

Civil Service LEADER

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Tuesday, October 29, 1974

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Committee Reports

— See Pages 8 & 9



ELMIRA DEDICATION — At the official opening of the Elmira Psychiatric Center last month are, from left: Dr. Anthony Mustille, director; newly elected CSEA chapter officers Phyllis Partlow, second vice-president; Tony Phillips, president; Liz Martin, secretary; Ben Thompson, treasurer, and Bob Erway, first vice-president; and Commissioner Alan D. Miller, Department of Mental Hygiene. The opening had been long-delayed, because of a million dollars in damages from Hurricane Agnes in 1972. The staff had been providing outpatient services for Chemung, Steuben, Schuyler and Allegany Counties for almost five years from temporary locations. It now has its first in-patient unit. The CSEA chapter, although one of the smallest in the state, can claim 90 percent membership since its activation less than three years ago.

Region 4 Sets Workshop, Sen. Langley Testimonial

ALBANY—State Senator Walter B. Langley (R.-Albany) will be honored at a testimonial dinner on the final evening of the Civil Service Employees Assn. Albany Region 4 fall workshop meeting, Nov. 1-2 at the Friar Tuck, Inn, Catskill.

Although the affair is expected to draw many dignitaries from around the state, Region activities chairman Cosmo Lembo said precautions are being taken to prevent the event from becoming a political free-for-all just prior to the elections.

Preserve Dignity

"We want to preserve the dignity of the occasion. We are honoring Senator Langley for his well-documented efforts on behalf of civil service employees, and we do not want to detract from the sincerity of our testimonial. It is going to be Senator

Langley's day," he explained.

In addition to the testimonial dinner, there will be various educational programs for delegates at the meeting, according to Region education committee co-chairman Betty Lennon.

Ms. Lennon noted that on Friday evening there will be a session on elections, nominations and campaigning. This will be presided over by A. Victor Costa, chairman of the CSEA restructuring committee.

Saturday Sessions

On Saturday morning there will be sessions for secretaries; presidents and vice-presidents, and treasurers. CSEA executive vice-president Thomas H. McDonough and Region 4 president Joseph McDermott will lead the session for presidents and vice-presidents, and CSEA assistant supervisor for general accounts Joseph Salvino will handle the session for treasurers. A leader for the secretaries seminar was not announced at Leader press-time.

Treasurers were advised to bring reports and forms if they would like specific help from Mr. Salvino.

A seminar on membership information and a mock meeting, "How to Conduct a Meeting," were also listed for the weekend schedule.

Add Brunswick To CSEA Fold

BRUNSWICK — The Civil Service Employees Assn. has been officially recognized as the collective bargaining representative for town highway department employees by the Town of Brunswick Town Board.

Daniel Dougherty has been elected president of the new unit, which will be affiliated with the Rensselaer County CSEA chapter. CSEA field representative Jack Miller, who signed up virtually all the department employees for CSEA said the Town Board recognized CSEA without the necessity of an election due to the large percentage of employees signing designation cards.



Right To Privacy

Are Public Officials 2nd Class Citizens?

THE right to privacy, Justice Brandeis wrote, "is the most comprehensive of rights and the right most valued by civilized men." It is a right that belongs to each of us, from the most powerful in the land to the most humble.

The issue that is emerging
(Continued on Page 6)

Wenzl Slams State On Career Ladders

ALBANY—"The complete failure of the state to display good faith in discussions on the development of career ladders for thousands of state employees currently in low-paying, dead-end jobs indicates a total lack of understanding of the seriousness of the problem," the president of the union which represents virtually all state employees charged this week.

Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., said, "The state's personnel policy on this entire issue has been to treat people like gross numbers rather than individual human beings, and that is simply intolerable. CSEA has been trying to develop career-ladder programs to provide training and promotional opportunities for clerical, food service, maintenance and certain other specialized employees, ever since negotiating such programs into the labor agreement, which became effective way back on April 1, 1973."

No Attempt

Despite the fact that CSEA has submitted a number of career-ladder proposals, including the last six months, Dr. Wenzl said the "state made no visible attempt to come to a fair and reasonable agreement on our proposals."

Rather, the CSEA president charged, the state has indicated it views the whole concept as basically an attempt by CSEA to simply gain more in wages for these employees. "That absurd position clearly indicates the state does not understand or appreciate the situation," Dr. Wenzl
(Continued on Page 3)

Governor Names McDonough To Ethnic Info Unit

ALBANY—Thomas H. McDonough, executive vice-president of the Civil Service Employees Assn., has been appointed by Gov. Malcolm Wilson to serve on a special state



THOMAS McDONOUGH

committee to study ethnic information procedures.

In making the appointment, the Governor cited the need to review and reappraise the state's
(Continued on Page 3)

Inside The Leader
CSEA Calendar
— See Page 3
Office A Loser
— See Page 16

Nassau Talks Begin

MINEOLA—The Nassau chapter, Civil Service Employees Assn., has resumed negotiations for a county contract with the aid of a mediator. Talks resumed Oct. 18 under the direction of mediator Leonard Cooper, who has been chosen by the parties following the chapter's declaration of an impasse.



MONROE'S BEST — Town of Webster supervisor Edward Seltz, seated right, signs the new two-year contract with the CSEA town unit covering highway and sewer department workers. It was the employees' first collective bargaining contract, and CSEA regional field representative Thomas Pomodoro, standing right, termed it "the best town contract in Monroe County." Unit president Ralph Stramennio also signs. Looking on is Robert Duthoy, unit vice-president.

Minority Business

ALBANY—The State Office of Minority Business Enterprise, administered by the State Department of Commerce, offers counseling and other services to stimulate business development among minority groups in such areas as federal procurement, construction contracts, business education, training, management and technical assistance. OMBE offices are located at 99 Washington Ave., Albany, N. Y. 12245.

Free Book On NY

ALBANY — "New York, the Empire State," a publication of the State Department of Commerce, is available free by writing to the New York State Department of Commerce, Room 1001, 99 Washington Avenue, Albany, N. Y. 12245. It contains facts and figures about New York State history, natural resources, government, education opportunities, recreation facilities and industry.

Steno Brush Up At Kings Park

KINGS PARK—A six-session brush-up course began last week for Grade 3 and 5 stenographers to prepare them for the Nov. 23 promotional examination for Grade 6 stenographer.

The series of 2-hour classes is sponsored by the Kings Park Psychiatric Center, Civil Service Employees Assn., which hired an instructor. Sessions on the hospital grounds were held Oct. 23 and 24, and will be held Oct. 29 and 31 and Nov. 12 and 14. Anyone still interested in the classes should call the chapter president, Joseph Aiello, at the CSEA office, extension 250.

State Archivist List


ALBANY—A state Archivist eligible list, resulting from open competitive exam 27-541, was established Oct. 8 by the state Department of Civil Service. The list contains six names.

BUY U. S. BONDS!

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Casualty)	\$18,369	20-416
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Calculating Machine Operator	\$ 6,148	20-111
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Consultant Public Health Nurse	\$17,429	20-320
Correction Officer (Male)	\$10,714	20-541
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Hospital Administration Intern	\$10,714	20-555
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Medical Specialist III	\$35,373	20-408
Medical Specialist III	\$38,449	20-409
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519

(Continued on Page 7)



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Buying Power

ALBANY—New York State has 18,265,000 people. Their purchasing power is reflected in their combined 1973 personal income of \$103 billion—or 10 percent of the national total, according to the New York State Department of Commerce.

NYC HEADQUARTERS

ALBANY—Of the largest 500 corporations in the nation, 103 maintain their corporate headquarters in New York City—more than the total of the next six cities combined, the New York State Department of Commerce reports.

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Wenzl Slams State On Career Ladders

(Continued from Page 1) commented.

"These programs," he added, "would involve the lowest paid employees in state service, and the real problem is that, unless we are successful in developing career ladders, these employees are doomed to remain among the lowest paid employees throughout their entire careers—and that's unthinkable as far as CSEA is concerned."

The CSEA president said the union's proposals call for "very realistic training and promotional opportunities for the employees who need them most. Our plans would provide the training opportunities which, coupled with experience, would enable lower-paid employees a chance to move up to newly created interim job levels on a step-by-step basis that reflects the capabilities of such employees to accept increased responsibilities."

Doomed Careers

Without such a program the overwhelming majority of such employees are doomed to spend an entire career at the lower end of the pay scale simply because the opportunity to move ahead is so limited, and in many cases non-existent, he noted.

Dr. Wenzl said CSEA headquarters has received a big reaction from members all across the state following the latest personal pledges from Gov. Malcolm Wilson at a CSEA delegates' convention early this month that the state would make some movement in the area of career ladders. "Having seen no such movement—because there was none—on the part of the state since a previous similar pledge at a convention last March, the employee reaction has become particularly intense since Governor Wilson repeated himself just recently.

Frankly, they are just not buying his promises any longer and are demanding some concrete action—and so are we," Dr. Wenzl said.

Leaders Warned

"If the state leaders from Governor Wilson on down wonder about the priority we place on career ladders for these employees, then let them know that CSEA views the failure of the state to display good faith in career ladder matters as more serious than the Governor's current politically motivated hard line on public employee pensions. And you can be certain we view any attempts to tamper with negotiated pension programs as extremely important," Dr. Wenzl said.

"Gov. Wilson has recently made a big thing about what he considers the wonderful opportunity available for women in state service. The truth is, women employees comprise by far the greatest group of employees in dead-end jobs; in the neighborhood of 85 percent of all the employees who need career ladders. So the reluctance of the state to make a positive move on career ladders is all the more puzzling," Dr. Wenzl added.

"What is needed if we are to retain the priceless dedication and service of these thousands of people—in truth the very backbone of state services—is an immediate reversal of the state's position relative to providing them a chance to offer even greater service in positions of increasing responsibility. That chance can only come through career ladder programs. It's time the state took serious stock of the mounting damage to morale and productivity the state has caused by its steadfast opposition to implementing these programs," the union head concluded.



