

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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## Metro Conf Meeting

See Page 16



**REGION 1 DOT GIVES** — Timothy McInerney, president of Transportation Region 1 chapter of the Civil Service Employees Assn. and Transportation representative to the CSEA Board of Directors, presents a check for \$1,300 to CSEA president Theodore C. Wenzl to be added to the CSEA Welfare Fund.

## 'Don't Waste Your Ballot,' He Asks Huge Turnout For CSEA Urged By Wenzl When On-Site Voting Is Held

"Don't waste your vote," Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., urged CSEA members who will be off work the day on-site balloting occurs in some sections of the State's Institution bargaining unit.

"I know it is a difficult thing to ask any hardworking man or woman to go back to their institutions or work site on a day off to cast their vote to continue CSEA as the championship bargainer for Institutional workers," he said.

"However," Wenzl continued, "each vote cast for CSEA adds that much more strength to our efforts at the bargaining table. The stronger the membership is behind us, the more respect we get from management in fighting for a new wage-and-fringe benefit package for state workers."

The State Public Employment Relations Board has ruled that voting for union representation in about half of the state's institutions will be conducted by on-site voting rather than mail balloting. All of the voting in the Professional-Scientific-Technical unit is being conducted by mail.

There will be no absentee voting allowed in the Institutional units. This means that any person who has a pass day

on Dec. 7, the day set for on-site balloting, must appear in person to cast his vote.

Wenzl also declared that each worker in the Institutional and P-S-T Units had an "obligation" to use his vote. "The health of this country's democratic institutions is based on the highest percentage possible of voter participation. Those of you who will

be voting by mail should have received your ballots by now and if you have not yet returned that ballot, do so immediately. You are casting a vote for your own future," he said.

In-person voting will be at the following sites:

- Binghamton State Hospital, Binghamton—Employees' Cafe

(Continued on Page 3)

## Welfare Fund Reimburses Nearly 5,000 Claimants

ALBANY—The Civil Service Employees Assn. Welfare Fund has paid out more than \$268,000 to nearly 5,000 claimants, both member and non-member alike, who were penalized by the State for supporting CSEA's alleged Easter Weekend job action. Hazel Abrams, CSEA fifth vice-president and Welfare Fund coordinator has reported.

"However," Ms. Abrams said, "contributions to the Welfare Fund total only \$131,000, a little less than half the amount already given out to the claimants. And CSEA is still accepting claims of employees who for one reason or another have not yet applied for this aid," Ms. Abrams added.

CSEA will meet its obligation to its members and friends who supported the Association in its activities of the Easter Weekend. According to Ms. Abrams, "it will be an empty action if the other non-involved members who gained from the action do not contribute their personal bit to this fund."

Said Ms. Abrams, "We know

that there are still members out there who have not signed up for their check. CSEA wants to thank them for this unnecessary sacrifice and reminds them that this money is rightfully theirs."

## To Appeal Ruling On Taylor Law

ALBANY—Preparations are well under way to appeal a recent Appellate Division ruling upholding the constitutionality of the individual penalties section of the Taylor Law covering strikes, according to attorneys for the Civil Service Employees Assn.

A CSEA legal spokesman said that in spite of the decision, which reversed the findings of

a lower court, the Employees Association "remains convinced of the merits of its case and will exhaust all possible legal means to win a favorable resolution ultimately."

CSEA filed the lawsuit last

summer after the State had notified approximately 7,500 State workers that they were charged with violating the no-strike section of the Taylor Law as a result of their support of CSEA's

(Continued on Page 3)

## Dutchess Education Chapter Negotiates Cash Payment For Unused Sick Leave

POUGHKEEPSIE—The Poughkeepsie School District unit, Civil Service Employees Assn., has scored a notable first in its new contract which provides for up to \$900 cash payment for retired employees with unused sick time, according to John A. Famelette, president.

Famelette, who heads the unit that has been recently chartered as the Dutchess County Educational Employees chapter of CSEA, is very proud of the new contract which he negotiated with the Poughkeepsie School Board along with Roy Rasmus and Gary Marquette.

(Continued on Page 3)

## D of E Director Promises LoMonaco To Correct Productivity 'Directive'

In a meeting with a delegation from the Metropolitan Division of Employment chapter of the Civil Service Employees Assn., Edward M. Caine, area director of the D of E, promised to correct what was called a misinterpretation of directives concerning increased productivity and job security.

The delegation, consisting of chapter president John LoMonaco, PST chairman Rocco D'Onofrio and grievance chairman John Paine, met with Caine last week following a meeting of the professional staff members

in the Yonkers local office.

At the Yonkers meeting, the professional staff had been told that a 30 percent increase in placements had been ordered, and that those employees unable to meet the demands would

(Continued on Page 3)



**SIGN PACT** — Buffalo State Hospital and Civil Service Employees Assn. officials get together to sign an in-house pact governing procedures at Buffalo State Hospital in Buffalo. Participating in the signing were, from left, John Swearingen, hospital personnel director, Dr. Henry Haines, acting director, Sara DaRe, president of the Buffalo State Hospital chapter of the CSEA, and Thomas B. Christy, CSEA field representative.

*Don't Repeat This!*

Friend of Civil Service

## Anderson To Head Senate

REPUBLICANS elected to the State Senate will meet in caucus for the purpose of electing a new President Pro Tem and Majority Leader to replace Senator Earl W. Brydges who has retired from the Senate. All the evidence points to the prospect that Senator Warren M. Anderson of

(Continued on Page 6)

# Saratoga Chapter Ratifies Improved 2-Year Contract

BALLSTON SPA—Members of the Saratoga County Civil Service Employees Assn. have ratified and signed a new two-year work contract which specifies a \$250 base pay increase or a 4 percent increase on the base pay — whichever is greater — effective January 1973, and a cost-of-living increase plus 1/2 of one percent effective January 1974 for salaried employees.

The contract also includes a longevity increase for highway employees, effective Jan. 1, 1974, of \$.05 an hour after completing

15 years of service; a meal allowance of \$1.75 for highway employees working 12 hours and two meal allowances of \$1.75 each for employees working 16 hours in any one day.

A vacation schedule has been established which stipulates two weeks paid vacation for employees with one through 9 years of service, three weeks paid vacation for 10 to 13 years, and four weeks paid vacation for over 13 years of service.

Another important gain in the contract, according to a CSEA spokesman, is that, effective Jan. 1, 1973, a Saratoga County employee may accumulate sick leave to a maximum of 128 days, and effective Jan. 1, 1974, an employee may accrue a maximum of 142 days.

## Boiler Examiner

The City Dept. of Personnel has summoned 97 people to take the licensing exam for high pressure boiler operating examiner between Dec. 5 and Dec. 19.



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ALSO IN UPTOWN N.Y., ROCKLAND & NEW JERSEY

**Att: All CSEA Members In P-S-T Units Every Vote Counts Help CSEA Win A Clear Mandate In Negotiations For Your Pay Raise By Exercising Your Vote In The Representation Election This Month**

## Nassau Public Works Organizes As A Unit, Votes On Its Officers

MINEOLA—Ballots go into the mail Dec. 4 for an election signifying the reformation of the far-flung Nassau County Department of Public Works into a 1,700-member unit, it was announced by Irving Flaumenbaum, president of the Nassau chapter of the CSEA.

Mail ballots for a slate of officers must be returned by midnight, Dec. 11.

Robert Richter and Carmine Santoli are vying for the presidency.

Richard Collins of the Highway and General Engineering Division, John Dempsey of the Sanitation and Water Supply Division and Sam Schirwindt of the Road Maintenance Division were seeking three vice-president posts. Marian Zwicker and Lillian Roscow were the nominees for the posts of secretary and treasurer, respectively.

Eight men were on the ballot for three seats on the Board of Directors. They are James Ellenwood, Michael Fiorentino, Arthur Glanberg, James MacMillan, Marco Panciarelli, Franklin Reda, Robert Robertson and Harry Zahn.

The election follows a determination to unify the divisions stationed throughout the county. The County Parks Department was similarly reorganized recently into a single large unit.

# 2-Year Levittown School Contract Boosts Pay 11%

(From Leader Correspondent)

MINEOLA—After winning a strong ruling directing the Levittown School District to negotiate regardless of its austerity budget, the Civil Service Employees Assn. has secured a two-year contract with a minimum pay boost of 11 percent, two major pension improvements and other benefits, it was announced by Nassau chapter president Irving Flaumenbaum.

The pact was reached quickly after regional attorney Richard C. Gaba had won an order from the Public Employment Relations Board directing the School District to settle. The District had argued that because it was on an austerity budget, it could not grant increases, and, therefore, had refused to bargain at all.

The contract provides for a 5 1/2 percent pay increase in the first year and the same amount or cost-of-living if it is greater in the second year. Pensions were made non-contributory in the first year and moved to the 1/50th plan next year.

The unit represents 650 employees in the custodial, maintenance, clerical, cafeteria and teachers' aides ranks.

The negotiations were conducted by unit chairman Clarkson Champney, Frank Fasano, field representative Philip Alfano and state field staffer George Peak.

It was approved by a ratification vote of 197 to 3.

The agreement also provides increased night differential, benefits extended for teachers' aides, two additional holidays and improved hospitalization benefits.

## Nassau Pact Still Stalled

(From Leader Correspondent)

MINEOLA — Three meetings have been held with a mediator on the stalled Nassau County contract negotiations, it was announced by Nassau chapter president Irving Flaumenbaum. The talks with County Executive Ralph G. Caso's administration had collapsed when the County renewed the unsuccessful 1971 proposal to eliminate the graded salary plan. Leonard Cooper, who had been assigned by the County mini-public employment relations board to mediate, was attempting to find a basis for a resumption of the talks.

## Call Impasse In Freeport Talks

MINEOLA — An impasse has been called in negotiations for employees of the Village of Freeport, it was announced by Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

Talks with Captain Mayor Robert Sweeney collapsed, according to Flaumenbaum, when

the Village failed to recognize the precedent-setting decision secured by the Nassau chapter from the Federal Pay Board last year excluding increments from the anti-inflation guidelines.

In the negotiations were unit president William Jakubowski, Arthur Rasmussen, Joshua Cranston, and Flaumenbaum.

## Mental Hygiene Units Laud Postal Service

The U.S. Postal Service has been presented with the 1972 Mental Health Employer of the Year Award — Public Sector, sponsored jointly by the President's Committee on Employment of the Handicapped and the National Association for Mental Health.

The Postal Service is one of the nation's largest employers of the handicapped. In the past 10 years more than 22,000 handicapped persons including those with emotional or behavioral problems or retarded individuals — have been appointed to postal positions.

The award was presented Nov. 17 at the annual meeting of the National Assn. for Mental Health in Detroit.

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## Promise LoMonaco

(Continued from Page 1)  
be subject to dismissal.

One of the tools to be used in determining this 30 percent increase in productivity was a form that interviewers were supposed to fill in accounting for disposition of applicants' cases and for other accounting of interviewers' time.

Caine informed LoMonaco and the CSEA delegation that there would be an effort to emphasize placement as a matter of priority, but that no implication of job threats was intended. He agreed to the elimination of time accounting on the forms for applicant placement.

LoMonaco said the meeting with Caine had been amicable, and that the regional director had agreed to direct Herbert Howe, superintendent of the Westchester District, to straighten out the misunderstanding with the heads of local offices in his district.

Among the arguments used in persuading Caine to correct the situation is the depressed state of the economy and, therefore, the unrealistic expectation that a 30 percent increase in placements can be mandated in such a circumstance. It was also argued that the production report form is not an official state form, and, consequently, subjected members of the local staff to a form of harassment since they were being singled out from other division employees throughout the state.

