

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXI, No. 45

Tuesday, July 7, 1970

Price Ten Cents

Mental Hygiene Award Winners

See Page 14

NLRB Schedules July 16 For Cornell Secret Ballot

ITHACA—Employees of Cornell University will have the opportunity to select a bargaining agent in an election scheduled for Thursday, July 16.

The election is being run by the National Labor Relations Board, which recently assumed jurisdiction over the more than 4,000 non-supervisory, non-professional Cornell workers.

The election will be conducted by secret ballot in Barton Hall on the Cornell Campus in Ithaca from 6 a.m. till 6 p.m. on July 16. Those employees who do not work on the campus will receive their ballots by mail and the ballots must be received by 5 p.m. Tuesday, July 14, in order to be counted. If anyone entitled to vote by mail has not received a ballot in the mail by July 8, NLRB officials said, he should immediately contact the National Labor Relations Board, Third Region, 120 Delaware Ave., Buffalo. Telephone calls concerning ballots may be made collect to that office at (716) 842-3139. The mail ballots will be opened and counted after the manual election on July 16. (See sample on Page 16).

The Civil Service Employees Assn., the only organization which has shown an interest in representing the employees (Continued on Page 9)

Suffolk County Employees Set For Vote On Aug. 6

RIVERHEAD—Aug. 6, 1970, is the day when more than 5,100 Suffolk County employees in two bargaining units will go to the polls to decide which public employee organization will represent them at the bargaining table.

The new election date was finalized last week by the Suffolk County Public Employment Relations Board. The County Labor Dept. will conduct the election for the Board.

To be eligible to vote, employees must have been on the payroll as of June 21, 1970.

Both blue-collar and white-collar employees will vote at 21 different locations between 6:30 a.m. and 5 p.m. on Aug. 6. Voting machines will be used to ensure secrecy and security in the balloting.

Every employee eligible to vote will soon receive in the mail an identity card which he must bring with him when he goes to vote. The card also will tell the employee which (Continue on Page 9)

New Election In Erie County Sparks Strong CSEA Drive

BUFFALO—A jubilant Civil Service Employees Assn. moved into high gear last week following the announcement that a new election has been ordered to determine a bargaining agent for more than 2,000 Erie County blue-collar employees.

CSEA, which objected to numerous irregularities in the previous election last Winter, was upheld by the Erie County Public Employment Relations Board when the local agency voided that election and ordered a new one to be held. CSEA has already been certified as the bargaining agent for more 4,000 white-collar employees and has been conducting negotiations for several weeks.

Local CSEA leaders and Erie County CSEA staff representatives are meeting this week in Buffalo with a task force from CSEA's Albany headquarters to

prepare for the election, the date of which has not been set. Plans call for a massive "get-out-the-vote" campaign, rallies and other events.

CSEA is stressing "unity"—bringing the 2,000 blue-collar workers who are now without a bargaining agent together with the 4,000 white-collar employees under the CSEA banner. "We want a united front at the bargaining table," one CSEA official said.

All indications point to a massive victory in the upcoming election.

Penology Expert Prager Supports CSEA Stand On Upgrading Corr. Officers

ALBANY—The Civil Service Employees Assn., backed by correction officers from several State penal institutions, presented irrefutable evidence at a hearing last week before the State Div. of Classification and Compensation which proved that correction officers should be upgraded to at least a grade 14 salary level.

CSEA president Theodore C. Wenzl expressed confidence that "based on evidence presented to the State, the upgrading appeal should be granted quickly by the Civil Service Dept.

"The evidence submitted by our research experts at this hearing cannot be overlooked. The State must act favorably on our appeal."

William L. Blom, CSEA's director of research, led off the hearing, charging that on several different occasions the

State had been presented proof showing that correction officers deserve a higher grade, but that it has failed to act on a series of appeals filed by CSEA.

(Continued on Page 16)

State Warns Of Retirement Plan Confusion

ALBANY — State employees who are not members of the State Employees Retirement System will not qualify for social security benefits, the State Office of Employee Relations has said.