GLAD TIDINGS — CSEA field representative James Stewart and Jean Bistoff, president of Local 1436, AFSCME, AFL-CIO, are all smiles after reviewing the official vote tally in which the Civil Service Employees Assn. defeated AFSCME in Orleans County. Ms. Bistoff led her local members to CSEA in March and in the recently held representation election they chose CSEA by a vote of 68 to 5.

Gov. Picks McDonough

(Continued from Page 1)

ethnic information gathering, storage and retrieval activities in respect to:

- The need for such information in effectively carrying out the State's equal employment opportunity program; and

- The establishment of a systematic procedure for meeting these needs and the requirement for regularly reporting ethnic data to the federal government, while preserving the confidentiality and security of ethnic records.

Also appointed to the committee last week as a representative of the public employment sector is Louis Weiser, president of the Council of Jewish Organizations in Civil Service, Inc.

Governor Wilson has already directed the State Civil Service Department to suspend temporarily the gathering and recording of additional ethnic information as part of the Department's ethnic study and ethnic information retrieval system.

The suspension, from Oct. 1, will remain in effect pending completion of the study and the report of the special committee.

Concern Shown

Procedures used by the Civil Service Department for gathering and recording information pertaining to the ethnic status of State employees and of individuals taking civil service examinations, under the Federal Equal Employment Opportunity Act of 1972 and the regulations promulgated thereunder, have led to concern over the possibility that

such information could be used to adversely affect chances for employment and promotion.

The Governor also named the following members to the committee: Erska H. Poston, chairman and president, State Civil Service Commission; Michael Whiteman, counsel to the Governor; T. N. Hurd, secretary to the Governor; Jean J. Couturier, executive director, National Civil Service League, Washington, D. C.; Melvin H. Osterman, Jr., director, Office of Employee Relations, Albany; Vernon Jordan, executive director, National Urban League, New York City; Debra Greenburg, NAACP legal defense and education fund, New York City, and Vito Castellano, first deputy commissioner, State Department of Commerce.

The Governor said: "New York State has long been recognized as a pioneer and leader in providing equal opportunity for all its citizens. This administration is firmly committed to achieving the goal of equality for all and I am confident that the findings and recommendations of this special committee will greatly assist us in improving and continuing our efforts to reach this most urgent goal."

NYC Retirees Meeting Nov. 6

NEW YORK CITY—An organizational meeting will be held Nov. 6 with an eye toward forming a New York City retiree chapter of the Civil Service Employees Assn.

Residents of the five boroughs of New York City who are retired public employees are invited to come to the session at 3 p.m. at the New York City Region 2 offices, Room 1210, 11 Park Place, Manhattan. The location is just off Broadway, and near City Hall.

Middle Island Worker Wins

MIDDLE ISLAND — The Civil Service Employees Assn. has won reinstatement for an employee of Middle Country School District, although a representative of the American Federation of State, County and Municipal Employees testified against her.

AFSCME, which was tossed out as representative by employees in favor of CSEA, sent a representative to testify against the employee at a grievance brought by CSEA.

In essence, the employee had been released in a job cutback in violation of seniority rules during the time that the employees were represented by AFSCME. CSEA, after being elected bargaining agent, took the case to arbitration. Despite the adverse testimony of the AFSCME representative, the arbitrator restored the CSEA employee to her post.

"CSEA won the case even though we were interpreting the contract negotiated by the AFSCME," according to Edwin J. Cleary, regional field supervisor. Irwin Scharfeld, field representative, handled the grievance on behalf of the Suffolk Educational chapter.

Nov. 9 Dinner Set By Willard

WILLARD — Willard chapter, Civil Service Employees Assn., will hold its annual dinner-dance Nov. 9 from 7 p.m. at the Seneca Falls Country Club, Rt. 89, Seneca Falls.

Reservations should be made by Nov. 4 by contacting Beverly McDonald at (607) 869-3111 (work) or (607) 869-5243 (home), or Sally Woolledge at (607) 869-5020. Tickets are \$7.50 per member.

Eleanor Connally

GLENS FALLS—Eleanor Connally, wife of William Connally, a past vice-president of the Civil Service Employees Assn., died Sept. 30 at Glens Falls Hospital.

William Connally was an active CSEA member and attributed his success in various Association activities to the patience of his wife, who "fanned the flames of my enthusiasm for the Association throughout the years."

CSEA calendar

OCTOBER

- 30—Central Islip Psychiatric Center chapter informational sessions for general membership: 6:30 p.m., Clubhouse, CI grounds.
- 31—Orange County chapter meeting: 7:30 p.m., Casa Fiesta, Middletown.

NOVEMBER

- 1—Franklin County chapter installation: 6:30 p.m., Crossroads Restaurant, Moira.
- 1-3—Albany Region 4 workshop and testimonial for Senator Walter Langley: Friar Tuck Inn, Catskill.
- 2—Upstate Medical Center chapter Winter Party: 7 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
- 6—Organizational meeting of New York City retirees: 3 p.m., CSEA Region 2, Room 1210, 11 Park Place, Manhattan.
- 6—Dutchess County Educational chapter general meeting: 7:30 p.m., Poughkeepsie High School.
- 7—Kings Park Psychiatric Center membership meeting: 8 p.m., Conference room, Bldg. 22, Kings Park.
- 9—Willard Psychiatric Center chapter dinner-dance: 7 p.m., Seneca Falls Country Club, Seneca Falls.
- 13—Buffalo Psychiatric Center chapter general meeting: 7 p.m., Serbian Club, 1200 Tonawanda St., Buffalo.
- 14—Central Islip Psychiatric Center chapter meeting: 8 p.m., Legion Hall, More St., Central Islip.
- 16—Cra. Developmental Center chapter annual Fall Ball: 8 p.m., Shanahan Hall, Sonyea.
- 20—Oswald Heck Developmental Center chapter meeting.
- 20—Buffalo chapter dinner-meeting: Plaza Suite Restaurant, I M & T Plaza, Buffalo.
- 21—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Ave., Albany.
- 29—Buffalo Psychiatric Center chapter dinner-dance: 7 p.m., Sheraton-East, 2040 Walden Ave., Cheektowaga.



COLONIE BACKS CANDIDATES — The Town of Colonie unit, Albany County chapter, CSEA, announced its support for Carl E. Touhey, state Senate candidate, and Fred Field, incumbent Assemblyman, at a CSEA cocktail party for the two office seekers at the Royal Caribbean Restaurant, Latham. Larry Jeram, center, is president of the host group. Others from left are: two guests from State agency chapters, Jon Schermerhorn of Agriculture and Markets, member of Albany region political action committee, and Jack Dougherty, representative on CSEA board of directors from Taxation and Finance; Carl Touhey and Fred G. Field Jr.

Open Continuous State Job Calendar

(Continued from Page 2)

Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Senior Hydraulic Engineer	\$17,429	20-136
Assistant Hydraulic Engineer	\$14,142	20-135
Supervising Actuary (Life)	\$26,516	20-522
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Public Librarians	\$10,155 & Up	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Senior Pharmacist	\$14,880	20-194
Senior Recreation Therapist	\$12,670	20-553
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	varies	varies
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Senior Occupational Therapist	\$12,670	20-550
Senior Physical Therapist	\$12,670	20-551
Sr. Speech and Hearing Therapist	\$12,670	20-552
Senior Recreation Therapist	\$11,277	20-553
Supervising Dietitian	\$12,760	20-167
Supervising Veterinarian	\$14,880	20-313/314
Unemployment Insurance Claims Examiner (Spanish Speaking)	\$10,714	20-389
Variety Operator	\$ 6,811	20-307
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the fol-



MANHATTAN OFFICERS — Bimalendu Ganguly, right, accepts congratulations from three Mental Hygiene representatives to Civil Service Employees Assn. Board of Directors following his election as president of CSEA's Manhattan Psychiatric Center chapter. The three Board members offering congratulations are, standing from left, Greg Szurnicki, Ronnie Smith and James Barge. Other Manhattan State officers, seated, are delegate Alma Hayes, second vice-president Floyd Payne, first vice-president James Fields, treasurer Delores Edge and recording secretary Jean Jones. These and other officers will be formally installed later this month.

lowing offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

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

NEW YORK'S SHARE

ALBANY—Firms in New York State account for nearly 17 percent of the nation's wholesale sales and 20 percent of the nation's service receipts, the New York State Department of Commerce reports.

The Lies

By PAUL THAYER

The tale of a firefighter's heroism is never old or stale. It is as bright with inspiration now as it was when performed as it will be 50 years from now when, those as yet unborn decide to examine and be inspired by the deeds which have been and will continue to be spread across the pages of the history of F.D.N.Y.

Some time ago, Fireman Richard Montana of Engine 155 in Staten Island was about to go off duty. It was a rainy Sunday morning and it was 8:55 a.m. . . a time when some confusion takes place in most firehouses. It is known as "change of tours."

The company got an address for 130 Bay Street and with five minutes still to go, Dick Montana decided to roll.

The building was over 100 years old, impregnated with salt which the winds from the harbor had blown its way for over a century. Wood joist and clapboard, it was sort of a flophouse for sailors 'tween trips as well as for some who would never sail again. Flimsy cubicles were added from time to time and the place was a disaster, looking for a time to happen.

Engine 155 is a rapid water company thus, one man short at all times. The man who wasn't there was needed this day.

Fire was coming out of four windows on the second floor. Access via a flimsy old wooded stairway. Montana heard cries for help from the upper landings and, though flames were seen seeping through the wooded

(Continued on Page 5)

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



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Fire Flies

by PAUL THAYER

(Continued from Page 4)

seams of the stairway, he dashed up to find an old sailor on the first landing. Montana guided him to the stairway and er . . . started him on his way down with a "little extra locomotion" that got him through the fire which now was really rolling on the stairs.

Now Dick Montana went up another flight to the next landing to find another old sailor glued to the floor in fright. He

grabbed the old fellow and getting a good grip upon him, took a dive down the stairs to the bottom, rolling through fire which turned his coat and boots into mush.