The issue had been raised at a general membership meeting of the chapter only a few days after the Yonkers local meeting. So disturbing was the reaction at the local office that LoMonaco said he had received "signed" letters, which in itself indicated how upset the affected employees were.



**ST. LAWRENCE ANNIVERSARY** — At the twenty-fifth anniversary celebration observing the establishment of St. Lawrence County chapter of the Civil Service Employees Assn., past chapter presidents were honored. In the first picture, past chapter presidents, from left, Mary Manning, Frances Williams and Walter Mon-



teith are joined by statewide CSEA president Theodore C. Wenzl for a bit of cake-slicing. In the second photo, CSEA executive director Joseph Lochner talks to the assemblage. Seated next to the speaker is the chapter current president Flora Jane Beaton. The celebration last month took place as part of the chapter's annual fall banquet at the University Treadway Inn in Canton.

## On-Site Voting

(Continued from Page 1)

teria, Main Building.

- Brooklyn State Hospital, 681 Clarkson Ave., Brooklyn—Assembly Hall.

- Buffalo State Hospital, Buffalo — Gymnasium (Andrews Hall).

- Creedmoor State Hospital, 30-45 Winchester Blvd., Queens Village—Assembly Hall.

- Dunlap/Manhattan Psychiatric Hospital, Ward's Island, New York City—Dunlap Lecture Room No. 2.

- Gowanda State Hospital, Helmuth—Gray Building Lounge.

- Harlem Valley State Hospital, Wingdale—Smith Hall Auditorium.

- Kings Park State Hospital, Kings Park—York Hall (Assembly Hall).

- Marcy Hospital, Marcy—Assembly Hall (Foyer).

(Continued on Page 14)

## File Suit On Behalf Of Therapists

ALBANY—The Civil Service Employees Assn. last week filed an improper practice charge with the Public Employment Relations Board against the New York State Department of Civil Service, stating that "the Department had violated the terms of a pre-existing agreement causing hundreds of therapy personnel in the Department of Mental Hygiene to be barred from taking a grade 14 promotional examination."

As a result of negotiations in 1969 between CSEA and the Civil Service Commission concerning career ladder for occupational, recreational and physical therapy titles, those incumbents who didn't have the 2 years of college educational requirements were to be given one opportunity to take the Grade 14 examination on the basis of a special waiver.

Upon administration of the most recent grade 14 examination for therapy personnel, Civil Service stipulated in this examination announcement, "employees who lacked two years of college are to be admitted to the examination only if they have one year of permanent service in Assistant 1, Grade 11 position as of July 24, 1970."

"This in effect," according to Mary Blair, "excluded hundreds of people in therapy titles who

were provisional at the time or had less than the two years required for automatic promotion to grade 11, from ever taking the examination for grade 14. They will never have one year of permanent service as of July 24, 1970.

"Some of these people," Ms. Blair continued "have been in the Assistant 1, grade 11 position for over three years, and have fulfilled the originally agreed upon requirements. We feel that Civil Service is definitely in error here and that an agreement on this matter must be reached quickly."

CSEA filed a protest with the Office of Employee Relations in August of 1970 when the first examination announcement appeared. OER stated that another examination would be given to employees who entered service prior to July 24, 1969, but, according to CSEA when the examination was announced, the

requirements were identical to the 1970 announcement.

CSEA maintains the refusal of the Civil Service Department to carry out the full provisions of a negotiated agreement is in violation of Section 209 of the Public Employees Fair Employment Act.

## Dutchess Sick Leave

(Continued from Page 1)

After a number of hard bargaining sessions, the school board also agreed to give non-teaching employees a \$300 annual raise. Longevity payments are also included in the new salary schedule as in the previous contract.

The sick leave provision allows full-time employees 12 days of personal sick leave per year at regular pay. The sick leave days may be accumulated by full-time personnel up to a maximum of 190 days.

The sick leave payments are made in the event of the retirement or death of an employee and are paid if the employee has had at least 10 years of regular employment by the board and has at least 30 days of accumulated leave.

The new contract also provides for two days of personal leave per year, plus substantial vacations and bereavement leave. A guaranteed minimum of two hours work at the 1½-time overtime rate is provided for any authorized call back of an employee for work.

The new contract specified that grievance procedures be resolved at the lowest possible administrative level, and that such procedures be kept as informal and confidential as possible.

Famelette said the new contract is a token of what can be done by careful studies of the issues involved in contract negotiations.

He said Dutchess County Educational Employees chapter is preparing for the day when such contracts will be negotiated on a regional basis with state units. This will come when the State eliminates the property tax as the base for the support of education and substitutes a state-wide tax for this purpose, he said.

## CSEA calendar

### November

28—Rochester Area Retirees chapter meeting (includes Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne and Wyoming Counties): 1:30 p.m., Van de Mark Hall, Rochester State Hospital, 1600 South Ave., Rochester.

29—Buffalo chapter vote rally: 7 p.m., V.F.W., Leonard Post, 2000 Walden Ave. at Thruway Exit 52, Buffalo.

### December

1—Oneida County chapter Christmas party: 6:30 p.m., Trinkous Manor, Oriskany.

2—Clinton County chapter meeting: 6:30 p.m., Elks Club, BPOE 621, Cumberland Ave., Plattsburgh.

6—Harlem Valley regional meeting on salaries: 8 p.m., The Berkshire, Route 22, Wingdale.

14—Metropolitan Armories chapter meeting: 5:30 p.m., Seventh Regiment Armory, 643 Park Ave., Manhattan.

## Court Of Appeals

(Continued from Page 1)  
alleged walkout over last Easter weekend.

Since then, about 3,500 of these employees have had their pay docked and have lost their job tenure.

CSEA's main quarrel with the Taylor Law provision is that its penalties take effect as soon as an employee is charged with being in violation. This, according to the Employees Association, is nothing less than finding the

subject guilty until proven innocent, an action which deprives the individual of the right of due process of law—a right protected by both the New York State and the Federal constitutions.

Since the fines were levied—ranging from two to four days' pay—CSEA has initiated a Welfare Fund which has compensated the affected employees at the rate of twenty dollars for each day docked.

## For Representation Challenge Election

### Montgomery County Leaders Volunteer To Telephone

AMSTERDAM—The Board of Directors of the Montgomery County chapter of the Civil Service Employees Assn. has volunteered to man and maintain a telephone committee to help the CSEA personally communicate with its members before the upcoming election.

Ned Briggs, CSEA fieldman, reported that this action came about after he spoke at a recent meeting of the Montgomery

County board of directors. "I explained the situation to the chapter leaders and they carried the ball from there," Briggs said.

Chapter president Emil Fleszar expressed his personal commitment to this action by stating, "We are an Association, we are CSEA. Whatever affects the State employee will certainly affect us. CSEA headquarters is not the only leadership being challenged; the whole organization is, and we will meet this

challenge and beat the opposition completely."

The board decided to man the telephones because, as one spokesman explained, "It is as close to a personal visit with each state worker, CSEA member or non-member alike, as we can get in the short time remaining before the ballots are counted."

The telephone committee hopes to contact the many state employees who live in Montgomery

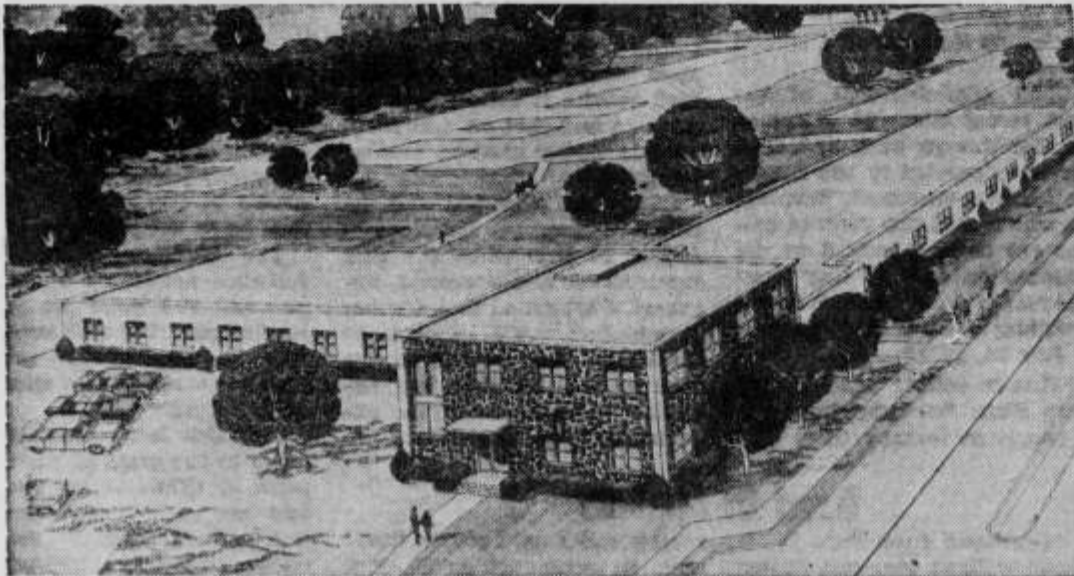
County, but work in other areas, such as Albany.

The committee believes that even if they can "just get more state employees to take the time to vote, CSEA's victory will be that much bigger" because, as Fleszar put it, "state employees are CSEA, and they will remain that way and continue to improve their own organization to the highest level of ability."

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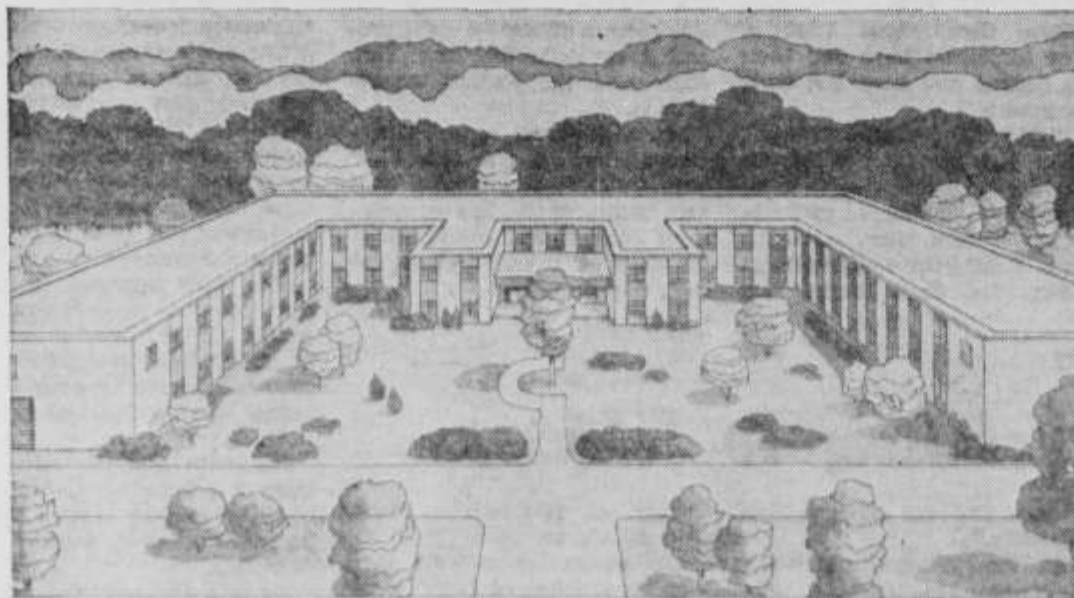