Although most State workers are required to join the retirement system, some have the option of joining or not joining, and must sign a written waiver of membership if they choose not to join.

OER sources said that all those employees hired after April, 1970, who have the option to join or refrain from joining the system must be in-

(Continued on Page 16)

Don't Repeat This!

Poll Continues

Battle Lines Drawn For November Vote; Who's Your Choice?

POLITICAL pundits have enjoyed a field day with the historic State Democratic Party primary, filing reams of copy—interpreting, analyz-

(Continued on Page 13)

Win 2-Year Contract In Burnt Hills

BURNT HILLS — A two-year contract with an eight percent pay raise in the first year has been won by the Civil Service Employees Assn. for employees of the Burnt Hills-Ballston Lake School District.

Also included in the agreement between CSEA and the School District is a cost-of-living clause for the second year of the contract and provision for 15 paid holidays. Sick leave for employees working 12 months will now be 15 days per year with maximum accumulation of 175 days. Sick leave for 10-month employees, including regular hourly workers, is 12

(Continued on Page 16)



BARBERS AND BEAUTICIANS—

Discussing preparations for a reallocation appeal are representatives of the barbers and beauticians from the State Mental Hygiene Dept. and members of the staff of the Civil Service Employees Assn. at a recent meeting held at CSEA Headquarters in Albany. From left to right are Robert Guild, CSEA collective bargaining specialist;

Lydia Sorondo, head beautician, Pilgrim State Hospital; Pearl Lofton, beautician, Bronx State Hospital; Norman J. Seeman, barber, Marcy State Hospital; Richard Baiata, barber, and Michael Tracy, head beautician, both of Suffolk Psychiatric Hospital; Winifred M. Couture, beautician, Harlem Valley State Hospital, and Cynthia Walker, CSEA research assistant.

The Transit Beat

By JOHN MAYE

President, Transit Police Patrolmen's Benevolent Assn.



(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

THE TRANSIT Patrolmen's Assn. has long been disenchanting—as has most of the riding public—with the performance of the Metropolitan Transit Authority in failing to provide adequate protection in the City's subway system.

THIS DISENCHANTMENT has reached the sensitive ears of vote-seeking public officials eager to become more responsive to the complaints of their constituents.

AGAIN IN THIS election year, the politicians should take heed and put their money where their mouths are. Time runs out and the man in the voting booth must be reckoned with.

THIS THOUGHT came to mind recently when the Board of Estimate held a public hearing on a resolution submitted by Comptroller Abraham D. Beame that the City regain control of the transit system. Beame contended that the Metropolitan Transit Authority had failed in its responsibility to the riders of the City and that service had deteriorated under the aegis of the State agency.

"WE WANT OUR transit system back," said Beame, "We cannot do worse than the MTA. We will do better . . ."

BRONX BOROUGH President Robert Abrams, listening to speaker after speaker talking pro and con in the Board's historic chamber in City Hall, harshly criticized as "absolutely shocking" the fact that the MTA had not sent a representative to attend the public hearing. The Authority's absence, he said, demonstrated its "contempt, aloofness, its lack of concern, its public-be-damned attitude."

THEN IT WAS our turn. The Transit Patrolmen's Assn. went on record in favor of the return of the system to the City. The job of the 2,200 members of the transit police force is not to run a railroad, but to provide protection for the four million New Yorkers who daily ride the City's subways and buses.

WE ARE NOT railroad men. We are trained as police officers. We are paid by the citizens of the City of New York.

"WE BELIEVE that the MTA is too far removed from the needs and problems of the City's transit system," we told the Board members.

"THE MTA HAS failed in its responsibility and failed to live up to pledges to provide a modern and efficient communications system for the maximum protection of the public and the transit officer.

"AND AS TODAY, it failed to appear to push for more men for the transit force and stood by silently when the City's 1970-71 budget ignored the Mayor's campaign promise to add desperately needed manpower to the police forces of this City."