No sooner had he gotten the old man out when the interior of the hallway, stairs and all, collapsed into a flaming heap! The old sailors picked themselves up and disappeared from sight! Fireman Richard Montana received the News Hero Award and after looking at the mess of the building which had once stood at the fire address, all he could do was break out into a cold sweat and shake his head. The ques-

tion: How does a guy get the nerve to do such a thing? Thousands of heroic firefighters have asked the same question Dick. The answer is always the same . . . God only knows! Congratulations!

Lest we forget: On Oct. 8 at 1:17 p.m. Battalion 5 responded to 8 Rivington Street for a tenement fire. Ladder 20 the 1st due Ladder Company was located into Ladder 24 and did not respond. Squad Five, had it not been removed from the area of the Lower East Side, would have responded. Toll: One three-month-old girl dead and eight firefighters injured.

The television training schedule for this month is as follows: Marine Company Operations Ashore: 10/30 and 11/1*.

Commissioner Reports: 11/2, 11-4, 11-16, 11-8*.

All programs are for 7 p.m. except where marked. (*) Those will be at 6:30 p.m.

I have been asked if the "Commissioner Reports" series is "on the level." Some veteran firefighters find it hard to believe that other firefighters would volunteer for such a session without being "persuaded" to do so. I have checked into it carefully and find that it is strictly "on the level." Applications are made by the participants to the Boro Commander and Car No. 1 is said to have no idea of what the questions are about, in advance. Dick Nagle,

the producer of the show swears it is true . . . he's an honorable guy so . . . there's your answer gentlemen!

Know your type?
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Youth Counselor List

ALBANY—A youth division counselor assistant eligible list, resulting from open competitive exam 27-396, was established Oct. 10 by the State Department of Civil Service. The list contains 137 names.

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CIVIL SERVICE LEADER, Tuesday, October 29, 1974

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POLITICAL ADVERTISEMENT

October 1974

Dear Friend in the Civil Service —

I am seeking your support for Attorney General Louis J. Lefkowitz, who has consistently supported the rights of the Civil Service employees.

In his own office, Civil Service employees have been promoted without regard to party affiliation. He has sponsored legislation permitting expanded reemployment opportunities for retired Civil Service employees. By his interpretation of the law, he has helped to assure that pension benefits of Civil Service employees who are reemployed are not endangered by failure of new employers to obtain required approvals.

The Attorney General's sponsorship of legislation to protect beneficiaries of private pension plans has also been supportive of the rights and future aspirations of public pension beneficiaries.

In these critical times marked by the very high cost of living, Attorney General Lefkowitz' emphasis on protection of consumers has made a significant contribution to the protection of worker's incomes. Some of the actions taken by his office and legislation which he has sponsored for the benefit of consumers has been directed toward making more mortgage money available for prospective home buyers, payment of interest on escrow and Christmas Club accounts, opposing unjustified utility rate increases, opposing price-fixing and monopolistic business practices and protecting credit purchasers in correction of billing errors.

Throughout our history, government service has attracted able and dedicated citizens, who serve the people faithfully despite great personal and financial sacrifices required by such unselfish service. If we are to continue to benefit from government participation by men and women of high character, government must be responsive to their needs as workers and as consumers. I believe that Attorney General Lefkowitz has been responsive to these needs and accordingly, I request your support for his re-election.

Sincerely,
ALEX A. FALK

Let's Keep Attorney General Lefkowitz On The Job

People for Lefkowitz — 1974 • 45 East 45th Street • New York City

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TUESDAY, OCTOBER 29, 1974



Good Beginning —

LAST week we lauded Governor Wilson for having put an end, temporarily, to the state's ethnic coding practices, but took him to task for failing to appoint public employee representatives to the special committee he appointed to study the ethnic data gathering procedures.

It is only fair, therefore, to note this week that the Governor has corrected the oversight.

Following our editorial last week, Governor Wilson named Thomas H. McDonough, executive vice-president of the Civil Service Employees Assn., and Louis Weiser, president of the Council of Jewish Organizations in Civil Service, Inc., to the committee.

It's not that we expect Mr. McDonough and Mr. Weiser by themselves to reverse any decision made by other members of the committee. They are still a minority of two. On the other hand, they may be part of the majority, since it should be assumed that all the committee members will be striving for the best interest of the state and its citizens.

Their appointments, however, do indicate that public employees will have a voice in the deliberations. Even if they are outvoted (providing they agree between themselves on the same recommendation), public employees will at least have someone inside the decision-making process, and they will be able to report to their constituents whether true deliberations were made by the committee in arriving at the recommendations.

Much as we would like to take credit for prodding the Governor into appointing two public-employee representatives to the special state committee to study ethnic information procedures, we prefer to praise the Governor's recognition of public employees' vital interest in the committee's work.

For The Future

SPEAKING of appointments, we hope that we are witnessing the beginning of a new attitude toward employees on state committees.

To our knowledge, this marks the first time that a representative of the Civil Service Employees Assn. has been appointed to a state task force.

CSEA's exclusion in the past is rather remarkable, since the union represents 230,000 public employees in this state. Taken altogether, that is a greater voting strength than the entire population of all but three cities in New York State.

While CSEA vice-president Solomon Bendet, head of the organization's New York City Region 2, has been in the forefront in seeking a resolution in the ethnic coding problem, it has been another CSEA vice-president, William McGowan, leader of the union's Western Region 6, who has been most insistent that CSEA be given proper recognition on state task forces.

Now that Governor Wilson has broken the ice by appointing a CSEA representative, we dare hope that it is a practice that will continue in succeeding administrations.

While labor and management may differ on many subjects, we think both have the welfare of the state and its people at heart. Public officials and public employees are both, in the final analysis, servants of the people.

Don't Repeat This!

(Continued from Page 1)
which must be confronted by the American people is whether we are prepared to deprive aspirants to public office of this comprehensive.

More Leaks

There were leaks reprehensible and illegal of personal tax information voluntarily submitted by Vice President designate Nelson A. Rockefeller. These unconscionable leaks may have titillated the public, but informed them of nothing of any significance bearing upon the character and integrity of Governor Rockefeller, nor upon his capacity to serve in the office to which he was designated.

Record Scrutinized

The fact is that Governor Rockefeller has held a variety of public offices for a quarter of a century and served as Governor of the State for 15 years. During these years, his record of performance has been evaluated by the voters on the four occasions that they elected and re-elected him as Governor. During those years, his record has been subjected to microscopic investigation by his political opponents. No one in public life has disclosed more of himself than Governor Rockefeller.

Under the circumstances, it is unfortunate that Congress has delayed for more than 10 weeks in acting on the Rockefeller designation. The 25th Amendment was adopted by Congress and approved by the States as a method for filling expeditiously and urgently a vacancy in the office of Vice President.

Senator Birch Bayh, the chief architect of that amendment, said that its purpose was to "give the new President the individual upon whom he can depend . . . and help him carry on the tremendous burden of the Presidency." It was to achieve this purpose that President Ford designated Governor Rockefeller.

One Hearing

It is unfortunate that Congress has not given more attention to a recent and sensible recommendation of the American Bar Association which was made before President Nixon's resignation. That recommendation was for a single joint hearing by the Senate and House Committees in filling a Vice Presidential vacancy. The ABA stated that such a procedure would speed up the process and increase the effectiveness of the inquiry by combining the resources and talents of both Houses.

On the other hand, if we are to have all prospective public officials expose themselves to the indignities of such invasions of privacy, we may drive the most qualified and most sensitive individuals from the public arena.

The History

Throughout our history we have had three Presidential-succession acts and now the Twenty-fifth Amendment. Initially, the Act called for a special election in the event of a vacancy in the office of Vice President. Subsequently, succession to the Presidency would have devolved upon members of the cabinet. Under more recent law — and that is still the law today — the Speaker of the House stands next in line to become President, in the absence of a Vice President. The Twenty-fifth Amend-

(Continued on Page 15)



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.

Lost Pleas At Elmira

Two separate Article 78 proceedings were brought against the New York State Civil Service Commission by 45 teachers and vocational instructors employed at the Elmira Correctional Facility of the Department of Correctional Services.

The first proceedings sought to annul a determination of the Commission which confirmed the action of the Director of Classification and Compensation in establishing a career ladder for State employees in the professional levels of the institutional education series, including the 45 individual petitioners. The second case sought to reverse the respondent Commission's confirmation of the action of the Director of Classification and Compensation denying an application by CSEA to upgrade the salaries of all civilian employees of the Department of Correctional Services on the theory that such employment was unduly hazardous. The two proceedings were consolidated by court order in December 1973.

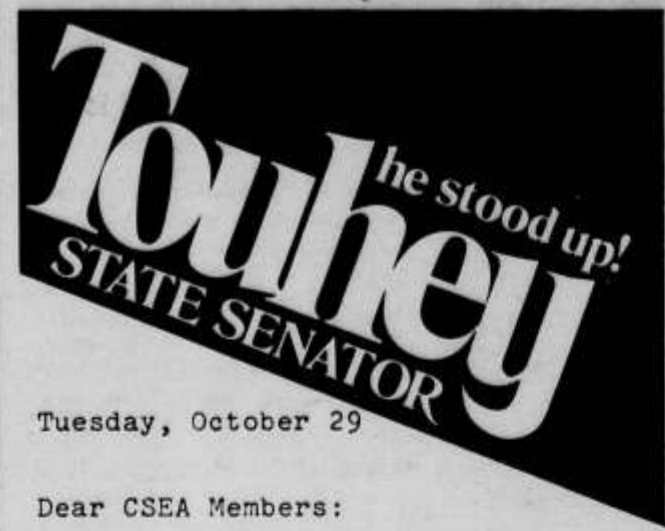
THE CAREER LADDER established by the Director of Classification and Compensation in 1970 was approved by the Director of the Budget and confirmed by the Civil Service Commission. In substance, it abolished certain titles and substituted new titles. The career ladder as adopted also placed incumbents, including the petitioners, in the appropriate title based on personal qualification. Since the new titles affected employees in several State agencies, all agencies employing individuals in the teachers' series, including petitioners, were invited to submit their views to the Director of Classification and Compensation and did so. He is charged with the responsibility of job and position classification, re-classification, allocation, or re-allocation, pursuant to Section 121 of the Civil Service Law, which provides that the Director may re-classify the positions of incumbents to titles allocated to higher salary grades.