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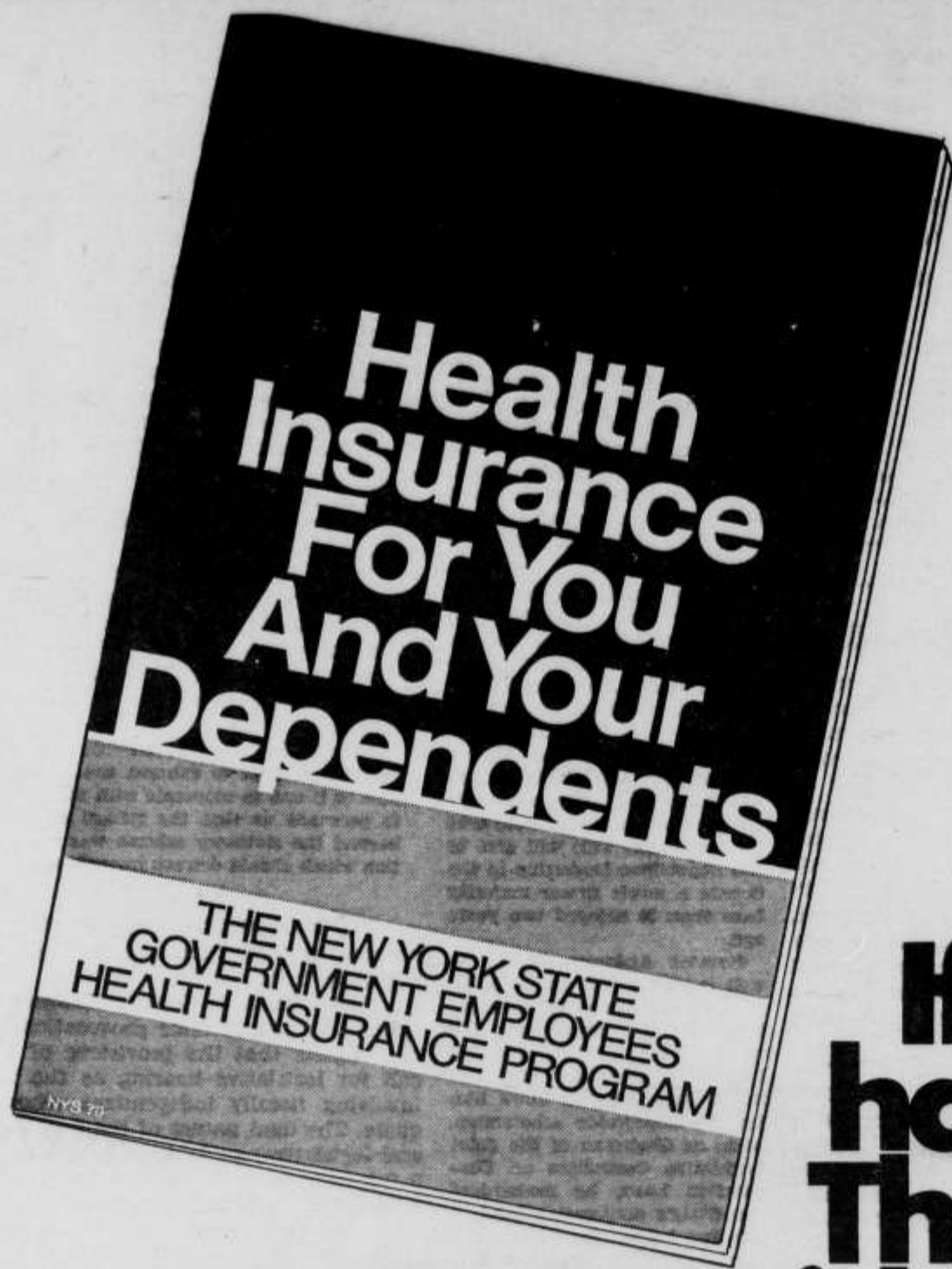
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TUESDAY, NOVEMBER 28, 1972

## Mr. Bronstein Replies

RECENT comments in these columns on a "secret" report to Mayor Lindsay that the Merit System has become obsolete has produced not only considerable uproar among civil servants but also has brought some interesting comment from the private sector of employment.

Ironically, it appears that the private sector of employment is turning more and more to the use of examinations—and their results—as a basis of hiring and promoting. Several firms reported that they find the use of "good" examinations has helped rid their companies of nepotism, promotion through the "you scratch my back and I'll scratch yours" system and a host of other unscientific hiring systems that are based mostly on having the proper degrees, some experience and, in a good many cases, knowing the right person.

And would you believe it! There has been a reported hefty uplift of employee morale among workers who know they can compete for jobs without the customary apple polishing.

While all the above makes good reading, it should not be forgotten that the very suggesting of abolishing the Merit System is an invitation to more-than-willing politicians to return to the spoils system.

Any operation, government included, has its operational flaws. But, to date, no greater safeguard for government and the people it serves has been created than that of civil service—where appointment and promotion are based on fitness and merit through competitive examinations.

For that reason, we are very happy about the reactions of Harry Bronstein, City Director of Personnel, to the theme of the report.

"... collective bargaining," he said, "is compatible with civil service as has been evidenced in this City."

Bronstein then made this important conclusion: "We do not believe that collective bargaining can or should replace the Civil Service Merit System."

Bravo!

## Questions and Answers



**Q.** Because I'm retired, my 40-year-old daughter, who has been severely mentally retarded since birth, gets monthly social security checks on my record. She has just been given a job in the institution for the mentally retarded where she stays. The job pays 60 cents an hour and she only works a couple of hours a day. Do I need to notify social security about her work?

**A.** Yes. You should call, write, or visit your social security office immediately and notify them about your daughter's job. On the basis of the information you gave, it does not appear that your daughter's social security payments will be affected by her job, but the Social Security Ad-

ministration must look into the situation carefully before a decision can be made.

**Q.** My wife recently had a stroke that left her with a severe speech problem. She's 66 now. If she gets speech therapy at home through home health visits, will our Medicare coverage pay for it?

**A.** Yes. Medicare will pay for up to 100 home health visits each calendar year—if your wife needs speech therapy, if she's confined to her home, and if her doctor has determined she needs home health care and sets up and periodically reviews a plan for the care. Also, the home health agency must be one that participates in Medicare.

## Don't Repeat This!

(Continued from Page 1)

Binghamton will be elected by his colleagues to that high post. The significance of the position is indicated by the fact that the Senate Majority Leader is second in line of succession to the Governorship, and he becomes the Acting Governor in the absence from the State of both the Governor and the Lieutenant Governor.

Senator Anderson will bring to his post a wealth of skills and experience in the legislative process and an intimate knowledge of the State's fiscal affairs. He has been a member of the Senate since 1952 and chairman of the Senate Finance Committee, which handles the complex State budget. He is known as a staunch friend of public employees and enjoyed the endorsement of the Civil Service Employees Assn. in his recent re-election campaign.

### Additional Seats

During the campaign, he served also as Chairman of the State Senate Campaign Committee. Under his direction and leadership, the Republicans picked up all of the three new Senate seats that were created by reapportionment. Republicans also picked up two additional seats that in the last session were held by Democrats. This will give to the Republican leadership in the Senate a much firmer majority base than it enjoyed two years ago.

Senator Anderson is not as well known to the public as he is to his colleagues, all of whom have a high regard for his warmth, his abilities, and his limitless capacity for hard, detailed work. Lawyers know him for his impeccable scholarship, when as Chairman of the Joint Legislative Committee on Corporation Laws, he modernized the State's corporation laws, a job that helped the growth and development of industry and business in the State.

The job of the Senate Majority Leader is highly sensitive and delicate. On the one hand, he faces the responsibilities of steering through the chamber the legislative program recommended by the Governor. On the other hand, he must be alert to the individual needs of each senator, who must be guided by his own conscience in his representation of his constituents. Frequently and necessarily there are conflicting demands among individual senators, and the Majority Leader faces the task of ironing out points of irritation before they become sources of embarrassment to the Senate and to the Republican party.

### In Harmony With Governor

The trip that Governor Rockefeller made to visit President Nixon last week at Camp David has cleared the air about the Governor's plans for the future. Despite the Governor's repeated disclaimers that he was interested in a Cabinet post, rumors persisted that he would become either Secretary of State or Defense. Public statements made after the visit made it clear that the Governor had no intention to resign his office for a place in the Cabinet. This means the Governor will remain in Albany for the next two years and likely run for a fifth term.

The Governor and Senator Anderson have worked well together in the past and enjoy a mutual regard, which should prove beneficial in the years ahead to the people of our State.

## 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.

## Employer's Duty To Bargain

(Second part of a two-part article)

The PERB reversed this finding of the hearing officer on the facts. While it indicated that it still subscribed to the rule it laid down in the Vestal case, it distinguished the Bethlemlen case on the facts.

PERB indicated that the BCTA failed to exhaust its statutory opportunities. Statutory opportunities are distinguished from statutory duties in that the former do not require any act but are included in the "statutory scheme of the Act."

BCTA had not presented its justifications at the legislative hearing for rejecting the fact-finder's report. The PERB felt that the School Board was deprived of information from one of its constituencies, the BCTA, in reaching its conclusion in legislative hearing. The BCTA should have cooperated in presenting the information at the legislative hearing.

The PERB concluded:

"Having refused to exhaust the statutory opportunities available to it and to cooperate with the legislative body, BCTA fails to persuade us that the refusal of the School District to go beyond the statutory scheme was an act of extreme provocation which should detract from its responsibility for the strike."

PERB ORDERED that the BCTA forfeit various dues checkoff privileges for a twelve-month period as penalty for engaging in the strike.

PERB member Joseph Crowley wrote a concurring opinion on the extreme provocation issue. In this opinion, he suggests that the provisions of the Taylor Law which call for legislative hearing as the final step in impasses involving fiscally independent school districts are inadequate. The dual nature of the School Board (administrative and legislative) casts some doubts on its ability to come to a fair conclusion in imposing a settlement after conducting a legislative hearing:

"We are confronted, therefore, with a somewhat anomalous situation, namely, one in which a public employer has fulfilled its statutory obligation in negotiating in good faith with his employees as mandated by the State Legislature, and yet by its reliance upon such statutory compliance could be found to have engaged in acts of extreme provocation so as to exculpate, in whole or in part, a statutory violation on the part of the employee organization."

CROWLEY, IN EXAMINING the legislative intent of the Taylor Law, could not join the other PERB members in finding that the law was ever meant to be applied in the above manner except when a legislative hearing is a sham and does not conform to the statutory provisions for a legislative hearing.

Nonetheless, he agreed that the basic objective of the Act is to bring the parties to a negotiated agreement. Therefore, he found that a contradiction between the purposes of the Act and the impasse procedures exists. The resolution of this problem could only come from the Legislature.

He concluded:

"Admittedly, there is no alternative which would be an absolute guarantee against a strike by public employees, but a government in imposing a prohibition against strikes by such employees should provide an alternative that reasonable men would accept as one that is truly responsible to the problem.

"I suggest that the arbitral process should receive further consideration as an acceptable alternative."

## Buffalo To Rally Nov. 29 On Vote

BUFFALO—A "Get Out the Vote" Rally will be held Nov. 29 by members of the Buffalo chapter of the Civil Service Employees Assn. The rally will be for the purpose of publicizing the upcoming representational challenge election, according to chapter president Frederick Huber.

Scheduled to begin at 7 p.m., the rally will be at the Leonard Post of the VFW, 2000 Walden Ave. at Thruway Exit 52.

## Oneida Yule Party Dec. 1 At Trinkous

UTICA—Oneida County chapter of the Civil Service Employees Assn. will hold its 22nd annual Christmas party Dec. 1 at the Trinkous Manor in Oriskany, according to chapter president Louis Sunderhaft.

The affair will begin with a social hour at 6:30 p.m., said publicity chairman Roger Salimando, with dinner scheduled for 7:30. The evening will conclude with dancing.