MEANWHILE, Adam Walinsky, Democratic candidate for Attorney General, at a press conference on June 21, pulled no punches in a scathing attack on the MTA. He called the transit police communications system "archaic and hopelessly ineffective." He criticized the MTA for trying to run the transit police "less like a police force than a railroad—and they don't seem to know how to run a railroad either."

"WE HAVE hindered the efficiency of our transit police and perhaps even risked their lives," he said, "by failing to keep the promises made in 1965 to provide them with an effective communications system."

"THE TRANSIT Authority police force of 3,200 men is the second largest force in the State and the fifth largest in the United States. They are responsible for protecting us over 435 miles of track, in 485 stations and in up to 3,000 trains. We can no longer stand by and make their job more difficult.

"TRANSIT AUTHORITY Patrolmen have a real impact on subway crime. By placing 1,227 Patrolmen on the job between 8 p.m. and 4 a.m.—those hours in which most crimes were committed—we have decreased subway crime during that period. Meanwhile, however, crime has increased in other periods by 84.4 percent and by a total of 37 percent in 1969 over 1968.

"THERE CAN be no doubt that we need more Transit Authority police; more than a 50 percent increase is needed to do the job thoroughly."

CAMPAIGN OR NOT, we are hopeful more public figures will speak out as forcefully to help correct a needlessly intolerable situation.

CSEA's Roulier Praises Spirit Of Membership

STORRS, CONN. — Joseph B. Roulier, director of public relations of the Civil Service Employees Assn., stressed the need to exploit the "singular strength" of the independent labor organization in a talk here recently at a labor education workshop of the Connecticut State Employees Assn. held at the University of Connecticut's labor education center.

Speaking on "The Role of the Independent Labor Organization," Roulier told 200 chapter delegates of the Connecticut state workers' group that "there may be room for improvement in our whole present concept of the independent." He cited what he considers certain inherent weaknesses of the unaffiliated organizations, particularly their slowness to take action and make needed changes.

However, using as an example his own group's acknowledged position of preeminence in New York State following severe trials during the initial period under the Taylor Law, he noted that "in spite of my comments on my own organization's reluctance or inability to act decisively, we have geared up to beat the competition generally in a rather impressive manner . . . This isn't bad progress," he said, "for an organization that's traditionally slow to change."

Roulier attributed the unique strength of the independent to the fact that the civil service worker identifies with it. "After all," he said, "it is his organization. He or his past colleagues founded it—he knows it exists only to serve his interests."

This loyalty must not be taken for granted, Roulier warned, "particularly in the face of competition that makes militant noises . . . We must be in a position to be able to rally our people to us if and when we sense that they are attracted to the approach of a competitor who preaches the philosophy . . ."

(Continued on Page 15)

CSERA Vacation Bonanzas!

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nights at Kings Inn and Golf Club, departing from New York July 13 or 20 and August 3 or 24. Only \$199. Write Mr. Emmett. From Buffalo August 10: only \$219, write Mrs. Mary Gormley, 1883 Seneca Ave., Buffalo, N.Y. Telephone (716) 842-4296. Evenings (716) TA 2-6069.

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White-Collar Employees

Erie Negotiators Agree On Non-Money Issues

BUFFALO—The Erie County chapter of the Civil Service Employees Assn., has announced that agreement has been reached between CSEA and the County on the majority of non-monetary issues affecting a unit of more than 4,000 white-collar County employees, thus paving the way for discussion of major economic demands.

CSEA chapter president George Clark made the announcement jointly with the Erie County negotiating team.

Because of a previously agreed upon news blackout concerning details of negotiations, Clark said, no details of the tentative settlements will be made public until agreement has been reached on the entire contract package.

CSEA has presented demands

to the County covering salary increases, higher overtime rates, longevity increments, increased vacation and other items designed to improve the working conditions of County workers, Clark said. County officials will present their counter-proposals to the CSEA monetary demands at the next series of negotiating sessions, expected to begin shortly.

The majority of the CSEA members in the bargaining unit must ratify the terms of the contract before it becomes final.

