
181 Vredenburg M Mechanicvil	76.1
182 Cambria C Amityville	76.0
183 Welsh M Utica	76.0

184 Phinney O Saranac Lake	76.0
185 Guley E Binghamton	76.0
186 Galloway I Mechanicvil	76.0
187 None	
188 Heffner D Gansevoort	75.9
189 Myrhol J Staten Is	75.9
190 Cooper D Stuyvesant	75.8
191 Williams C Guilderland	75.8
192 Scott D Tonawanda	75.8
193 Lapp E Seneca Falls	75.7
194 Foley J Coxsackie	75.7
195 Derubertis M Troy	75.6
196 Marcus G Woodbourne	75.5
197 Harrington H Troy	75.5
198 Noonan E Albany	75.5
199 Hagadorn M Hornell	75.5
200 Miller G Amsterdam	75.4
201 Burnett W Albany	75.3
202 Gushetti D Watervliet	75.3
203 Murphy I Albany	75.3
204 Bailey A Bx	75.3
205 Mulligan A Troy	75.2
206 Swasey S Albany	75.2
207 Toohy M Schenectady	75.1
208 Hotaling C Hudson	75.0
209 Kruszynski A Buffalo	75.0
210 Couper F Albany	74.9
211 Deet D Perrysburg	74.9
212 Pinski M Bx	74.8
213 Walsh J Menands	74.5
214 O'Connor M Green Is	74.5
215 Preiss C Rochester	74.4
216 Picchioni C Islip	74.4
217 Kuralowicz M Levittown	74.3
218 Slattery F Lindhurst	74.3
219 Breesse A Herkimer	74.1
220 Dennis W Loudonville	74.1
221 Owens C Mineola	74.0
222 Montgomery J Waterford	73.9
223 Anderson M Loudonville	73.9
224 Schryver M Locke	73.9
225 Butterick K Bx	73.8
226 Weinstein L Bklyn	73.8
227 Grant S Loudonville	73.8
228 Foley A Amenia	73.8
229 Davis I Dansville	73.8
230 Nawn E Albany	73.7
231 Fleitner M Albany	73.6
232 Sunderland G E Schodack	73.6
233 Pacowski F Albany	73.6
234 Robinson M Cohoes	73.5
235 Rafferty M Slingerlands	73.5
236 Auricchio P Amsterdam	73.5
237 Broderick V Albany	73.4
238 Knapp F Albany	73.4
239 Burges M Schenectady	73.4
240 Dasting M Staten Is	73.3
241 Silver P Ogdensburg	73.3
242 Gomuld S Amsterdam	73.2
243 Dutcher R Bainbridge	73.1
244 Sentiura P Albany	73.1
245 Threatt D Uniondale	73.1
246 Hussong C Schenectady	73.0
247 Lawlor S Pearl River	72.9
248 Sager M Buffalo	72.9
249 Turano M Glen Oaks	72.9
250 Baron R Troy	72.9
251 Platt R Troy	72.8
252 Scherer G Albany	72.8
253 Wood J Binghamton	72.7
254 Barlow I Rensselaer	72.7
255 razell J Buffalo	72.7
256 Green R Buffalo	72.7
257 Gray J Schenectady	72.6
258 Dunkaid R Barneveld	72.6
259 Connolly L Buffalo	72.6
260 Gifford A Albany	72.6
261 Sperbeck A Mechanicvil	72.6
262 Eiss B Albany	72.5
263 Stannard E Troy	72.5
264 Wallace S Albany	72.5
265 Witt B NYC	72.5
266 Tucker W Albany	72.5
267 Sacawa T Schenectady	72.5
268 Kaelber A Shrub Oak	72.4
269 Card M Waterford	72.4
270 Marriott B Albany	72.3
271 Williams G Albany	72.3
272 Cleveland E Slingerlands	72.3
273 Hunter W LICity	72.3
274 Washock R Troy	72.2
275 Smith J Schenectady	72.2

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Correction

Arthur Shea was incorrectly listed as Sha in The Leader of Nov. 6 under prom. to rec worker, exam 35034.

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IRENE THE FAIR

In every sense of the word, "fair" is an apt description for these three Irenes, whether it means beautiful, light complexioned or just. If you can't find words to describe the loveliest person in CSEA, just say "Irene," but be sure to specify whether it's Irene Carr, president of Oneonta chapter; Irene Hillis, president of the Mental Health Employees Assn., or Irene Dougherty, social chairman of the Albany Region.



DOROTHY IS UP TO THE MINUTES

Need a pleasant, efficient gal Friday who is capable of serving a busy executive in a thriving, multi-million dollar enterprise? Maybe one of these Dorothys will serve your purpose well. From left are Dorothy MacTavish, CSEA statewide secretary; Dorothy King, New York City Region secretary, and Dorothy Goetz, Long Island Region secretary. While only Ms. MacTavish writes up the minutes as a professional secretary, the other Dorothys are right up to the minute, too.

WHAT'S IN A NAME?

Throughout the state, there are a number of people who are very active in the Civil Service Employees Assn., and who are among the best-known people in the entire Association. Yet, it is necessary to carefully identify them by full name and title, because somewhere else there is another person who is just as active, just as well known—and with common elements in both the name and the title. For example, regional vice-president R. Smith could refer to New York City Region first vice-president Ronnie Smith or it could be Buffalo Region second vice-president Robert Smith. Other similarities are shown here.



McPRESIDENT

Mc seems to be a new synonym for vice-president of the Civil Service Employees Assn. Each of the above leaders has in common a last name that begins with Mc, and was elected to serve as a statewide vice-president last September. From left are Joseph McDermott, vice-president—Albany Region; Thomas McDonough, statewide executive vice-president, and William McGowan, vice-president—Buffalo Region. Other regional leaders are McSolomon Bendet, McRichard Cleary, McIrving Flaumenbaum and McJames Lennon . . . or names very similar.



JACKS FROM TAX

If you're in the Tax and Finance Department and need help, and someone says to see Jack, they could mean Jack Dougherty, left, or Jack Daley. Both are Tax departmental representatives on CSEA's State Executive Committee. Mr. Daley is also chapter president, having succeeded Mr. Dougherty in the same position.



DIRECT IT TO JOSEPH

If you call CSEA Headquarters in Albany and ask to speak to someone at the top, chances are you'll be connected with Joe, because of the five men with director in their title, three are called Joe. From left are Joseph Dolan, director of local government affairs; Joseph Lochner, executive director, and Joseph Roulier, director of communications.



PAULINE: THE LADIES IN WAITING

In front of every good woman by the name of Pauline, you'll probably find a good man, if these two Paulines are any example. At left is CSEA first lady Pauline Wenzl, wife of statewide president Theodore C. Wenzl, with CSEA second lady Pauline McDonough, wife of statewide executive vice-president Thomas H. McDonough. Not content to merely wait at home, though, they're usually to be found at their husbands' sides.