# Key Answers

## EXAM No. 2081 ELECTRONIC EQUIPMENT MAINTAINER

New York City Transit Authority  
Test Held Nov. 11, 1972

These key answers are published now for information only. Protests or appeals may be made only after official notification of test results. Of the 200 candidates called to the test, 125 appeared.

- 1, B; 2, B; 3, A; 4, C; 5, C;  
6, D; 7, A; 8, A; 9, D; 10, D;  
11, A; 12, A; 13, C; 14, D; 15, C;  
16, C; 17, C; 18, D; 19, C; 20, A;  
21, C; 22, A; 23, A; 24, B;  
25, D; 26, B; 27, B; 28, B;  
29, D; 30, D; 31, C; 32, B; 33, C;  
34, B; 35, C; 36, A; 37, C; 38, D;  
39, C; 40, A;  
41, C; 42, D; 43, B; 44, C;  
45, D; 46, A; 47, A; 48, A; 49, A;  
50, D; 51, C; 52, D; 53, D; 54, C;  
55, D; 56, C; 57, D; 58, D; 59, D;  
60, C;  
61, B; 62, D; 63, B; 64, B;  
65, D; 66, C; 67, D; 68, A; 69, C;  
70, B; 71, A; 72, B; 73, A; 74, A;  
75, A; 76, C; 77, D; 78, B; 79, D;  
80, D.

## EXAM No. 2146 ROOFER

Test Held Nov. 11, 1972

These key answers are published now for information only. Protests or appeals may be made only after official notification of test results. Forty-five of the 65 applicants called took the test.

- 1, A; 2, D; 3, A; 4, B; 5, D;  
6, D; 7, C; 8, B; 9, C; 10, A;  
11, D; 12, A; 13, D; 14, D; 15, B;  
16, A and/or B; 17, C; 18, A;  
19, A; 20, B;  
21, D; 22, B; 23, B; 24, A;  
25, D; 26, A; 27, C; 28, C; 29, C;  
30, B; 31, D; 32, B; 33, B; 34, D;  
35, C; 36, A; 37, B; 38, B; 39, C;  
40, C;  
41, B; 42, C; 43, B; 44, C;  
45, C; 46, A; 47, A; 48, A;  
49, C; 50, D; 51, B; 52, B; 53, D;  
54, A; 55, D; 56, A; 57, C; 58, C;  
59, C; 60, D;  
61, A; 62, D; 63, D; 64, B;  
65, A; 66, B; 67, A; 68, C; 69, D;  
70, C; 71, A; 72, C; 73, D; 74, C;  
75, B; 76, D; 77, B; 78, C; 79, A;  
80, D.

## Sholem Byeth Meets

The Sholem Byeth Society will hold its Chanukah meeting on Tuesday, Nov. 28 at 5:30 p.m. at Gasner's Restaurant, 76 Duane St., Manhattan. Society president David Geisinger has announced.

Guest speakers will be Rabbi Marc H. Tanenbaum, national director of the Interreligious Affairs Department of the American Jewish Committee, and Manhattan Assemblyman Andrew Stein.

## Set TA Foreman Test

Applications will be accepted in January for promotion to foreman (structures—Group D). It was announced by the City Civil Service Commission last week. Employees of the Transit Authority who have served one year as structure maintainers (Group D) by the test date of March 20 will be eligible.

Information and application forms will be available beginning Jan. 3, at Transit Authority headquarters or at the City Dept. of Personnel.

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Bay Shore Trans-Island Automobiles Corp.  
Bayside Bay Volkswagen Corp.  
Binghamton Roger Kresge, Inc.  
Bronx Avoca Corporation  
Bronx Bruckner Volkswagen, Inc.  
Bronx Jerome Volkswagen, Inc.  
Brooklyn Aidan Volkswagen, Inc.  
Brooklyn Economy Volkswagen, Inc.  
Brooklyn Kingsboro Motors Corp.  
Brooklyn Volkswagen of Bay Ridge, Inc.  
Buffalo Butler Volkswagen, Inc.  
Buffalo Jim Kelly's, Inc.  
Cortland Cortland Foreign Motors  
Crotan Jim McGlone Motors, Inc.  
Elmsford Howard Holmes, Inc.  
Forest Hills Luby Volkswagen, Inc.  
Geneva Finger Lakes Volkswagen, Inc.  
Glenmont Capital Volkswagen, Inc.  
Glens Falls Bromley Imports, Inc.  
Great Neck North Shore Volkswagen, Inc.  
Hamburg Hal Casey Motors, Inc.  
Hempstead Small Cars, Inc.  
Hicksville Walters-Donaldson, Inc.  
Hornell Suburban Motors, Inc.  
Horsesheds G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.  
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Inwood Volkswagen Five Towns, Inc.  
Ithaca Ripley Motor Corp.  
Jamaica Manes Volkswagen, Inc.  
Johnstown Pete Rittman Volkswagen, Inc.  
Kingston Amerling Volkswagen, Inc.  
Latham Martin Nemer Volkswagen  
Lockport Volkswagen Village, Inc.  
Massena Seaway Volkswagen, Inc.  
Merrick Saker Motor Corp., Ltd.  
Middle Island Robert Weiss Volkswagen, Inc.  
Middletown Glen Volkswagen Corp.  
Monticello Philipp Volkswagen, Inc.  
Mount Kisco North County Volkswagen, Inc.  
New Hyde Park, G/C Volkswagen Corp.  
New Rochelle County Automotive Co., Inc.  
New York City Volkswagen Bristol Motors, Inc.  
New York City Volkswagen Fifth Avenue, Inc.  
Newburgh J. C. Motors, Inc.  
Niagara Falls Amendola Motors, Inc.  
Norwich Stowe Volkswagen, Inc.  
Oceanside Island Volkswagen, Inc.  
Olean Volkswagen of Olean, Inc.  
Oneonta John Eckert, Inc.  
Plattsburgh Celeste Motors, Inc.  
Port Jefferson Sta. Jefferson Volkswagen, Inc.  
Poughkeepsie R.E. Ahmed Motors, Ltd.  
Queens Village Weis Volkswagen, Inc.

Rensselaer Cooley Volkswagen Corp.  
Riverhead Don Wald's Autohaus  
Rochester Ridge East Volkswagen, Inc.  
Rochester F. A. Motors, Inc.  
Rochester Mt. Read Volkswagen, Inc.  
East Rochester Imer Volkswagen, Inc.  
Rome Valley Volkswagen, Inc.  
Roslyn Dor Motors, Ltd.  
Saratoga Spa Volkswagen, Inc.  
Sayville Bianco Motors, Inc.  
Schenectady Colonie Motors, Inc.  
Smithtown George and Dalton Volkswagen, Inc.  
Southampton Lester Kaye Volkswagen, Inc.  
Spring Valley C. A. Haigh, Inc.  
Staten Island Staten Island Small Cars, Ltd.  
Syracuse Don Cain Volkswagen, Inc.  
East Syracuse Precision Autos, Inc.  
North Syracuse Finnegan Volkswagen, Inc.  
Tonawanda Granville Motors, Inc.  
Utica Martin Volkswagen, Inc.  
Valley Stream Val-Stream Volkswagen, Inc.  
Volkswagen of Fulton, Inc.  
Watertown Harbin Motors, Inc.  
West Nyack Foreign Cars of Rockland, Inc.  
Woodbury Courtesy Volkswagen, Inc.  
Woodside Queensboro Volkswagen, Inc.  
Yonkers Dunwoodie Motor Corp.  
Yorktown Mohegan Volkswagen, Inc.



# Eligibles on New York City Examination Lists

## EXAM NO. 9580 PROM. TO LIEUTENANT Police Department Supplementary List

This supplement of 282 names was ordered to be added to the original list by a recent court action. Date of establishment for the entire list remains March 26, 1971.

### No. 321 — 74.3%

321 Joseph R. Cea, James W. Riley, Harold F. Hartner, John Latini, William F. Riedy, Charles Linquanti, Martin J. Powers, Dewey F. Vitarbo, James J. Hyland, James W. Thompson, Frederick Bellman, Thomas P. Rowan, George W. Jrmickus, Robert J.

Kelly, James V. Grove, Alfred Fondiler, Robert J. Luckner, Conrad Possidento, Francis J. Lyons, John W. Plant.

### No. 341 — 71.35%

341 Peter P. Princi, Anthony V. Santoro, Jerome T. Dorry, Vincent C. Farley, John F. Rudden, Andrew K. Kenneally, Bernard Davis, John W. Long, Casper M. Bonello, Edward W. Roge, Joseph D. Gallagher, Henry A. Sabernick, Charles J. Glinch, James K. Peace, Kenneth G. Grant, Charles W. Fontana, James J. Hannan, Vincent A. Marotta, Joseph E. Petry, R. J. McCormack.

### No. 361 — 70.75%

361 Joseph P. O'Leary, Frank J. DiGiacomo, W. J. McCormick, Matthew W. Kennedy, Henry M. Torres, Henry Collin, Kenneth A. Fraser, Austin P. Kelly, Vincent P. Hogan, Lawrence J. Hegarty, Antonio Calobrisi, Arnold Kelley, Hugh J. Dunleavy, Carl M. Jones, Anthony M. Lopez, Edward G. Hurley, Robert E. Rohan, Dennis J. Flynn, Charles E. Tierney, S. J. Mazzarulli.

### No. 381 — 70.2%

381 Alvin Kaplan, John P. Gallagher, Giovanni Acierno, Thomas L. Weeks, Patrick W. Lehane, John E. O'Connor, Ben Benardette, Kenneth A. Kafka, George J. Mullen, Thomas G. Manzo, William J. Maher, John A. Kay, Stephen Pernice, Richard T. March, James V. Gallagher, Nunzio A. Gambino, Alex Silverman, Raymond P. Glynn, John Carbonara, Joseph J. Pirrello.

### No. 401 — 69.66%

401 Bruce C. Dowd, Remo Franceschini, Anthony J. Iannuzzi, James G. Connolly, John J. Caravello, Stuart Somerville, Stanley W. Vecere, Roland P. Driscoll, William J. O'Brien, Henry Murray, Joseph Benson, Patrick J. Cherry, Robert E. Holden, Thomas L. Laresca, John R. Kevern, F. J. Cavanagh, Donald P. Vopelak, Michael P. Bracco, Patrick E. Flynn, Thomas Connolly.

### No. 421 — 69.0%

421 William J. Finan, Thomas J. Fleming, Robert V. Esposito, Rocco N. Minardi, John F. Murphy, William C. Jahl, Robert J. Houlihan, Raymond F. Manners, Norbert J. Reardon, Murray H. Breslow, Salvatore Jnapoli, Howard J. Baletti, John W. Derum, Anthony F. Notaro, Melvin J. Grant, John D. Gilmore, Patrick W. McCarthy, A. P. Lamattina, Rudolph Philippin, Albert J. Riley.

### No. 441 — 68.663%

441 John N. Lettieri, James J. Forster, James J. Costello,

Eamon P. Gonzalez, Lawrence Reitano, John R. Kane, F. J. Reilly, William J. Cox, Louis G. Eller, Michael J. Deserio, Thomas J. Power, Cesare Cappucci, Anthony Gambino, Eugene J. Mooney, John E. O'Reilly, W. B. Howard Jr., Calvin B. Bell, Charles M. Petersen, Lester L. Patt, William T. Brown.

### No. 461 — 68.238%

461 Lawrence S. Goodis, Robert J. Beatty, Vincent P. Ramirez, Joseph M. Serpico, Daniel G. Guiney, George V. Pascale, Michael J. Brady, Andrew W. Johnson, Carl Kaplowitz, Thomas J. Lasala, S. A. Trentacosta, Dominick Delorenzo, George J. Wilson, Howard S. Steward, Edward P. Raymond, Charles F. Schinkel, Henry J. Dredger, David Vannstrand, James A. Paskins, William E. Perry.