The advancement of an incumbent pursuant to this subdivision is not, and is not to be deemed, a re-allocation. Re-allocation of titles in a career ladder would make it mandatory to advance all employees in the title or class regardless of merit.

Re-classification, on the other hand, would only advance upward those incumbents such as petitioners possessing the prescribed qualifications, since the Director of Classification and Compensation acted pursuant to a statutory mandate, the confirmation of his work product cannot be judicially annulled if he acted fairly. The petitioners advanced no reasons that would support their charge of arbitrariness or capriciousness of the Civil Service Commission, and therefore, the first Article 78 proceeding was dismissed.

WITH REGARD to the second Article 78 proceeding, the court said: "If the respondent acted within its authority and not arbitrarily or capriciously in affirming the conclusion of the Director of Classification and Compensation by denying the CSEA appeal, then petitioners' Article 78 proceeding based on the issue of hazard must be dismissed."

The Director of Classification and Compensation was acting in quasi legislative capacity when he undertook the task of determining if working conditions of civilian employees of all State correctional units were so hazardous that said hazard should be a factor to be considered by him in determining if the CSEA application for job upgrading on those grounds should be granted. The court stated that there was nothing in the law to compel job re-classification because of hazard, and until such time as the Legislature acts to set job titles and salaries, the courts are powerless to write into the law what they might consider to be inadequacies. Accordingly, the second Article 78 proceeding was also dismissed. *Application of Betzler, et al v. New York State Civil Service Commission*, 357 NYS 2d 619 Sup. Ct. Albany County.



Tuesday, October 29

Dear CSEA Members:

Thanks for endorsing my candidacy for State Senator. If elected I'll carry on in the Walt Langley tradition...as a leader standing up for the people of New York State.

If you live in the 42nd District I'd appreciate your vote on November 5th.

Sincerely,

Handwritten signature of Paul E. Touhey.

Letters To The Editor

United Fund Plea

Editor, The Leader: In the Metropolitan Region area, the CSEA, in all branches of State Government, has consistently cooperated and supported the annual campaign of the United Fund of Greater New York.

Today's problems indicate that substantial commitment from all of us is very necessary in order for the Fund's 425 voluntary hospitals, health, social service, recreation and a multitude of community organizations to continue to meet the critical needs of nearly four million people who turn to these agencies for help each year.

When CSEA members are asked to support the 1974 United Fund Campaign in your area, I hope the response will not only be favorable, but generous as well.

The United Fund State Employees Campaign presents a tremendous challenge to all of us. To meet and surpass last year's record will require extra effort, and we can make it the success it should be if all of us contribute our fair share.

Solomon Bendet, President, New York City chapter

No Endorsement

Editor, The Leader: I was disappointed to read of the CSEA political action committee's endorsement of the incumbent assemblyman in the (Continued on Page 10)

Open Competitive State Job Calendar

Applications Accepted Until October 21 Written Exam November 23

Table listing job openings such as Associate Chemist, Medical Facilities Auditor, and Senior Stenographer with their respective salaries and exam dates.

Applications Accepted Until November 4 Oral Exam Nov. Thru Jan. 1975

Table listing Public Administration Internships with a salary of \$11,164 and an exam date of 27-460.

Applications Accepted Until November 11 Oral Exam In December

Table listing various positions including Asst Mgr. for Teacher's Retirement, System Investment Accounts, and Associate Adirondack Park Specialist.

Applications Accepted Until November 11 Written Exams December 14

Table listing positions such as Associate Airport Dev. Specialist, Buoy Light Tender, Canal Maintenance Foreman, and Office Machine Operator.

Latest State And County Eligible Lists

Table of eligible names and addresses for EXAM 35539, SR MAIL & SUPPLY CLERK, held May 11, 1974.

Table of eligible names and addresses for EXAM 35539, SR MAIL & SUPPLY CLERK, continued from last week.

Table of eligible names and addresses for EXAM 35562, ASSOC CIVIL ENGR STRUC, held June 22, 1974.

Table of eligible names and addresses for EXAM 35562, ASSOC CIVIL ENGR STRUC, continued.

Table of eligible names and addresses for EXAM 35562, ASSOC CIVIL ENGR STRUC, continued.

CIVIL SERVICE LEADER, Tuesday, October 29, 1974

Special Civil Service (Affirmative Action) Committee Report

The following report was delivered by committee chairman Jean Gray. Other committee members are co-chairman Robert Lattimer, and Nicholas Abbatiello, Dr. Canute Bernard, Julia Duffy, Jimmy Gamble, Timothy McInerney, Gerald Purcell, Ernst Strobel, Jack Weiss, and James Welch.

Your Special Civil Service Committee began functioning as an Ad Hoc Affirmative Action Committee for the purpose of being a watchdog over the Merit System with reference to the implementation of affirmative action programs by both the State and local governments within New York State.

Subsequently, the Committee was changed and given an expanded responsibility, being retitled the Special CSEA Civil Service Committee. This Committee is provided for in the CSEA Constitution and By-laws and is charged with the responsibility of being a watchdog on the Merit System, not only with respect to the implementation of affirmative action programs, but with respect to the broad area of public employment under the Merit System and under the New York State Civil Service law.

Since this initial report to the Delegates concerns itself only with affirmative action within New York State governmental jurisdictions, all problems relating to affirmative action activities or programs of public employers in the State should be referred to this Committee for study and appropriate recommendations for action.

At one of our Committee meetings, we had the opportunity to listen to and question Mr. Ruperto Ruiz, Assistant Commissioner for Human Rights (the State Agency charged with the responsibility of reviewing all State affirmative action programs), who informed us that affirmative action and human rights problems relating thereto can only be resolved under the concept of equal opportunity for all when individuals affected by discriminating practices, with respect to hiring, upward mobility and retention, bring such practices to their appropriate representatives such as your Special CSEA Civil Service Committee.

As a result of this Committee's activity in the area of affirmative action, we have come to the conclusion that there are two possible problem areas concerning such programs that we must bring to the attention of our entire membership.

- First, CSEA must exercise care in contractual employment agreements with the State and political subdivisions to assure that we are not a party to a procedure which discriminates against the minority groups and women with respect to recruitment, upward mobility and retention of personnel.

- Secondly, CSEA must be placed in a position where it can review changes and minimum qualifications, as well as examination content for State and local Civil Service positions in order to protect the interest of its members and to assure that there are no artificial barriers which would prevent Equal Employment Opportunity for all.

As Chairperson of this Committee, I strongly urge you Delegates to mandate the immediate implementation of this Committee's recommendations, which were approved by the CSEA Statewide Board of Directors on July 10, 1974, and which are contained in this Committee's report as part of your packet.

This report concerns itself only with Affirmative Action in Governmental jurisdictions and is presented for informational purposes.

I. Definition of Affirmative Action:

Affirmative action involves the establishment of programs by employers aimed at eliminating or correcting present or past discriminatory employment procedures with respect to recruitment, upward mobility (promotion), and retention of minority group members and females.

II. The Legal Basis for Affirmative Action:

The following list designates the Laws and Orders requiring equal employment opportunity and Affirmative Action:

A. Title VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972).

Title VII prohibits discrimination because of race, color, religion, sex or national origin, in any term, condition or privilege of employment.

The Equal Employment Opportunity Act of 1972 greatly strengthened the powers and expanded the jurisdiction of the Equal Employment Opportunity Commission (EEOC) in enforcement of this law.

As amended, Title VII now covers: all private employers of 15 or more persons; all educational institutions, public and private; State and local governments; public and private employment agencies; labor unions with 15 or more members, and joint labor-management committees for apprenticeship and training.

EEOC receives and investigates job discrimination complaints, and when it finds reasonable cause that the charges are justified, attempts, through conciliation, to reach an agreement eliminating all aspects of discrimination revealed by the investigation. If conciliation fails, the 1972 Amendment give EEOC power to go directly to court to enforce the law. Among other important strengthening provisions, the 1972 Act also provides that discrimination charges may be filed by organizations on behalf of aggrieved individuals, as well as by employees and job applicants themselves. (The latter may also go to court directly to sue employers for alleged discrimination actions.)

With these new powers, EEOC legal actions against employers violating the law will increase rapidly and significantly. Five new regional litigation centers have been established, with substantial legal staff to provide more rapid and effective court action.

The certainty of increased legal action, and consistent record of court-required affirmative action to remedy discrimination found under Title VII, emphasize the advantage of instituting an effective affirmative action program voluntarily and speedily.

B. Executive Order 11246 (as amended by Executive Order 11375).

This Order issued by the President in 1965, requires Affirmative Action Programs by all Federal contractors and subcontractors and requires that firms with contracts over \$50,000 and 50 or more employees develop and implement written programs, which are monitored by an assigned Federal Compliance Agency.

New Human Rights Committee

The following report was delivered by committee chairman Anson W. Wright. Other committee members are Robert Floyd, Tyrone Daniels, Floyd Brogsdale, Patricia Miller, Manuel Ramirez, Jack Gerahy and Ewa Reid.

Racism and economic exploitation still provide the key to understanding much of the international complication of this generation. Poverty and inflation are worldwide conditions. Yet it is in our human nature to see that which is far away quicker than what lies under our noses.

In 1973, as Chairman of the New Human Rights Statewide Committee, I said that the benefits to be gained by the exercise of efforts for the rights of others was really an exercise in self-development and could result in better rights for all.

This has been proven in the handling of those cases which were brought to this Committee for solutions. For where



JEAN GRAY

Specific requirements for such "result-oriented" programs are spelled out in revised Order No. 4 issued by the Office of Federal Contract Compliance, U.S. Department of Labor. Those requirements include identifying areas of minority and female "underutilization," numerical hiring and promotion goals and other actions to increase minority and female employment in job classifications where they are currently underutilized.