4 Nassau School Districts Achieve Contract Gains

MINEOLA—Four more school district units of the Nassau chapter, Civil Service Employees Assn., have successfully negotiated contracts providing gains of nine percent or better plus fringe benefits.

Irving Flaumenbaum, chapter president, noted the key gains achieved by negotiators for the non-teaching units in Bellmore, Syosset, Lynbrook and Baldwin.

The Bellmore unit gained a 9.5 percent across-the-board pay boost, trading off a 10 percent boost for a provision that if neighboring districts adopt the 1/60th retirement retroactive to 1938, Bellmore will do so automatically. If the retirement benefit is not adopted, however, the 10 percent pay boost will become effective.

There are also longevity increments of \$350 at the 10th, 15th and 20th years for custodial and clerical employees and increments of \$250 for cafeteria personnel, and additional incremental steps for cooks, food service helpers, cook-managers and teacher aides.

There is also a night differential of \$200 for custodians. Salary and retirement visions are to be re-opened for negotiations in the second year

of the pact.

The unit, which was assisted by field representative Natale Zummo, recently installed new officers headed by Bernice Rosenman as president. Others are Frank May, vice-president, and Hilda Walin, secretary-treasurer.

The Syosset school unit gained a 9.5 percent pay boost, plus increased hospitalization, increased longevity increments of \$400 at 10 years, \$700 at 15 years and \$1,000 at 20 years and overtime, sick leave and holidays benefits. Unit president Benjamin Gumin headed the negotiating team.

Lynbrook gained a nine percent pay boost, plus fully paid hospitalization, three weeks vacation after five years and four weeks after 10, uniforms and double-time for Sunday work.

In Baldwin, the CSEA unit gained nine percent, plus the improved vacation schedule won in Lynbrook and improved longevity benefits of \$300 after 10 years, \$250 after 14 years and \$250 after 17 years.

Onondaga Chap. Sponsors Program On Environment

SYRACUSE—A lively question-and-answer period highlighted the special program on environmental pollution at the quarterly meeting of Onondaga chapter, Civil Service Employees Assn.

The program was the second held this year by the chapter on community problems. At the March quarterly meeting, the chapter sponsored a discussion of drug abuse and what is being done about this problem.

Entitled "Bring Action Through Environmental Study," the CSEA unit's discussion included talks by four speakers and a moderator, all active in the field of environmental pollution.

The program was opened to the public because of "high community interest, as well as among CSEA members," said one chapter official.

Members of the panel and

their topics were:

Dr. Samuel McNaughton, associate professor of ecology, Syracuse University, who spoke on "The Population Problem"; Dr. Robie Vestal, SU research associate in microbiology, "Water and Air Pollution"; Jay Anderson, graduate student in ecology at SU, and Raymond T. Wachob, manager of plant engineering, Crouse-Hinds Co., Syracuse, who also represented the Manufacturers Assn. of Syracuse, "What Local Industries are Doing about Pollution."

Scott Basinger, SU graduate student in molecular biology, moderated. Andrew H. Placito, chapter president, introduced the program.

Monroe Cty. Deputies Form Own Chapter

ROCHESTER—Contract negotiations between Monroe County and the Monroe County Deputy Sheriffs' chapter of the Civil Service Employees Assn. will begin about the middle of July.

The announcement was made by Nels Carlson, field representative of the CSEA, at the swearing-in ceremonies for the chapter's new officers.

Deputies voted on June 16 to form their own unit of the CSEA. Previously they were covered under the contract negotiated by the 3,000-member Monroe chapter of the CSEA.

The top contract proposal expected to be made by the deputies involves job tenure. They're currently appointed by Sheriff Albert W. Skinner for his three-year-term of office and must be reappointed after each election.

Seek Improvements

Deputies also are expected to ask for a wage increase, a four-day-on, two-day-off work week and increased fringe benefits.

The present salary scale for road patrolmen ranges from \$7,566 to a maximum of \$9,464 and it takes four years to reach top scale. Salaries for higher-ranking deputies range from \$10,062 for detectives and \$10,764 for sergeants to \$15,756 for the chief deputy.