### No. 481 — 67.6%

481 Elliot V. Sterling, John J. Phillips, Robert N. Cohen, Stephen Veve, James T. Dunn, Denis B. Collins, Daniel J. O'Connor, John Karcich, John E. Jennings, Edward J. Ryan, Robert M. Smith, James J. Daly, Frank Ostrowsky, James G. Courtney, Robert J. Doucet, Paul L. Brennan, Murray Levinson, Alfred Costanzo, Anthony J. Castoro, Peter J. Dunne.

### No. 501 — 67.138%

501 Robert A. Hogan, Randall Perkins, Francis C. Montagna, Martin P. Veilson, Elson Gelfand, Harold Leibowitz, Daniel C. O'Connor, A. J. Nicoletti, Edward Mamet, Robert A. Kelly, James P. Hughes, Paul A. Sefcsik, William J. Kelly, Richard J. Risoll, John E. Dolan, John P. Sullivan, Albert T. Higgins, John P. Oliver, Donald Buhmelster, Robert T. Manning.

### No. 521 — 66.763%

521 James J. Cotter, Kenneth M. Philcox, Morris Weber, John P. Beirne, Francis C. Murray, Vincent J. King, Joseph P. Cotter, Walter P. Kitson, Denis Moy-nihan, Terrence G. Gell, Joseph L. V. Jones, Matthew J. Monahan, B. Fitzpatrick, James P. McNicholas, Ricard J. Doran, Francis J. Colligan, George Bolognese, Arthur Fioridaliso, Charles M. Eichner.

### No. 541 — 66.55%

541 W. J. McPartland, James J. Phelan, John Zisko, Walter J. Zisko, Walter J. Mason, Michael J. Derosa, James B. Lowery Jr., Arthur T. Dallas, Joseph P. Fullam, Thomas A. Holmes, James F. Dowling, Joseph W. Kugel, John E. Edmondson, Kenneth A. Jones, Philip M. Reilly, Thomas J. Eder, Eljay Matthews, James J. Corbett Jr., Edward J. Fahy, David Solomon, David F. Lynott.

### No. 561 — 66.113%

561 Richard M. Garland, Stephen J. Dickson, Martin J. McGowan, Albert G. Boyce, P. G. Gallagher, Eugene C. Calabrese, Patrick P. Solomita, Frank J. Carnesi, John J. Cassidy, William M. Kane, Frank C. Laine Jr., Vincent P. Flynn, M. J. Belanich, Robert J. Larkin, Joseph A. Siolak, Joseph J. Barron, Raymond W. Kelly, John M. Gambello, Andrew J. Dibiasi, W. G. Poppenwimer.

### No. 581 — 65.53%

581 Leon V. Granello, W. C. Rutherford, Matthews J. Cashman, Francis H. Collins, Leslie A. Stephens, Joseph J. Brois, William C. Duffy, Thomas P. Sullivan, James J. Casey, Ronald C. Schule, Frank R. Tornabene, Thomas J. Walsh, Peter J. Reilly, Charles A. Strype, William J. Or-

Ormond, David B. Durk, F. C. Setteducato, Andrew W. Lang, J. T. Prindeville, William J. Quinn.

### No. 601 — 65.1%

601 John W. Cody, John R. Pastore.

## EXAM NO. 1506 PROM. TO CAPTAIN Police Department Supplementary List

This supplementary list of 160 names was ordered to be added to the original list by a recent court action. Date of establishment for the entire list remains Dec. 23, 1971.

### No. 213 — 84.325%

213 John J. P. Matthews, Thomas F. Long, Matthew J. Redden, Seymour J. Redden, Seymour Sapadin, Angelo F. Galante, William E. Simon, Francis H. McGuire, Robert Hartling.

### No. 221 — 81.7%

221 Richard C. Volberg, Charles Toes, Irving J. Moore, Harry Wasluk, John J. Meehan, John J. McGill, Edward J. Six, William J. O'Connor, Erasmo A. Germano, Franklyn J. Walling, Robert J. DeSalvio, John E. Nilon, Sam Gelber, Marvin Lieker, Richard F. Nolan, Thomas M. Anderson, Rudolph W. Hartmann, William J. Slattery, James T. Fulton, Alexander Knipel.

### No. 241 — 79.438%

241 William J. Walsh, Richard A. Lamb, Clinton F. Griffin, Raymond M. Gleason, Jack W. Clark, Gustav K. Kramer, Eugene J. Burke, James J. Skennion, John W. Courtenay, Arthur G. Jury, Joseph P. Calzerano, Joseph R. Vincent, James J. Carvino, Norbert H. Campbell, John T. Calandrillo, Francis R. Herron, Thomas P. J. Ryan, Owen J. O'Brien, Joseph W. Slattery, Kenneth R. Jsouth.

### No. 261 — 76.613%

261 William G. Borman, N. S. Missailidis, John P. Byrnes, Fred Fischer, James J. McCabe, Peter Wieber, H. J. Schmeider, Louis G. Caputo, Felicia Shpritzer, Richard J. Jason, John V. Ricci, Thomas V. Coyne, Robert J. Kelly, Nickolas D. Drakos, John J. Hill, Harold J. Wischertis, Francis A. Jboiz, Joseph R. Fisher, Edward T. Gecewicz, Leonard A. Kaplan.

### No. 281 — 77.338%

281 James L. Danaher, Joseph J. McClellan, Edward M. Ronan, W. L. Johnson Jr., Donald T. Gangle, Thomas A. Lotito, James J. Mills, Frank J. Parodi Jr., James L. Wallace, Joseph J. Maginnis, William J. Falcone, Edmond Baccaglioni, Aniello J. Davino, Carmine Bongiorno, Francis P. Ward, Albert C. Platte Jr., Daniel T. Kelly, William F. Pirro, Ronald J. Fenrich, Peter F. Scalabrino.

### No. 301 — 76.675%

301 Walter A. Delaney, Redmond P. Burke, Jerome Shapiro, Joseph Karpel, Robert J. McCormack, Thomas A. Sullivan, Joseph J. Morales, Arnold C. Howard, Hugh J. Dunleavy, John F. Vorburger, Louis G. Raiford, Thomas F. McAndrews, Michael A. Luisi, James J. Kane Jr., Bruce C. Dowd, Robert T. Gordon, James W. Helbeck, Michael Mullarkey, Theodore Cavoors, Lester T. Becker.

### No. 321 — 76.113%

321 Louis J. DeVito, John P. Walsh, Harold E. Plude, J. W. Christian Jr., Patrick J. Healy, John P. Higgins, Frank J. DiGiacomo, Edward W. Roge, Arthur C. Woods, Michael J. Quinn, F. J. Koopman Jr., Gerard A. Sheridan, Joseph E. Curtin, Leonard A. Racioppo, Eugene F. Green,

Frank E. Lynch, Michael J. Killeen, John J. Bynon, Morris Azoulay, Edward J. Kane.

### No. 341 — 75.625%

341 Edward N. Clark, Stanley I. Rattner, James Lacourte, Louis Stock, Joseph A. Panzera, James C. Power, Bernard J. Gregor, James McFadden, Vincent P. Ramirez, Vincent A. Marotta, John H. Palmer 3rd, Emery J. Papp, Joseph D. Kozel, Walter E. Lukowski, R. J. Fitzpatrick, John J. Cahalan, Francis H. Hanratty, John A. McGivney, Walter A. Ujazdowski, Harold F. Smith.

### No. 361 — 84.063%

361 James K. Whaley, Michael A. Pepa, John A. Culley, Robert J. Hogan, George A. Boltman, Bernard Bernardi, James J. McLaughlin, Everett A. Parker, Joseph N. DeMartini, Owen P. McDonald, Peter P. McGee, Herbert E. Hohmann.

## File For Caseworker With New York State

A continuous application period has been opened for caseworker with the State of New York, leading to jobs in various local social services departments throughout the state, except for New York City. Salary varies by location.

Applicants who file by Dec. 18 will be scheduled for the first holding of the written test on Jan. 27, 1973.

Applicants may qualify with only a bachelor's degree. Also acceptable are one year of experience as a licensed registered nurse, or four years of experience in social work or teaching, or a satisfactory combination of education and experience.

Those who do not meet these requirements by the date of the first test, but will have fulfilled them by Aug. 31, 1973, may apply and be scheduled for the second test, to be held June 16, 1973.

The written test will include questions on working with clients in treatment or counseling situations, human behavior, and social, economic and health problems and related programs and services.

For more information and application forms, request announcement number 20-399, caseworker, from the New York State Department of Civil Service, located at the addresses listed on page 11 under "Where To Apply."

## 12 Housing Employees Get Suggestion Prizes

Twelve employees of the New York City Housing Authority have received cash awards and certificates of commendation in the Employees Suggestion Plan program, it was announced last week by Chairman Simeon Golar.

Top awards of \$50 each went to Barbara Kirschner, a senior accountant, and Daniel LoCasolo, a resident buildings superintendent, who won his fifth award.

Awards of \$25 each went to Dewey L. Snipes, a housing assistant, and Ricardo Flores, a housing fireman. In the \$10 category, Mary Perepezko, Paul Hoffman, Joseph M. Hart, Leo Brause, Ariene E. Bailey, Cornelia Aponte and James P. Adams won recognition.

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**Att: All CSEA Members  
In P-S-T Units  
Every Vote Counts  
Help CSEA Win  
A Clear Mandate  
In Negotiations  
For Your Pay Raise  
By Exercising Your Vote  
In The Representation  
Election This Month**

## Syracuse Area Chapters Rally, Man Phones To Urge Support For CSEA

SYRACUSE—More than 100 members of the Institutional and the Professional-Scientific-Technical units of the Civil Service Employees Assn. in the Syracuse area were urged to "vote and make sure other members vote" during the statewide election to determine whether CSEA is to continue to represent them.

Talks at a Nov. 17 meeting in the Syracuse Countryhouse discussed the importance of these votes in deciding the election for which ballots were sent out last week. The ballots must be returned before Dec. 8 when they will be counted under the supervision of the State Public Employees Relations Board in Albany.

The meeting to rally support for CSEA was sponsored by the Onondaga County CSEA Presidents Council as part of the local effort to get out every CSEA member to vote.

Another major effort was the telephone campaign launched by CSEA's Syracuse State School chapter. Clarence Laufer, chapter president and chairman of the Presidents Council, explained that members of the Unit would be contacted by telephone to be urged to cast their ballots for CSEA.

Laufer said some 1,200 mem-

bers of the CSEA Institutional Unit in the area — the State School, State University at Syracuse and Syracuse Psychiatric Hospital chapters — as well as members of the local members in Professional, Scientific and Technical Unit are eligible to vote.

The telephone campaign headquarters were set up in a suite of the Countryhouse where members manned telephones during the day to "get out the vote." It is expected to continue to work on this project until the election is completed.

## Rochester Retirees To Hear Speaker On Income Tax Problems

ROCHESTER — Income tax law will be the principal subject for discussion at the Nov. 28 meeting of the Rochester Area Retirees chapter of the Civil Service Employees Assn.

A representative of the Rochester Bureau of Internal Revenue will be present, announced chapter president Claude Rowell, to explain income tax law as it pertains to retirees. A question-and-answer period will follow.

The meeting, as previously announced, has been rescheduled to Tuesday, Nov. 28, at 1:30 p.m. at Van de Mark of Rochester State Hospital, 1600 South Ave. here.

### Know Your Type?

... Be a blood donor and find out. Call UN 1-7200, The Greater New York Blood Program.