Firms found not in compliance with Order No. 4 may face termination or cancellation of contracts or be barred from future contracts.

Requirements of Order No. 4 are similar to court interpretations of Title VII requirements. The actions suggested in this Guidebook are in accordance with Order No. 4 requirements and are necessary for all employers covered by Title VII whether or not they are government contractors.

C. The Equal Pay Act of 1963 requires all employers subject to the Fair Labor Standards Act (FLSA) to provide equal pay for men and women performing similar work. In 1972, coverage of this Act was extended beyond employees covered by FLSA to an estimated 15 million additional executive, administrative and professional employees (including academic, administrative personnel and teachers in elementary and secondary schools) and to outside salespeople.

D. The Age Discrimination in Employment Act of 1967 prohibits employers of 25 or more persons from discriminating against persons 40-65 in any area of employment because of age.

we were able to perform with satisfaction we found a greater appreciation not only for the Committee but for CSEA itself. In Creedmoor, at Bronx State, in Buffalo, at Narcotic Rehab Centers in New York City and at a number of social agencies throughout the State, the work of the Human Rights Committee was most effective and appreciated.

Perhaps the most revealing development has come about in the response to requests for cooperation made to the various regions. It is indeed revealing and encouraging to see what happens when a Regional President does all in his power to make human rights a reality within the confines of his regional jurisdiction.

We would like to issue again the challenge for '74-75 — if we as a union are to respond creatively we are going to need the help of all — and that means YOU!

E. Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, national origin in all programs or activities which receive Federal financial aid. Employment discrimination is prohibited if a primary purpose of Federal assistance is provision of employment (such as apprenticeship, training, work-study, or similar programs). Revised Guideline adopted in 1973 by 25 Federal Agencies prohibit discriminatory employment practices in all programs if such practices cause discrimination in services provided to program beneficiaries. This could be unequal treatment of beneficiaries, or in hiring or assignment of counsellors, trainers, faculty, hospital staff, social workers or others in organizations receiving Federal funds. Although Title VI does not explicitly bar sex discrimination, various Federal Agencies have prohibited such discrimination in their own regulations.

F. State and Local Laws:

Many State and local government laws prohibit employment discrimination. When EEOC receives discrimination charges, it defers them for a limited time period to certain State and local agencies with comparable jurisdiction and enforcement sanctions. Determination of which agencies meet this "deferral" standard is a continuing process. Procedures of these agencies and their requirements for affirmative action vary, but if satisfactory remedies are not achieved, charges revert to EEOC for resolution. In any case, employers should be familiar with requirements of their local laws.

G. The National Labor Relations Act and Related Laws:

Discrimination on the basis of race, religion, or national origin may violate rights arising under these laws. It may be unlawful for employers to participate with Unions in the commission of any discriminatory practices unlawful under these Acts, or to practice discrimination in a manner which gives rise to racial or other divisions among employees, to the detriment of organized Union activity; or for Unions to exclude individuals discriminatorily from Union membership, thereby causing them to lose job opportunities, to discriminate in the representation of Union members or non-members in collective bargaining, in processing of grievances, or in other respects, or to cause or attempt to cause employers to enter into discriminatory agreements or otherwise discriminate against Union members or non-members.

H. Title IX, Education Amendments Act of 1972:

In addition to extending coverage of the Equal Pay Act, prohibits discrimination on the basis of sex against employees or students of any educational institution receiving Federal financial aid. Provisions covering students are similar to those of Title VI of 1964 Civil Rights Act.

I. Other Laws:

Employment discrimination has also been ruled by courts to be prohibited by the Civil Rights Act of 1886 and 1870 and the Equal Protection Clause of the 14th Amendments to the Constitution. Action under these laws on behalf of individuals or groups may be taken by individuals, private organizations, trade Unions and other groups.

In March 1973, Congress amended Title VII, giving EEOC direct access to the courts. As a result, legal actions have increased substantially, and will increase far more rapidly in the future. The impact of legal rulings and court-ordered affirmative remedies now will be felt far more directly by employers.

It is important, therefore, to know what the courts have identified as discrimination prohibited by law, and what kinds of remedies have been ordered. The law is developing constantly; however, there is no doubt of the consistent

(Continued on Page 9)

Affirmative Action Plan, Dept. Of Civil Service

PREAMBLE

The New York State Department of Civil Service has over the course of years, but more particularly during the past several years, adopted, within the framework of the Merit System, various policies, practices and procedures designed to encourage and facilitate the entry into the advancement within the Civil Service of the State of members of minority groups. These policies, practices and procedures taken together constitute an affirmative action plan of the department but they have never been brought together and presented as such in a single document.

The United States Civil Service Commission has now requested the department to prepare a written affirmative action plan dealing particularly with the department's responsibilities for Merit System administration in regard to grant-aided programs in State Agencies. This formal affirmative action plan is the program of the Department of Civil Service for all State positions and agencies under its jurisdiction but is prepared primarily in response to the request of the United States Civil Service Commission.

POLICY

It has been, and continues to be, the policy of the Department of Civil Service to take all measures within its power to assure equal opportunity in the public service in the State of New York—that is, consideration of applicants and employees on the basis of their qualifications and potential without regard to such factors as political affiliation, race, color, national origin, sex or religious creed. This is a basic principle of the Merit System in New York State. The mere prohibition of discriminatory practices, however, will not assure full fairness in employment. An affirmative action plan is required to work toward that goal. Accordingly, the Department of Civil Service promulgates the affirmative action plan set forth herein below.

It shall be the duty and obligation of all employees of the Department of Civil Service to support and aid in all proper ways the implementation of this affirmative action plan.

ADMINISTRATION OF AFFIRMATIVE ACTION PLAN

Each Division of the Department of Civil Service shall designate an Affirmative Action Officer. Such officer shall be a high ranking employee of the Division and shall report directly to the Division Director. The Affirmative Action Officer in each Division shall have the following responsibilities:

1. To take action commensurate with his authority and in other instances to recommend action to higher authority necessary to carry out those aspects of this affirmative action plan that fall within the programmatic area of his Division.
2. To take action to implement and facilitate approved affirmative action plans of the other State Agencies insofar as they affect or are affected by activities of his Division.
3. To identify and recommend new or additional measures to strengthen and expand this affirmative action plan.
4. To make periodic progress reports to the Executive Office.

The Affirmative Action Officer of the Career Opportunities Division shall be responsible for coordinating affirmative action efforts between the Department of Civil Service and other State Agencies. The Affirmative Action Officer of the Municipal Service Division shall be responsible for coordinating affirmative action efforts between the Department of Civil Service and Municipal Agencies.

The coordination of the affirmative action efforts of the respective divisions shall be the responsibility of the Executive Office and shall be assigned primarily to the Deputy Administrative Director. He shall be assisted by an Affirmative Action Committee which shall be comprised of the Division Af-

firmative Action Officers. Such Committee will select a Chairman (which office may be rotated) and will meet regularly to evaluate progress and develop new strategies for affirmative action. Subject to general direction of the Deputy Administrative Director, the Committee will have operational responsibility for the Affirmative Action Plan.

In order to develop and enhance affirmative action capability for the entire State service, the Department of Civil Service sets forth and establishes this Affirmative Action Plan.

Each Division of the Department of Civil Service has a positive action role in implementing the policy of affirmative action. To that end, the following responsibility of the several Divisions are enumerated:

THE CAREER OPPORTUNITIES DIVISION WILL:

1. Provide technical assistance to grant-in-aid agencies, and other agencies as time permits, in developing their affirmative action plans.
2. Encourage State Agencies to avail themselves of the services provided so that maximum effectiveness of affirmative action may be obtained throughout the State service.
3. Provide a trained, ethnically balanced staff of recruiters who can be utilized to meet specific recruitment goals of affirmative action plans.
4. Maintain personal contact with the various community and employee organizations which can provide assistance in recruiting for specific needs, and utilize such groups in meeting these needs.
5. Provide training to recruiters stationed in other agencies or offices in the proper techniques of recruiting to meet particular program needs.
6. In conjunction with the Classification and Compensation Division, assist agencies in setting up career oriented training programs which will provide advancement and upgrade capabilities to the disadvantaged.

THE CLASSIFICATION AND COMPENSATION DIVISION WILL:

1. Review on a continuing basis all minimum qualifications to establish that they do not pose artificial barriers to the employment of particular classes of individuals.
2. In cooperation with the Career Opportunities Division, develop career ladder and trainee programs to ensure

merited advancement within State service.

3. Evaluate jobs for possible restructuring so that all citizens of New York State will be provided with an opportunity for employment in the State service.

THE EXAMINATIONS DIVISION WILL:

1. Establish a validation program to assure that recruitment and selection are job relevant, performance related and unbiased. To this end it will:

(a) analyze jobs for purposes of specifying the knowledge, skills and abilities needed to perform the appropriate duties of the positions involved.

(b) evaluate the critical incidents in job performance which reveal different levels of competence in the performance of the duties of the positions, and

(c) develop selection and performance measures which are job relevant and unbiased.

2. Conduct positive recruitment programs to reach target populations.

3. Collect data on race, sex and other incidental variables of open-competitive and promotion examination candidate and potential candidate populations so as to evaluate all steps in the selection procedure including recruitment, selection and placement, with regard to bias, intentional or unintentional.

4. Refer agencies seeking examination assistance to the affirmative action plans' technical assistance staff, when it appears that affirmative action might be appropriate.

5. To bring all instances of apparent bias in the use of eligible lists to the attention of the Affirmative Action Officer for further action.

THE PERSONNEL SERVICES DIVISION WILL:

1. Apply affirmative action principles in the establishment and conduct of training programs which support career development. These include:

- (a) Pre-service Training.
- (b) Orientation to government.
- (c) Principles and practices of equal employment opportunity for managers, employees, and pre-service trainees.
- (d) High School equivalency courses, and
- (e) Tuition-free courses in specific job-related skills or subjects.

2. Conduct management development programs to increase the awareness and effectiveness of management in dealing

with problems, attitudes and commitment to equal opportunity and non-discriminating principles.