"It's important at this time for the deputies to be unified," Carlson said.

New Officers

The new officers are Lawrence D'Amore, president; Edward J. Gerew, vice-president; William P. Marks, secretary, and John E. Mazzo, treasurer.

They were elected by 124 of the 134 deputies eligible to vote.

D'Amore said the officers and a temporary board of directors will meet this week to discuss further contract proposals.

A general membership meeting will be held July 7 to inform the members of the action of the board.

Vote Duesberg As President In Plattsburgh

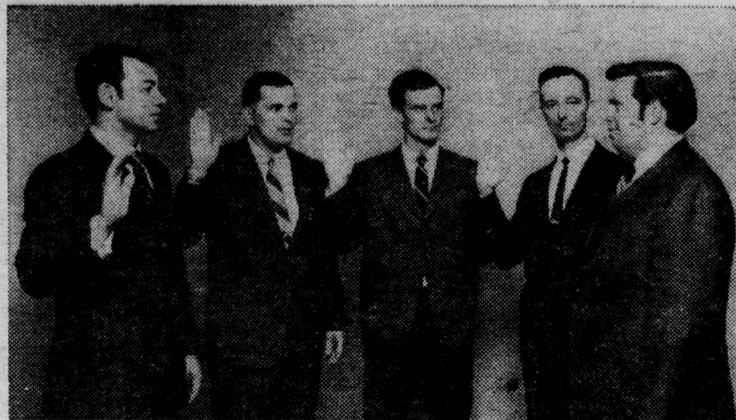
PLATTSBURGH — Barbara Duesberg, newly elected president of the Civil Service Employees Assn. chapter at the State University College at Plattsburgh, and her fellow officers and delegates, were recently installed at the chapter's annual dinner meeting held at Jackie's Club in Morristownville.

Guest of honor was Joseph Jahacki, a retired employee of the College. Guest speaker was Dr. William F. Lawrence, vice-president for academic affairs at Plattsburgh, who will be assuming the duties of president of the University College for a one-year period.

Other officers installed at the meeting are: Jack McCasland, chapter vice-president; Elizabeth M. Lennon, secretary; Leona Duesberg, treasurer, and Jack McCasland and William Soper, delegates.

Slated To Check Out Cheektowaga Dispute

Scheduled to look into the existing impasse between Cheektowaga Central School Dist. No. 2 and the Civil Service Employees Assn. is fact-finder James Ryan of Buffalo. Ryan's new role was assigned him by the State Public Employment Relations Board.



NEW OFFICERS — Elected to head the newly organized Civil Service Employees Assn. chapter representing deputy sheriffs in Monroe County are, left to right, Lawrence D'Amore, president; Edward J. Gerew, vice-president; William P. Marks, secretary, and John E. Mazzo, treasurer. Field representative Nels E. Carlson, right, was installing official.

Oneida Chap. To Demand Min. Wage, Reallocation

ITHACA — A minimum starting salary of \$5,000 annually is being sought for all Oneida County workers for next year by the Oneida chapter of the Civil Service Employees Assn.

The CSEA group also is asking the County for a two-step grade advancement that could bring employees' salary increases of up to \$500, plus additional health insurance benefits and other fringe improvements.

The chapter's demands for 1971 were presented to the County last week by its negotiating team, which plans to open formal talks soon with County officials on a new contract.

Alfred C. Kuchler, CSEA chapter president, said the minimum pay scale and two-grade advancement plan is being sought rather than a dollar or percentage increase in wages and salaries for the County workers. The chapter represents about 1,200 employees.

In the insurance plan, the chapter will ask the County to pay full costs of health coverage for the workers' dependents. The County now pays up to 35 percent of the premiums for dependents.

Negotiating for the chapter will be Kuchler and Tania Cook, Paul Vitagliano, Alan Pollicove and John Benny. Frank Martello, CSEA field representative, will help direct the team's efforts.