## Peter Sheremeta New MH President

ALBANY — The Department of Mental Hygiene Central Office chapter of the Civil Service Employees Assn., recently installed its new slate of officers for a two-year term.

The officers are: Peter Sheremeta, president; Barry Levitch, vice-president; Victoria Panthen, secretary; Robert Mittler, treasurer; Velma Lewis, Kenneth Swannie and George Mears, delegates, and Betty McLean, alternate delegate.



On Thanksgiving at about 1 p.m. a rather young, inexperienced voice was heard on the air as follows: "Manhattan calling Squad One." The call was repeated three times. Knowing that Squad One was gone from Manhattan, I winced a bit because you know how I feel about the elimination of any company. Then I thought to myself that the call, which had to go unanswered, was sort of forlorn like a voice in the wilderness or perhaps on a mountain peak where he would hear his voice echo one . . . one . . . one . . . one!

That's O.K. sonny. We were all young and inexperienced some time in our lives and you are entitled to your time too. Thing is that there are a lot of people who will be heard forlornly calling for Squad One but it won't be where it could or should answer!

It is good to hear that Ambulance One has been located

closer to the points where it is undoubtedly needed most. I have had letters indicating displeasure with command for reluctance to "special call" that unit because of the distance it would have had to travel. Let's hope that sort of thing is at an end now. If it's there, let's use it.

Speaking of things medical, a note to the Brothers in the Bronx. Avoid Fordham Hospital at all costs for injured firefighters. Service in the emergency room is so bad that it is under investigation by top Bronx County investigative forces and other city agencies.

Two firefighters recently taken to Bronx Lebanon (Conc. Div.) with severe smoke poisoning were given a "hobsv dobsv" examination after which the "M.D." told Car 26 the two men were O.K. As the men were being examined, one man started to go numb and the other virtually passed out. Car 26 was quickly summoned and the two men were taken to Montefiore Hospital

(Continued on Page 10)

## Personnel Examiners

The City Civil Service Commission has ordered open competitive exams for personnel examiner and senior personnel examiner, and promotional tests for the same titles to be open to employees of the Dept. of Personnel.

Filing dates have not yet been established, but will be reported by The Leader when finalized.

## Correction Captains

The City's Department of Correction has 45 openings for captains which it will fill with people on the certified promotion lists which resulted from exam 1519 established March 23, 1972. Also, a supplementary list of 151 eligibles may be drawn from. Salary is \$12,744.

**SAVE A WATT!**

## PERB Names Mediators In 11 Disputes

ALBANY—The State Public Employment Relations Board has assigned several mediators and a fact-finder to 11 contract disputes involving the Civil Service Employees Assn.

The following people have been named mediators: Arthur Berkeley, an attorney of Johnstown, has been assigned to the dispute between Lewis County General Hospital and CSEA. William Curtis, an attorney of Yonkers, has been appointed to the dispute between the Village of Liberty and CSEA. Nathan Cohen of PERB's New York City office has been assigned to the dispute between Island Trees School District No. 26, Levittown, and CSEA. William Duggan of PERB's New York City office has been assigned to the dispute between the Town of Fallsburgh and CSEA and also to the dispute between the Village of Pelham and CSEA.

Theodore Gerber of PERB's Albany office has been appointed to the dispute between Saratoga County and the Saratoga chapter of CSEA and to the dispute between the City of Schenectady and CSEA's Schenectady unit. Benjamin F. Westervelt of PERB's New York City office has been assigned to the dispute between the Town of Warwick and CSEA and to the dispute between the Town of Clarkstown and Clarkstown unit of the Rockland County chapter CSEA, Town employees. William Duggan has also been assigned to the dispute between Malverne School District UFSO No. 12, and Nassau chapter CSEA (Malverne clerical unit).

Herbert Lippman, an attorney of New York City, has been named fact-finder in the dispute between the Town of Newburgh and CSEA (Police).

## Clinton Chapter To Honor Retirees

PLATTSBURGH — The Clinton County Chapter of the Civil Service Employees Assn. will hold a meeting to honor recent retirees for the calendar year 1972, on Dec. 2, at the Elks Club, B.P.O.E. #621, Cumberland Ave., Plattsburgh.

According to chapter president Frank Lawson, a \$50 saving bond will be presented to each retiree. Cocktails will be served at 6:30 p.m., followed by a buffet and dancing during the evening.

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BONDS!**

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Danville Industries, after 25 years as one of New York's largest premium and corporate gift suppliers, opens its showrooms for the first time to Civil Service employees and their families only. Until now, only some of the Country's largest corporations could shop here. Now YOU can buy at WHOLESALE . . . choose from over 9,000 items . . . and get SERVICE, too — expert, sincere gift counseling. Here's what it means to shop in New York's FIRST Wholesale Catalog Showroom . . .

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# Fire Flies

(Continued from Page 9) and subject to three hours of intensive examination and excellent treatment. This is as it should be. Another hospital where I hear that sort of treatment is given is Presbyterian

Medical Center, where an automatic test for carbon dioxide in the bloodstream is automatically performed on injured firefighters. Be guided accordingly please!

On the air the other night, an engine officer was directed to R&R Hoe and Aldus which

is an impossible false alarm box. The reply was a very weary "that box has been r & r & r & r & r!" Gaston — you're a devil!

A fire at 138th Street and Brown Place on Nov. 13th was unusual for several reasons.

1. It told of persons trapped by illegal iron gates and the

danger involved in their continued use.

2. It was written from a more than casually interested approach by Vincent Lee and Paul Meskill who are very good friends of the firefighters as well as reporters for The Daily News.

3. It involved two truck com-

panies whose members work as a great team namely Ladder 17 and Ladder 29. When those two outfits roll in and it's a "job," it is as though somebody in the circus yelled Hey Rube! In no time flat they are all over the place, things get done "willy nilly" and well.

At this particular job, there were a lot of familiar names such as Lieutenant Mickey Judge (my buddy from Harlem days in Squad One) and John Fullam who has been mentioned here before in quite a spectacular manner. The best thing about this piece by Lee and Meskill was that it mentioned names, told exactly what everybody did, what a beating they took doing it, what they found and the condition which contributed to the need for special work including several rescues. It was a terrific job by everybody including Lt. Judge, Dick Flynn and Doug James. Fullam and Ken Zisel from Ladder 17-1 made a great rescue. Emphasis was placed on locked iron gates which were then mentioned by T.V. and radio stories later that day and evening. Good show gentlemen . . . congratulations!

When Lieutenant Goldblatt and his tigers from 56 Truck arrived at 2081 Morris Ave., Thanksgiving eve, fire was showing out one front bedroom window but good. As Pr. John Loser and John Bowens scurried upwards, they heard screams from the floor above the fire. Bowen stopped to search the fire floor while Loser kept right on going and found a woman, aged 60, at the window who said her 90-year-old mother was helpless, blind and paralyzed, further into the apartment.

Loser crawled 15 feet in, found the invalid woman and, testing the hallway door, found you couldn't live in the hallway so it would have to be the window or nothing. He picked the woman up and cradled her in his arms as one would a baby, got her to the window and handed her to a passing truckie. Then he led the 60-year-old very frightened daughter to safety. Both went to the hospital but so did two members of the company mentioned in an earlier paragraph. Obviously from their experiences, Bronx Lebanon (Concourse Div.) is not the place to take a firefighter anymore than Fordham. There it is . . . you take it from there and, a tip of the helmet to the tigers of 56 Truck too!

### Foreman For EPA

The City's Environmental Protection Administration will be hiring 32 foremen at \$11,557 per year. Certified from promotional exam 0540 taken Sept. 3, 1971, are 50 people between nos. 111 and 156.

### Assistant Foreman

The City's Environmental Protection Administration has 71 openings for assistant foreman. Slots will be filled with certifications from the promotional list established July 13, 1970, from exam 8635. The last number certified was 575. Salary is \$10,769.

### Special Officers

The City Department of Social Services has 50 openings for special officers. One hundred and twenty five people between nos. 237 and 1186, have been certified from the list established March 23, resulting from open competitive exam 1077. Salary is \$7,800.

# See how it feels to retire before you retire.

## Be our guests in Florida for 3 days and 2 nights and sample the good life.

(includes all accommodations and meals)

### A most unusual offer from Mid-Florida Lakes, Florida's Award-Winning Adult Community

Instead of just guessing what it's like to be retired, we want you to be our guests in Florida—we want you to "retire" for 3 days and 2 nights and get the answers to your questions right on the spot. You won't have to read about our magnificent, waterfront location. You'll be there. You won't have to look at pictures of our community clubhouse, swimming pool, boat docks and lake. You'll be there and see it all.

Which of the many recreational or social activities would you like best? You'll be there to join right in and find out. And you won't have to wonder how much comfort and convenience a modern, mobile home will give you. You'll be there to actually live in one for your entire stay.

We'll take you to Disney World, sightseeing, on a boatripe, and show you around our lovely neighborhood. But mostly, you'll be entirely on your own. No pressures. Nobody following you around. We want you to decide for yourself whether you'll be happy here. So you can go fishing, swimming, or just relax. Stroll leisurely around and simply chat with the folks who've already made Mid-Florida Lakes their retirement home. We think you'll decide—on your own—that you couldn't have a better life on a retirement income.

Send today for our colorful, informative brochure—learn how you can "Be Our Guests" in Florida without cost

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I am now retired.  
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Please send me all the facts about Mid-Florida Lakes and your "guest offer" without obligation.

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"Retire" for 3 days in a modern, carefree home.

You'll personally experience a kind of living you never dreamed possible at such reasonable cost. In a home so spacious, comfortable and convenient you'll never think the same way about "mobile" homes again. Each one set on its own foundation for permanent beauty, with added screen porch, carport and utility room—and lushly landscaped too.

Enjoy a \$500,000 community clubhouse and a variety of recreational activities.

Join the folks inside for bridge, bingo or billiards—for arts and crafts or just plain socializing. Join them for "fun in the sun" at the swimming pool, on our championship shuffleboard courts, pitching horseshoes, boating from our own docks or fishing for the big ones that don't get away here—and much more.



Meet and talk to the happy folks who live here.

Ask them any questions you like about Mid-Florida Lakes. You'll probably discover that many of them had the same anxieties about retirement that you have. And learn how Mid-Florida Lakes not only solved their problems but gave them a life they love—far from everyday cares, tension, noise, pollution, crowding and fears.

A statement and offering statement has been filed with the Department of State of the State of New York. The filing does not constitute approval of the sale or lease or offer for sale or lease by the Department of State or any officer thereof or that the Department of State has in any way passed upon the merits of such offering. A copy of the offering statement is available, upon request, from Mid-Florida Lakes, Inc. NYA 72-1268.