THE MUNICIPAL SERVICE DIVISION WILL:

1. Take positive steps to contact Municipal Civil Service Commissions to encourage and assist them in the formulation of appropriate affirmative action plans.

2. Act for the Civil Service Department in discharging such responsibilities as may be assigned to the Department for review of affirmative action plans for local Merit System Agencies.

THE EXECUTIVE DIVISION WILL:

1. Develop a detailed affirmative action plan with regard to the staffing of the Department of Civil Service. This plan will provide the means for this agency to become a model for other State and local agencies with respect to equal employment principles.

2. Review existing legislation for its conformity with equal opportunity principles, and propose such new legislation as is required to facilitate affirmative action in achieving full implementation of these principles.

3. Develop the necessary procedures, records and reporting systems to ensure efficient operations, and the capture of data for evaluating the effectiveness of the affirmative action plan, and to meet such demands as may be placed on the department or data in this area.

Special

(Continued from Page 8)

trend in court decisions, developing these basic principles:

- Employment discrimination, by definition, is class-wide discrimination. Where it is found to exist, action to eliminate it must apply to all members of the "affected class" to which an individual complainant belongs. This concept of "class discrimination" has been very broadly interpreted by the courts.

- It is the consequences of employment practices, not the intent, which determines whether discrimination requiring remedial action exists.

- Any employment practice or policy, however, neutral in intent, and however fairly and impartially administered, which has a "disparate effect" on members of a "protected class" (those groups specified in the law) or which perpetuates the effect of prior discriminatory practices, constitutes unlawful discrimination unless it can be proven that such policy is compelled by "business necessity."

- In the words of Supreme Court Chief Justice Warren Burger: "Under the (Civil Rights) Act, practices, procedures, . . . neutral on their face, and even neutral in terms of intent cannot be maintained if they operate to freeze the status quo of prior discriminatory employment practices. . . Congress directed the thrust of the Act to the consequences of employment practices, not simply the motivation."

- Statistics—such as highly disproportionate representation of minorities of females in any job classification in relation to their presence in the population or work-force—constitute strong evidence of discriminatory practices. Where such statistics exist, the burden of proof is on the employer to show that they are not the result of overt or institutional discrimination.

- To justify any practice or policy which has "disparate effect" on groups protected by the law, an employer must demonstrate compelling "business necessity" and that no alternative non-discriminatory practice can achieve the required purposes.

Courts have interpreted "business necessity" very narrowly, requiring overriding evidence that a discriminatory practice is "essential" to safe and efficient operation of the business, and/or a showing of extreme adverse financial impact.

(Continued Next Week)



Lydia Clark, director, EOC deferral unit, speaks on affirmative action at the OSEA Convention at the Hotel Concord as Jean Gray listens.

Letters To The Editor

(Continued from Page 7)
13th A.D. (Nassau County).
As a resident of said district, I have followed closely Mr. Jones's record. Let me be quite candid and remark that my assemblyman has a marvelous record of speaking one way and voting another. He is no friend of unions or organized labor.

As a member of CSEA, I believe Sam Millman, the Democratic challenger in the 13th A.D., should have been endorsed.

Edward M. Myers,
Bellmore

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Police News

New Guided Tour Program

Police Commissioner Michael J. Codd announced last week the inauguration of a guided tour program for the New York City Police Department Headquarters building at One Police Plaza.

The tours will be conducted twice daily, at 10 a.m. and 1 p.m., Monday through Friday. Exhibits in the lobby will include a 19th Century horse-drawn wagon and mannequins of police officers in the 19th and 20th Century uniforms. Among the tour features are the "911" communications center and a slide presentation of the various services and operations of the department. For more information call 374-5322.

Federal News

New Federal Guidelines For Maternity Leave

New guidelines for women on absence leave for maternity reasons have been issued by the U. S. Civil Service Commission. They are designed to insure that Federal leave policies are applied to pregnant employees in the same manner in which they are applied generally.

The principal changes from previous policy are as follows: The former guideline suggested a 6 weeks' absence before delivery and 8 weeks after the birth of a baby. This has been removed and no specified time is included in the instructions. The length of absence from work is to be determined by the employee, her physician, and her supervisor on an individual case basis.

The former guideline against advancing sick leave for pregnancy has also been eliminated. Rather, the same policies, regulations, and procedures that govern advancing sick leave generally, should be applied in pregnancy cases too.

Prior policy contained no statement that continued employment should be assured after an absence for maternity reasons, although most agencies made such an effort. The new guidelines emphasize the employing agency's responsibility for continued employment in the same or comparable position following the maternity absence.

Previously, the term "maternity leave" appeared throughout the instructions and guidance provided to agencies on this matter. This term has been replaced by "absence for maternity reasons" in recognition of the fact that under the law there is no special kind of leave called "maternity leave," just annual leave, sick leave, and leave without pay. The change is expected to help eliminate such a misunderstanding.

The new federal guidelines also provide that a male employee may request only annual leave or leave without pay (i.e., not sick leave) for purposes of assisting or caring for his children or the mother of his newborn child while she is incapacitated for maternity reasons. Approval of leave for this reason should be consistent with the agency's policy for granting leave in similar situations, and each leave request should be considered on its own merits.

New Federal Elections Law Opens Political Activity

A new federal elections campaign law has freed several million state local and government workers from the prohibitions against partisan political activity contained in the Hatch Act. The changes in the law don't affect federal workers as of yet, but it is extremely likely that federal employee unions will push next year for the same liberalization of the 1939 law that the 12 million state, county and city employees now have.

Until President Ford signed the act into law, state and local government workers who are paid in whole or part with federal funds were under the same Hatch Act restrictions as federal workers. Now state local workers may serve as officers of political clubs or parties, organize or re-

Federal Budget Cut

News sources in Washington expect that the federal budget that will go to Congress next January will reflect relatively hard times for most federal operations. Job cuts are anticipated in most agencies; slowed funds for programs (except in energy conservation fields) are also anticipated, and monetary restraints that will have the effect of slowing promotions are also in the offing. President Ford, the sources say, has given the Office of Management and Budget the order to cut costs, and this will be most strongly felt in the salaries and expenses section of each agency money package.

Bldg Engineer List

ALBANY—A senior building electrical engineer eligible list, resulting from open competitive exam 24-184, was established Oct. 16 by the state Department of Civil Service. The list contains 11 names.

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—Kathleen Carroll, N.Y. Daily News

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State Promotional Job Calendar

Applications Accepted To October 15
Written Exams November 2-3

Interdepartmental Promotion Exams		
Senior Stenographer	G-9	35-603
Senior Stenographer (Law)	G-9	35-604
Supvg. Toll Collector	*	35-622
Toll Section Supervisor	*	35-623
*Salary varies with agency.		
Correctional Services		
Senior Commissary Clerk	G-9	35-593
Principal Commissioner Clerk	G-12	35-594
Health		
Associate Medical Facilities Auditor	G-23	35-601
Principal Medical Facilities Auditor	G-27	35-602
Senior Medical Facilities Auditor	G-18	35-600
Senior Sanitary Chemist	G-18	35-595
Labor		
Senior Chemist (Industrial Hygiene)	G-18	35-611

Applications Accepted To November 4
Written Exam December 14

Interdepartmental		
Senior Civil Engineer	G-23	35-616
Departmental		
Administrative Aide	G-11	35-581
Agriculture & Markets		
Supv. Dairy Products Inspector	G-19	35-624
Senior Dairy Products Inspector	G-16	35-625
Supv. Farm Products Inspector	G-19	35-626
Senior Farm Products Inspector	G-16	35-627
Supervising Food Inspector	G-16	35-628
Senior Food Inspector	G-16	35-629
Senior Horticultural Inspector	G-16	35-630
Chief Meat Inspector	G-21	35-631
Supervising Meat Inspector	G-19	35-632
Senior Meat Inspector	G-16	35-633
Associate Marketing Rep.	G-19	35-651
Senior Marketing Representative	G-15	35-652
Chief Marketing Representative	G-22	39-036
(Oral exam held in Dec. 1974)		
Audit & Control		
Principal Retirement Benefit Examiner	G-20	35-641
Associate Retirement Benefits Examiner	G-17	35-642
Senior Retirement Benefits Examiner	G-14	35-643
Retirement Benefits Examiner	G-11	35-644
Correctional Services		
Correction Captain	G-24	35-635
Dept. Of Transportation		
Canal General Foreman	G-17	35-647
Environmental Services		
Senior Environmental Analyst	G-18	35-655
Principal Fish & Wildlife Technician	G-14	35-657
Senior Fish & Wildlife Technician	G-10	35-658
Associate Director, Div. of Pure Water	G-34	39-044
(Oral exam held in Dec. 1974)		
Executive		
Supervising Natural Disaster Civil Defense Representative	G-22	39.046
(Oral exam held in Nov. 1974)		
Health (Exch. of Hospitals)		
Senior Radiological Chemist	G-18	35-663
(Labor (State Insurance Fund))		
Associate Underwriter	G-21	35-636
Senior Underwriter	G-18	35-637
Underwriter	G-14	35-638
Principal Underwriter	G-24	39-045
(Oral exam held in Nov. 1974)		
Teachers Retirement		
Sr. Retirement Benefits Examiner	G-14	35-645
Retirement Benefits Examiner	G-11	35-646
Continuous Recruitment		
Senior Hydraulic Engineer	G-23	30-202
Assistant Hydraulic Engineer	G-19	30-203

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Services are located at the World Trade Center, Tower 2, 55th floor, Manhattan 10047, 488-4248; State Office Campus, Albany, N. Y. 12226; and 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. Be sure to specify the exam title and number.

KEY ANSWERS

EXAM 4105 HOUSE PAINTER

Test Held October 12, 1974

Of the 607 candidates called to this exam, 443 appeared. Candidates who wish to file protests against these proposed key answers have until the 13th day of November 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

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

EXAM 4569 PROM TO FOREMAN (POWER DISTRIBUTION) Transit Authority Test Held October 12, 1974

MABSTOA Is Held To Fair Test Bylaws

Employees of MABSTOA (Manhattan and Bronx Surface Transit Operating Authority) have been accorded judicial recourse for complaints of testing procedures of the authority that are unfair or not competitive as a result of a recent decision by Justice Sidney H. Asch.

Although MABSTOA is a subsidiary of the New York City Transit Authority, the operating authority is a private corporation and as such its employees do not have the status of civil servants nor the statutory and judicial protections of such status.

The decision resulted from a case brought by Harold Martin, a dispatcher with the authority who, after taking a promotional exam to senior dispatcher, contended that fair testing procedures had been abused. Mr. Martin had specifically complained that examinees taking the oral on the second day of testing had knowledge of the questions from leaks by those who were tested previously. Mr. Martin also has brought into question the instructional sessions held by Thomas McCarrick, an officer of MABSTOA.

Justice Asch referred Mr. Martin's specific complaints to a referee for further investigation; the Justice also rendered an opinion effecting MABSTOA which, according to Mr. Martin's counsel (the law firm of Murray A. Gordon), is without precedent. The decision, in effect, says that the court will hold MABSTOA to its own bylaws that provide for fair and competitive testing.

Judge Asch clarified the necessity for MABSTOA, unlike most private corporations, to have fair testing procedures. "MABSTOA," he said, "is more than a private corporation. It is a private benefits corporation engaged in the performance of a conventional and essential service for the public." Because of the quasi-public nature of the

Of the 175 candidates called to this exam, 121 appeared. Candidates who wish to file protests against these proposed key answers have until November 13, 1974 to submit their protests, in writing, together with the evidence upon which such protests are based.

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

EXAM 4576 PROM TO LIGHT MAINTAINER Transit Authority Test Held October 12, 1974

Of the 105 candidates called to this exam, 76 appeared. Candidates who wish to file protests against these proposed key answers have until November 13, 1974 to submit their protests, in writing, together with the evidence upon which such protests are based.

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

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ALBANY—New York State is a crossroads served by nine major railroads; a 14,500-mile modernized highway system and the nation's greatest superhighway, the Governor Thomas E. Dewey Thruway; 19 airline airports including 11 jetports; an 800-mile free waterway system; the Port of New York on the south, and the St. Lawrence Seaway on the north through which 80 percent of the world's merchant ships can reach Buffalo, Rochester, and other inland ports, more than 1,100 miles from the sea. The New York State Department of Commerce calls it "an industrial growth-land."

Fischetti Backed In Race For SI Civil Court Judge

STATEN ISLAND—Gennaro (Jerry) Fischetti, a Workmen's Compensation Board referee and long active in the New York City chapter, Civil Service Employees Assn., has earned the endorsement of the chapter, New York City Region 2 and the state-wide political action committee in his current race for judge of the civil court on Staten Island.



JERRY FISCHETTI

He is running on the Republican and Liberal lines in the voting Nov. 5.

Solomon Bendet, chapter and region president, in a statement said in part:

"Gerry Fischetti, according to the Staten Island Advance, was trained to be a judge, while his opponent is a political appointee, filling a vacancy of an unexpired term.

"For the past 12 years Gerry Fischetti has been a referee on the Workmen's Compensation Board, where he has rendered just decisions to thousands of employees injured while on the job. Referee Fischetti's record for justice is hard to beat. His reversal rate is one for every thousand cases handled.

"... He has also been active in the community sponsoring activities like the Christmas program and picnic committees at Willowbrook Developmental Center. He is chairman of the committee which is working to insure the safest conditions possible for all state employees.

"Gerry Fischetti is a CSEA delegate and representative. Gerry has often used his legal abilities to assist fellow CSEA members who are brought up on hearings, free of charge.

"Now it is time for all CSEA members, friends and relatives to thank Gerry Fischetti for his service to CSEA, and band behind him at the polls on Election Day."

Snowmobile Trails

ALBANY — There are 2,800 miles of snowmobile trails for public use on state-owned land in New York State, according to the State Commerce Department. Most of these are in the Adirondacks and Catskills. Many of these are in loops, ranging from three to 44 miles, and utilizing abandoned logging roads, foot trails and old town roads.

Golf, Any One?

ALBANY — There are more private golf clubs—281—in New York State than in any other state, the State Commerce Department reports.

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School Lunch Manager	\$ 9,900	4201
Shorthand Reporter	\$ 7,800	4171

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

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

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7. Owner: Leader Publications, Inc., 11 Warren Street, New York, N.Y. 10007. The Civil Service Leader is published by Leader Publications, Inc., all of whose stock is owned by ABC Industries, Inc., 258 Broadway, New York, N.Y. The holders of 1% or more of the stock of ABC Industries, Inc., are as follows: Jerry Finkelstein, 812 Park Avenue, New York; Nathan H. Mager, 1013 East Lawn Drive, Teaneck, New Jersey; Burton M. Abrams, 120 Broadway, New York; James Finkelstein, 18 East 79 Street, New York; Shisley Finkelstein, 812 Park Avenue, New York; Lucille Kaplan, 150 East 69th Street, 1013 East Lawn Drive, Teaneck, New Jersey; N. H. Mager, as custodian for Allison Mager, 1013 East Lawn Drive, Teaneck, New Jersey; Louis Stein, 3175 John F. Kennedy Boulevard, Philadelphia, Pennsylvania; Troster Singer & Company, 74 Trinity Place, New York; M. Marvin Berger, 84-65 Avon Street, Jamaica Estates, New York; Myron Kandel, 110 Riverside Drive, New York; Mrs. Rose Marker and Herbert Marker, 2356-63rd Street, Brooklyn, New York; Andrew J. Stein, 315 First Ave., New York, New York 10003; F. Donald Shapiro, 14 Sunset Lane, Harrison, New York 10528; Nathaniel H. Kaplan & Victor Harz & Frederick Gelberg Tr. UA Mar 20 '68 Andrew Stein c/o Victor Harz, 630 Fifth Avenue, New York, N.Y. 10020; Nathaniel H. Kaplan & Victor Harz & Frederick Gelberg Tr UA Mar 20 '68 James Finkelstein, c/o Victor Harz, 630 Fifth Avenue, New York, N.Y. 10020; Allstate Bowling Centers, Inc., 230 Park Avenue, New York, N.Y. 10017; Cede & Co., Box 20, Bowling Green Station, New York, New York 10004.

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B. Paid circulation:

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2. Mail subscription: 214,460, average number copies each issue during preceding 12 months; 204,750, actual number of copies of single issue published nearest to filing date.

C. Total paid circulation: 223,210, average number copies each issue during preceding 12 months; 214,390, actual number of copies of single issue published nearest to filing date.

D. Free distribution by mail, carrier or other means: 1. Samples complimentary, and other free copies: 600, average number copies each issue during preceding 12 months; 600, actual number of copies of single issue published nearest to filing date.

2. Copies distributed to news agents, but not sold: 4,120, average number copies each issue during preceding 12 months; 5,260, actual number of copies of single issue published nearest to filing date.

E. Total distribution (Sum of C and D): 227,930, average number copies each issue during preceding 12 months; 220,250, actual number of copies of single issue published nearest to filing date.

F. Office use, left-over, unaccounted, spoiled after printing: 770, average number copies each issue during preceding 12 months; 920, actual number of copies of single issue published nearest to filing date.

G. Total (Sum of E & F—should equal net press run shown in A): 228,700, average number copies each issue during preceding 12 months; 221,770, actual number of copies of single issue published nearest to filing date.

I certify that the statements made by me above are correct and complete.

N. H. Mager, Business Manager.

DA Ends Investigation Into Creedmoor Security

QUEENS — District Attorney Nicholas Ferraro has announced the completion of an investigation by Assistant District Attorney Peggy Anne Heinkele and Chief Rackets Investigator Ralph Salerno, into security at Creedmoor Hospital.

"The genesis of this investigation," said Mr. Ferraro, "was a concern in the community and among legislators that lax security measures at this facility permitted patients easy egress into the surrounding community while at the same time allowing unauthorized persons access to the grounds.

"The import of this problem was compounded," continued Mr. Ferraro, "with a change in New York State Law which mandates that all mentally incapacitated criminals be committed to a mental health institution rather than a correctional institution; New York State Law no longer, in the placement of these patients con-

siders whether they are dangerously incapacitated and may be a threat to the other patients.

"Creedmoor Hospital, situated on 314 acres in the County of Queens, is a complex of more than 60 buildings, has an in-patient population of 1954 and an out-patient population of 5,036 and employs 2,664 persons as of Sept. 30. With 34 security officers (an increase of nine over the approximately 25 which were employed at the commencement of this investigation) the ratio of security officer to population is 1,136. However, considering that 34 must be divided among shifts, weekends, holidays and vacations, the truer ratio is closer to 1,275."

In conclusion, the report noted: "A stricter and more systematic security system would not conflict with the 'community psychology' theory that slow assimilation eases the burden on the patient but rather would serve as a positive monitoring device to assure the safety of patients from unauthorized outsiders. Conversely, it would act as a control on the location of patients and assure that patients who are defendants in the criminal process are kept in custody."

Elect Ersa H. Poston As President of IPMA

ALBANY—Ersa H. Poston, president of the New York State Civil Service Commission has been elected president of the International Personnel Management Association. She will assume leadership of the 7,000-member organization on Jan. 1, 1975, for a one-year term.

Ms. Poston is the first woman and the first black elected to head this professional association since its beginning in 1906. She has served IPMA for three years as a member of its Executive Council and for two years as a member at large of the Eastern Region Executive Committee. As president of the New York State Civil Service Commission since 1967 Ms. Poston has been deeply involved in the area of labor-management relations and the problems associated with the employment and advancement of women and ethnic minorities.

Public Health Nurses

ALBANY—A district Supervising Public Health Nurse eligible list, resulting from open competitive exam 27-441, was established Oct. 16 by the state Department of Civil Service. The list contains two names.

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MANY FACES OF CSEA DELEGATES



New York City's Jack Schuyler, center, takes notes at Education departmental meeting, as advisor Francis Martello, Region 5 supervisor, observes. Others in photo, from Mr. Schuyler's right, are Albany Education chapter president Boyd Campbell, George LaFleur, Dorothy Nadoraski, Robert Zimmerman and Ray Leizer.