# Eligibles On State and County Lists

<b>ASSISTANT DIRECTOR OF MEAT INSPECTION G-26</b>	
PROM EXAM 34721	
Test Held Sept. 21, 1972	
1 Gilmour J Delmar	86.7
2 Fish R Canisteo	84.0
3 Milks R Sodus Point	79.7
<b>SENIOR LANDSCAPE ARCHITECT</b>	
PROM EXAM 34740	
Test Held April 22, 1972	
List Est. Sept. 28, 1972	
1 Vrooman J Castile	83.0
2 Olinger E Rochester	82.2
3 Deangelo G Oran	80.9
4 Schoenborn W Syracuse	80.5
5 Crossman B Bath	80.1
6 Frank W Albany	78.9
7 Nagel C Pine Plains	78.9
8 Fasser D Centereach	78.5
9 Mackenzie M Jonesville	75.2
10 Kinkel R Williamsvil	74.8
11 Rogers R Elnora	74.8
12 McCoy D Poughkeepsie	74.1
<b>ASSOC COMPUTER</b>	
PROM EXAM 34738	
Test Held May 13, 1972	
List Est. Sept. 27, 1972	
1 McCarthy J Delmar	96.8

2 Novick J Elnora	92.1	33 Melerhoffer J Albany	80.6
3 Dorn R Ballston Spa	89.3	34 Gorman I Latham	80.6
4 Clarke R Waterford	88.9	35 Cummings T E Greenbush	80.2
5 Lennon R Voorheesvil	87.7	36 Leet I Albany	80.1
6 McDermott J Mechanicvil	87.5	37 Patentreger S Schenectady	79.9
7 Hogue R Elnora	87.0	38 Huber T Ballston Spa	79.8
8 Tamoliunas C Albany	86.7	39 Dunworth R Albany	79.0
9 Pitanello F Latham	86.2	40 Leblanc A Waterford	78.9
10 Koroluk I Albany	85.7	41 Keating T Saratoga Spg	78.7
11 Scandura J Loudonville	85.4	42 Zitren E New York	78.6
12 Kelly P Cohoes	84.5	43 Thompson R Schenectady	78.1
13 Morse D NYC	84.4	44 Mahoney R Albany	78.1
14 Niles J Troy	84.1	45 McCaffrey J Slingerlands	78.0
15 Moore T Albany	83.4	46 Ross G Valatie	77.9
16 Reda F Albany	83.3	47 Rider S Albany	77.7
17 Breslin C Albany	83.1	48 Neveu L Troy	77.7
18 Keyes I Albany	83.0	49 Davies W Troy	77.7
19 Kane J Albany	83.0	50 Krebs W Ghent	77.7
20 Ferjanec J Waterford	82.9	51 Grimaldi E Albany	77.7
21 Douglass R Richmondvil	82.4	52 Noonan B Castleton	77.6
22 Leonard T Schenectady	81.9	53 Goodman I Rego Park	77.6
23 Brown R Schenectady	81.7	54 Karper E Greenwich	77.5
24 Hewitt S Waterford	81.6	55 Winter L Albany	77.4
25 Barnes W Schenectady	81.5	56 Curtis F Cohoes	77.3
26 Messmer E Elnora	81.5	57 Wunder E Cohoes	77.3
27 Allardyce R Albany	81.5	58 Burns F Schenectady	77.0
28 Allen W Albany	81.3	59 Vanpelt K Whitesboro	76.7
29 Hill R Albany	80.9	60 Burkhard W Delmar	76.6
30 Childs D Saratoga Spg	80.8	61 McNab L Rexford	76.6
31 Coffey D Castleton	80.7	62 Rafferty J Albany	76.6
32 Vickers L Amsterdam	80.6	63 Dare S Duaneburg	76.5
		64 Simons L Loudonville	76.4

65 Vincent J Loudonville	76.1	93 Hayden J Ballston Spa	72.8
66 Risch C Ballston Spa	75.8	94 Cooper A Rensselaer	72.7
67 Bailey R Schenectady	75.6	95 Kelse W Albany	72.7
68 Irek C Albany	75.6	96 Burke J Voorheesvil	72.5
69 Sawyer M Watervliet	75.5	97 Skelly M Delmar	72.5
70 Jackson N Schenectady	75.4	98 Saroff E Albany	72.0
71 McHugh C Saratoga	75.4	99 Jones L Schenectady	71.9
72 Mulberry T Rensselaer	75.3	100 Carioto A Saratoga Spg	71.9
73 Brown D Delmar	75.3	101 Gilbert V Loudonville	71.8
74 Allerdice W Saratoga	75.0	102 Pinkans M Albany	71.6
75 Kelly D Schenectady	74.9	103 Dincu B Troy	71.2
76 Powell T Elnora	74.8	104 Noble J Amsterdam	71.1
77 Olsen W Rexford	74.7	105 Yannaco L Albany	70.9
78 Shaben L Cohoes	74.7	106 Soffey J Albany	70.8
79 Messitt J Schenectady	74.6	107 Bonville J Schenectady	70.7
80 Cooke R Feura Bush	74.6		
81 Jones H Slingerlands	74.6		
82 Helmes R Albany	74.5		
83 Dipaolo J Saratoga Spg	74.4		
84 Ramsey R Ballston Spa	74.4		
85 Warner W Albany	74.2		
86 Teal D N Chatham	74.1		
87 Cavanaugh J Albany	73.9		
88 Shenbaum E Schenectady	73.7		
89 Colavecchio W Albany	73.7		
90 Moon J Elnora	73.7		
91 Wilber D Stillwater	73.1		
92 Calabro S Schenectady	72.9		

<b>SR STORES CLK</b>	
PROM EXAM 34788	
Test Held June 3, '72	
Est. Oct. 12, '72	
1 Rapp J Buffalo	88.3
2 Cavallaro M Syracuse	88.2
3 Sapone D Troy	88.0
4 Olan H Brentwood	86.2
5 Bassett B Saratoga Spg	85.8
6 Cady M Vestal	85.8

(Continued on Page 12)

## 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: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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.

### New! Canon TLb

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Highly responsive servo electric-eye exposure control system. Redesigned optical system for high-resolution movies; a 5 to 1 ratio 1/1.8 power zoom lens; three filming speeds plus single frame; and a lot more. Now it's easy to get professional results with all the convenience of automatic movie-making. For versatility: optional wide-angle and telephoto lens converters for extending the zoom range, fade-in and fade-out control, and optional achromatic close-up lenses.

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**GHI Plan... What's in a name?**  
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# Eligibles on State and County Lists

(Continued from Page 11)

7 Bailey L E Meredith .....85.3	22 Tedeschi L Altamont .....82.6	39 Rogers W Middletown .....80.7	84 Worth H Albany .....76.6
8 Allerti L Staten Is .....85.1	23 Lafluer C Canandaigua .....82.6	40 Thiel J Verbank .....80.4	85 McCarthy M Albany .....76.6
9 Gifford R Mayfield .....84.8	24 Bissell D Ballston Spa .....82.3	41 Norsen R Clifton Spgs .....80.3	86 Smith E Binghamton .....76.6
10 Everetta C Helmuth .....84.3	25 Caputo G Buffalo .....82.3	42 Salisbury J Albany .....80.3	87 Skelley J Albany .....76.3
11 Dexter W Pt Jefferson .....83.8	26 Farry T Schenectady .....82.1	43 O'Connor J Middleburgh .....80.2	88 Chapman K Liverpool .....76.4
12 Lenkiewicz A Johnson City .....83.6	27 Szela J Mt Vernon .....82.0	44 Ward C Elizaville .....80.2	89 Peculis P Amsterdam .....76.2
13 Pias A Auburn .....83.6	28 Wainio S Miller Place .....81.4	45 Bernstein G Kew Gardens .....80.2	90 Klinowski R Watervliet .....76.2
14 Demars B Tupper Lake .....83.4	29 Barley R Oneonta .....81.4	46 Bernardi E Queens Vill .....80.2	91 Musco J Cohoes .....76.2
15 Hammersmith P Gloversvil .....83.3	30 Fenzel M Watervliet .....81.4	47 McEneny J Baldwinsvil .....80.0	92 Kulik N Conklin .....76.1
16 Mylott R Troy .....83.3	31 Woodbridge R Tupper Lake .....81.4	48 Quackenbush M Albany .....79.8	93 Knickerbocker G Attica .....76.1
17 Moody A Saranac Lake .....83.1	32 Cox D Liverpool .....81.3	49 Bombardier L Albany .....79.8	94 Brennan M Auburn .....76.0
18 Kuperman J Albany .....83.1	33 Forre N Mechanicvil .....81.3	50 Schlieter R Albany .....79.7	95 Scanna L Ctr Moriches .....75.9
19 Ford C Albany .....83.0	34 Sitkowski W Islip .....81.3	51 Desieno A Mechanicvil .....79.5	96 Kyratzis A Albany .....75.9
20 Chotkowski Z Schenectady .....82.8	35 Band J Floral Pk .....81.3	52 Peragna M Bklyn .....79.4	97 Schonfeld G Bklyn .....75.8
21 Stanley W Apalachin .....82.6	36 Havens R Albany .....80.9	53 Brown R Albany .....79.4	
	37 Wells G Dannemora .....80.7	54 Auricchio P Amsterdam .....79.3	
	38 Rubin C Spring Glen .....80.7	55 Beach J Schenectady .....79.3	
		56 Crozier S Saratoga .....79.3	
		57 Lemon T Delmar .....79.0	
		58 Kendrick F Schenectady .....78.9	
		59 Carrozza R Scotia .....78.5	
		60 Schmidt M Schenectady .....78.5	
		61 Fischer S Monroe .....78.4	
		62 Rutkowski J Albany .....78.4	
		63 Aepli M Johnson City .....78.3	
		64 Mowry A Cattaraugus .....78.2	
		65 Bookstauer H Middletown .....78.2	
		66 Platt R Troy .....78.1	
		67 Molatch J Blauvelt .....78.1	

(Continued on Page 15)

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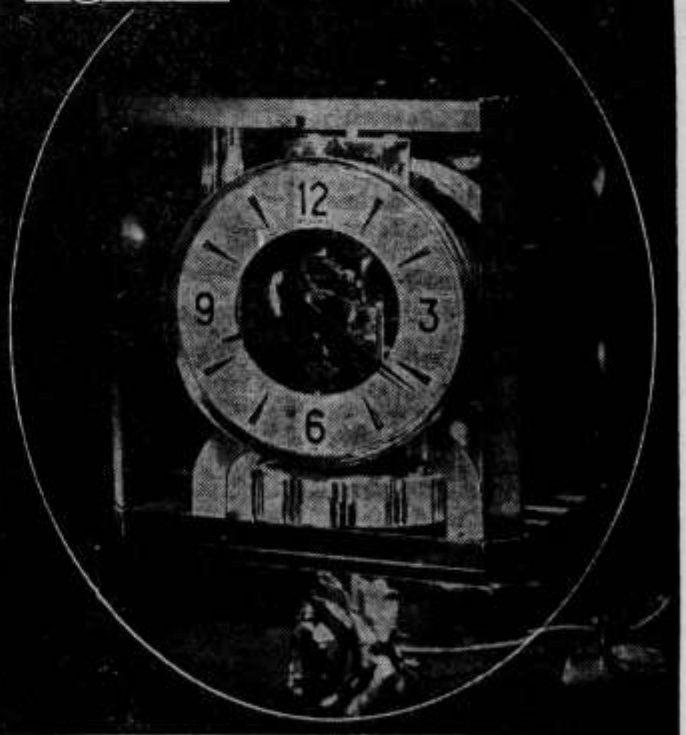
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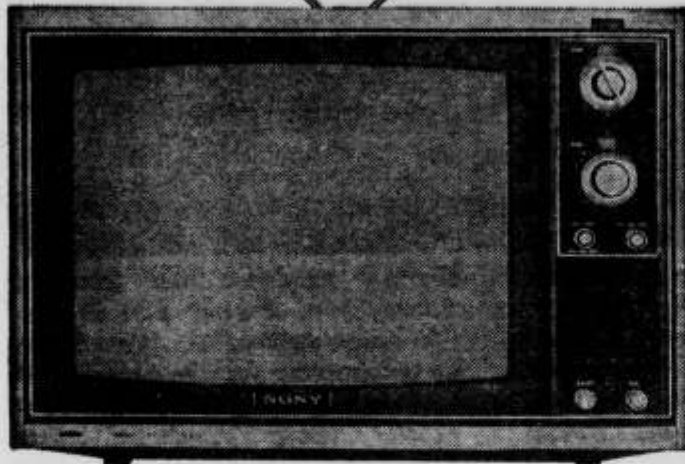
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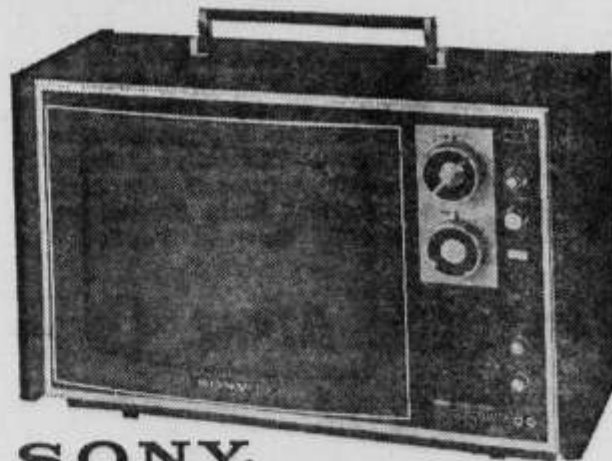
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# Westchester County Unit Honors Ivan Flood At Annual Dinner-Dance



Westchester County unit of the Civil Service Employees Assn., at its annual dinner-dance last month at the Post Lodge in Larchmont, honored Ivan Flood, "one of the founding fathers of Westchester chapter." In the first picture, Flood, left, who recently retired from County service as law librarian, appears with unit president Michael Morella and County personnel director James Dolen. Flood was presented with a chain saw as a gift from the unit, which he has been serving in recent years as counsel.



In the second photo, Westchester executive secretary Marilyn Matthews pins a boutonniere on one of the arriving guests, Michael Del Vecchio, immediate past president of Westchester chapter and current chairman of the statewide CSEA pension committee. Visible in the background is Irene Amaral, unit secretary and member of the chapter board of directors, busily checking off names of some of the 300 persons who attended the affair from all over the State.



Chapter president John Haack takes turn at microphone. Behind him is another chapter "founding father," J. Allyn Stearns, who acted as toastmaster for the occasion. Seated at head table is Ivan Flood. Other guests included Westchester County Executive Dr. Leonard Berman, County District Attorney Carl Vegari, County Court Judge James Caruso, County Court Judge John Cousens, Court of Appeals Justice Lawrence Cooke and Nassau County chapter president Irving Flaumenbaum.

## Puzziferri Says South Conf 'Full-Speed Ahead' In Efforts To Guarantee CSEA Election Victory

(From Leader Correspondent)  
SPRING VALLEY — The Southern Conference is going "full-speed ahead" in its efforts to get out the vote and win the forthcoming representation election among state Mental Hygiene and Professional-Scientific-Technical employees, according to Nicholas Puzziferri, Southern Conference president. Puzziferri said the Southern Conference, which has 13,000 of 75,000 employees affected by the election in its area, is leaving "no stone unturned" in its efforts to win the election for CSEA.

The efforts include mass rallies with top CSEA speakers, including president Theodore C. Wenzl, to explain the issues in the representation election. Many mailings are being sent out and CSEA members are personally contacting their friends to see that they vote in the election and that this vote be cast for the Employees Association. The calendar of events for the campaign in the Southern Conference area began with a rally Nov. 10 at Harlem Valley State Hospital in Wingdale. On Nov. 15 there was another rally held at Hudson River State Hospital. A luncheon was held at Rockland State Hospital by the CSEA group at that institution, with 300 persons attending.

The Professional-Scientific-Technical Unit held a rally in Haverstraw with 300 attending and with president Wenzl as a guest speaker on Nov. 20. A luncheon was also held at Letchworth Village on Nov. 20 by the CSEA chapter at that institution. A Conference of chapter presidents and other Southern Conference officers scheduled for Bear Mountain Inn on Friday, Dec. 7, will wind up the election campaign. Puzziferri said help in the campaign is being furnished by many county officers and other

members of county chapters who are not involved in the election. The Southern Conference president urged all CSEA members to provide help in the forthcoming campaign wherever possible. He also praised the hard and tedious work performed by the field representatives and the collective negotiating specialists in preparing the groundwork for what he believes will be a victory for CSEA. "I am confident that CSEA will win a very clear-cut victory if our membership will help us get the vote out," Puzziferri said.

### On-Site Balloting

- (Continued from Page 3)
- NYS Rehabilitation and Research Hospital, West Haverstraw—Dining Room (opposite Occupational Therapy).
  - Rochester State Hospital, Rochester—Van Der Mark Hall.
  - Rockland State Hospital, Orangeburg—Assembly Hall.
  - Rome State School, Rome—Visitors Lounge (Rear of Transportation Garage).
  - Suffolk State School, Melville—Community Service Room, Bldg. 9.
  - Sunmount State School, Wassauc—Auditorium Boy's School.
  - Willard State Hospital, Willard—Hadley Hall.
  - Willowbrook State School, 2760 Victory Blvd., Staten Island—Recreation Department Gym.

## 'Every Time We Meet Challenge, We're Stronger,' Says Wenzl

(Continued from Page 16)  
"Overconfidence can be a greater enemy than our opposition," he said. "Every vote counts. We must marshal our forces to encourage every employee to exercise his or her vote to give us an overwhelming victory." He reaffirmed his belief that the strength of CSEA lies in its democratic structure, which gives every member an equal opportunity to influence decisions. "In a democracy you may not have decisions that will satisfy everyone, but on the other hand, if you believe in a high-handed autocracy, you have a right to believe that, too." Wenzl, who has been praised in The New York Times as being outstanding in his grassroots contacts with the membership, went on to answer questions from the floor:

- The term of the new contract will evolve out of the negotiating process, and is not rightly something which can be put on the line at this time.
- All members of a unit have the opportunity to approve or disapprove the contract by means of unitwide voting.
- No contract will be signed

without increments. CSEA is dedicated to getting the cheapest, best insurance policies possible for its members, and "no one can get it cheaper," although there are other elements besides price to be taken into consideration. CSEA collective negotiating specialist Paul Burch also attended the Conference meeting in his role as coordinator for the Metropolitan area during the representational challenge period. **180 New Members** He pointed out what negative reaction he had got fell for the most part into local dissatisfactions which the membership had within their power to change at their own will. "If you do not like your chapter president," he said, "that is no reason to change your union representation — change your leadership through the democratic processes available to you. This happened in a number of chapters throughout the state last year, and is strictly a local matter." Burch went on to announce on the positive side that some 180 new members had joined the Employees Association in the Met-

ropolitan region during the past two weeks. Concerning the challenge election, he noted that the regional office at 11 Park Place in lower Manhattan was well stocked with materials that are available to local leaders in helping to win the election. He pointed out that those people who were employed at of-

fices that would be balloting by mail should have received them by Nov. 24. He said that if ballots were not received by then, the regional PERB office in the City should be contacted at (212) 661-6971 for a duplicate ballot (which would be so marked). On-site balloting on Dec. 7 would be held at Brooklyn, Creedmore, Willowbrook and

Manhattan State Hospitals in the Metropolitan area, he explained. At these institutions, one ballot box is to be provided for every 500 employees, with three observers allowed for each box. In addition at least two staff people will be on hand during the day at each site. Observers are to be allowed time off work to perform the duty, and employees are each allowed one hour off to vote. Everyone on the payroll as of Sept. 1, 1972, is eligible to vote, he said. **Weisz Calls Meeting** The meeting, which had been called by Conference president Jack Weisz to expressly discuss the challenge election, also featured numerous outlines by delegates as to what their chapters were doing to stimulate employee recognition of the election's importance. Weisz himself told delegates that CSEA is an organization that employees can live with, because it allows for dissent. In other Conference action, president Weisz reappointed Samuel Emmett as chairman of the social committee, and directed him to begin plans for next year's Conference Workshop.



Conference treasurer Michael Sewek, second from left, with his wife Marie, and Conference secretary Dorothy King, second from right, with her husband Donald, exchange greetings at the meeting.



# Metro Conf Gears For Challenge.

By MARVIN BAXLEY

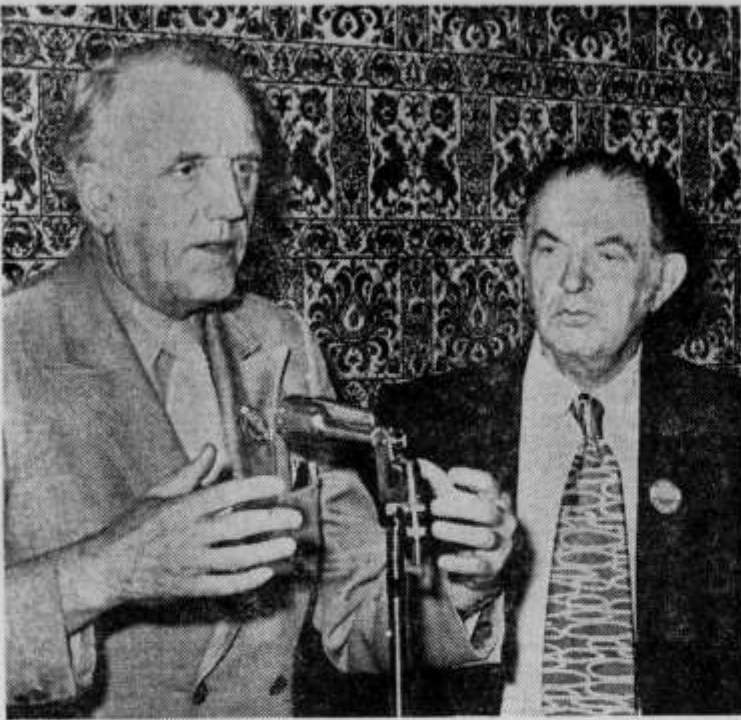
NEW HYDE PARK—"Competition is a great thing," Civil Service Employees Assn. president Theodore C. Wenzl told delegates to CSEA's Metropolitan Conference at their Nov. 18 meeting at the New Hyde Park Inn.

"Every time we meet the challenge," he explained, "we are that much stronger." The Employees Association president, in making this statement, was looking ahead past the current mail vote and the scheduled Dec. 7 on-site balloting to determine who will represent employees in the Institutional Services and in the Professional-Scientific-Technical Units in negotiations with the State.

Negotiation teams will be named within the next two weeks, Dr. Wenzl promised the delegates, but in the meantime the primary source of energy should be toward piling up as large a mandate as possible in the two units in order to provide as much muscle as possible at the negotiating table.

He pointed out that CSEA will be facing essentially the same Administration and Legislature that had caused the Employees Association to adopt a more militant stand during the past year. It is important, he explained, that public employees stand together and not allow themselves to become fragmented in the face of a potentially hostile legislature next year.

(Continued on Page 14)



Statewide CSEA president Theodore C. Wenzl, with Conference president Jack Weisz at his side, explains that in a democratic organization such as CSEA, everyone has an equal opportunity to influence decisions.



At head table, Conference first vice-president Salvatore Butero and second vice-president Vincent Rubano give their attention to suggestions from the floor on how to best stir up large voter turnout for challenge election.



Leah Weinstein, D of E Manhattan rep, airs her views on upcoming representation challenge.



Statewide salary committee chairman Randolph V. Jacobs emphasises the need to win the election in order to have a stronger hand in negotiations with the State, slated to get under way soon after the challenge has been disposed of.



Thomas Clinton, Creedmoor second vice-president, explains steps being taken by his chapter to get out vote.



Samantha Brown, delegate from Ward's Island chapter, waves some facts and figures around as she makes plea for large CSEA victory in challenge election.



New York City chapter president Solomon Bendet, in background, reads from informational flier, while, in foreground, Willowbrook treasurer Irene Hillis and president Ronnie Smith peruse their copy.



Metro D of E president John LoMonaco thanks regional staff members for their cooperation. In foreground, from left, are chapter PST chairman Rocco D'Onofrio and fourth vice-president George Weitz.