(Leader photos by Ted Kaplan)



Southern Region 3 president James Lennon, left, checks over some notes with David Nance, center, president of Mid-Hudson chapter, and Seymour Katz, former chapter president.



Nassau's Anne Rehak takes turn at microphone as Willowbrook's Pat Frazier and Westchester's William Magrino await their turns to participate in discussion.



Attica treasurer Thomas Middlebrook and president John Beaver seem to be saying "Aren't they somethin'" as they look over brochure on insurance benefits.



At Labor departmental meeting are, from left, advisor George Bispham, Region 2 supervisor; Robert Lattimore, Buffalo; John Wolfe, Albany, and Canute Bernard, New York City. Mr. Lattimore, Mr. Wolfe and Dr. Bernard are Labor departmental representatives to CSEA Board of Directors.



Industry president James Viccareo, left, and former president Carmen Farrugia check program with Highland chapter president Rose Marcinkowski during one of the educational seminars.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 40 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

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

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

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

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

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

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

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

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

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Key Answers

(Continued from Page 11)

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

Williams Renamed

ALBANY — Henry Kirk Williams, III, has been reappointed a member and redesignated chairman of the Council of SUNY College at Fredonia for a term ending July 1, 1983. There is no salary.

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Don't Repeat This!

(Continued from Page 6)

ment simply interposed a procedure for filling the office of Vice President, while the Speaker of the House remains in a stand-by position until the Twenty-fifth Amendment process is completed.

With life uncertain as it is, Speaker Carl Albert may become President at any moment. In the past two years, the Speaker has been in that position for more than 100 days.

It is no derogation of Speaker Albert's capacity, integrity or character to point out that he could become President without FBI and Internal Revenue in-

vestigations to the degree to which President Ford was examined and Mr. Rockefeller now is being subjected.

What has made the Rockefeller confirmation controversial is not the reprehensible leaks and invasions of his privacy. Obviously, in the course of his long history in public service, Mr. Rockefeller has sponsored policies which were controversial and which many people found offensive. He is by no means the unanimous choice of Congress. No candidate for office is elected unanimously. In fact, the Twenty-fifth Amendment merely requires majority consent.

However, that does not justify Congressional failure to move promptly on the confirmation in accordance with the Constitutional process.

Sr Artist Designers

ALBANY—A senior artist designer eligible list, resulting from open competitive exam 24038, was established Oct. 7 by the state Department of Civil Service. The list contains 35 names.

Willowbrook Change

ALBANY—The Commissioner of Mental Hygiene has announced that Dr. Miodrag Ristic has been succeeded as head of Willowbrook Developmental Center by James A. Forde, director of the Department's Mid-Hudson office. Mr. Forde will serve as acting director of Willowbrook for at least three months, assisted by a group of management experts from the Department's top echelon.

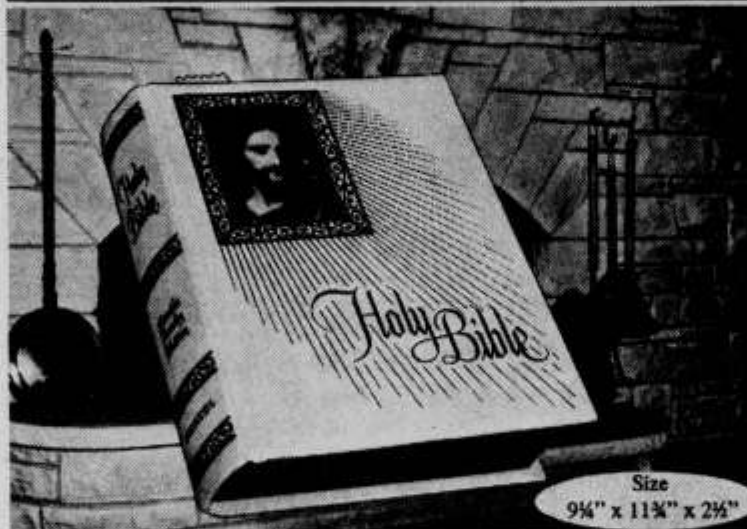
Artist Designer List

ALBANY — An artist designer eligible list, resulting from open competitive exam 24036, was established Oct. 7 by the state Department of Civil Service. The list contains 16 names.

Planning Asst. List

ALBANY—A natural resources planning assistant list, resulting from open competitive exam 24075, was established Aug. 28 by the state Department of Civil Service. The list contains 21 names.

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The Department of Labor's WIN program office in Buffalo is the cause of many complaints about working conditions. Electrical cords form one hazard.



Employees at the WIN office report that promises to them of better quarters have never been kept. There are no shades or blinds on the windows, and here desk blotters are used as makeshift shades to reduce glare. (Leader photos by Hugo Unger)

Buffalo WIN Office A Loser For Staff

(From Leader Correspondent)
BUFFALO—Employees of the State Department of Labor's WIN (Work INcentive) program here have renewed a long-standing grievance and voiced a litany of complaints about working conditions at the WIN offices.

The workers, members of the Civil Service Employees Assn. Manpower Services/U.I. Divisions chapter, also charged that efforts to relocate the WIN offices were hobbled by political interference.

Former Store

The grievance stems from conditions at the WIN offices at 950 Broadway, a former Sears, Roebuck & Co. store where lawnmowers and sporting goods were sold.

The offices, the CSEA members charge, feature unsafe and unsanitary conditions, and violate the dictates of the federally funded WIN program by not providing ample space for mandatory Employability Orientation (EO).

"Due to the lack of any type of privacy, plus the fact that there are no conference or testing-room facilities, Employability Orientation cannot be conducted," said Elaine Todd, grievance chairman of the chapter.

List Complaints

Ms. Todd also lists a series of complaints against the offices that include:

- Telephone and electrical

lines strung across the floor that caused one employee to trip, fracture her skull and miss work for three months.

- No restroom facilities for the public.
- Poor lighting.
- Poor acoustics that force personnel to shout when using the telephone and rule out private conversations, even with management staffers.
- Store-front windows that increase office temperatures in warm months and let in chilling drafts during cold months.

Others Agree

Even management staffers in the office agree.

Said Harry P. McKeown, a manager: "Efficiency of the office is lessened because of acoustics, lighting and clutter."

Said Marjorie R. Seaman, also a manager: "I know from working on the premises myself that the dreadful noise is very tiring and, I am sure, is sapping everyone's efficiency."

The CSEA chapter at WIN, which was moved into the 950 Broadway location in 1969 as temporary quarters, filed a grievance against the conditions in October 1971.

The grievance was recently renewed, after promised relocation to another office was cancelled for the fourth time in July.

Suspect Politics

Ms. Todd said "those involved in this situation have very strong suspicions that politics have

played an important role in the stalling of the three previous moves and, most likely, the fourth proposed move.

"Since 1971, we have received nothing but promises which have been subsequently broken. We are curious to know who is pulling the strings."

Ms. Todd said the state has

continued to lease the offices as a "temporary" location for WIN, even though the offices fail to meet the requirements for a permanent state office.

"We aren't selfish employees who want a plush office," said Ms. Todd. "Not only are things bad for employees, but the WIN program itself is affected."

GOP Landlord

Ms. Todd's suggestions that politics have been involved in the cancelled WIN moves stem from reports that the building owner, a Republican Party supporter, wasn't happy about losing his tenants.

The WIN office's first move to a downtown Buffalo office was cancelled at 4:45 p.m., the day before the move. Staff members worked out of cardboard boxes

loaded with necessary paperwork for nearly two weeks until they found out they weren't going anywhere, Ms. Todd said.

The second move, to another downtown location, was stopped when the owner of the building complained he didn't want welfare clients entering his facility, Ms. Todd charged.

The third proposed move was cancelled with no explanation and the fourth move, now supposedly in the works, has earmarked offices on the second floor at 950 Broadway for WIN.

"This move would resolve the grievance, since that location has had some remodeling and is actual office space," said Ms. Todd. But she added: "The question is, however, will the move actually take place?"



This is the narrow passage at the door to the men's room for employees. There are no restroom facilities for the public in the WIN office.

Nassau Employee's Case Due For Federal Court

MINEOLA—The Nassau chapter of the Civil Service Employees Assn. last week authorized the preparation of a federal lawsuit on constitutional grounds because of a pattern of persecution against a mechanic who is active in union affairs.

The resort to federal courts was decided upon when the Nassau Police Department ignored the fact that a disciplinary action against the leader is under appeal and hit him with identical charges.

The mechanic, a civilian employee, had been suspended for 10 days without pay after refusing to take out garbage, and the departmental action was being appealed to the Appellate Division of State Supreme Court.

Last week, according to the chapter, supervisors again attempted to force the employee to take out garbage.

He refused because:

- 1) The earlier disciplinary action was being litigated in the courts, and
- 2) He was physically unable to comply because of an earlier on-the-job injury to his back.

CSEA Regional attorney Richard C. Gaba said that removing garbage was not a designated part of the mechanic's job, and therefore he was not obliged to comply with the order.

The official pressures against the member followed the time when he became active in CSEA

leadership, Mr. Gaba asserted.

"He sticks by us, and we are going to stick by him," chapter president Irving Flaumenbaum declared.

Collect Supplies At Stony Brook

STONY BROOK—Members of the SUNY at Stony Brook chapter, Civil Service Employees Assn., and students and faculty at the campus are collecting food, medicine and clothing this week as relief supplies for hurricane-stricken Honduras.

Collection centers are being operated Oct. 29, 30 and 31 between 10 a.m. and 3 p.m. at four locations: main desk of the Stony Brook Union; Administration Bldg. first floor lobby; Room 114, Bldg. C, South Campus, and the garage of Anne Coates, 7 Rising Rd., Setauket.

Donated material should be boxed. Further information may be obtained from chapter president Al Varracchi at (516) 246-6060.



At the left is the "conference room" of the WIN office, separated by only filing cabinets for privacy.