The County's team includes Asst. County Executive Theodore Robak, Director of Research Joseph Riley, Asst. County Atty. William Halpin, Board of Supervisors Chairman Russell W. Williams and County Legislator Stanley Roman.

Submits Demands For Dutchess Cty.

POUGHKEEPSIE — Contract negotiations between the Civil Service Employees Assn. and Dutchess County officials opened on June 29.

CSEA's initial demand includes a 34 percent increase in salaries for rank-and-file County workers.

The first session was held in the office of County Executive David C. Schoentag. The deadline for an agreement is Sept. 10, or 60 days before the Nov. 10 deadline for submission of the 1971 County budget. If the negotiations are at an impasse at the cut-off date, they then will go to mediation by the Public Employment Relations Board (PERB).

The six-member CSEA team is headed by Ronald B. Friedman, president of the Dutchess County unit, and includes a bargaining specialist from the State Assn., Emanuele Vitale.

The CSEA was recognized as the official bargaining agent for County workers, excluding those at Dutchess Community College and the Sheriff's department, in 1967.

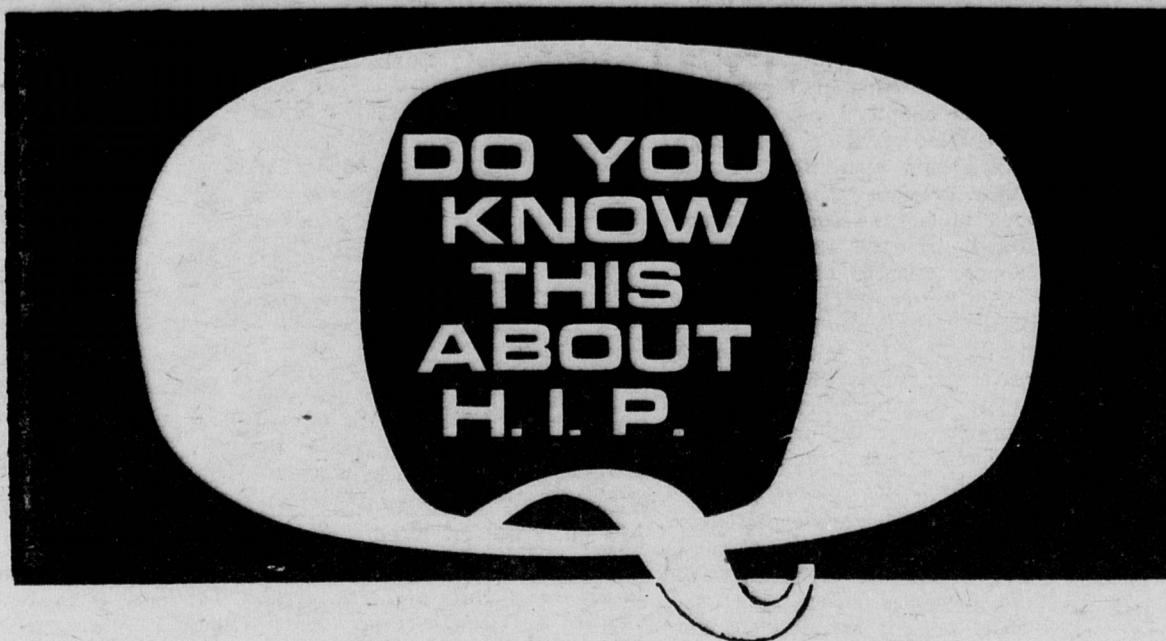
The first contract, approved in August 1968, provided for

a 9.2 percent pay raise over a two-year period; 4.7 percent in 1969, and 4.5 percent beginning last Jan. 1.

The pact was hailed by both sides as being fair, but the mood changed when the Board of Representatives approved a salary schedule for the staff of Dutchess Community College that provided an approximately 20 percent rise on a one-year contract.

Dr. Bernstein

Dr. Irving Bernstein, review physician at the Bureau of Disability Determinations, Dept. of Social Services, passed away recently. Dr. Bernstein was a proctologist in active practice for many years and was active on the staffs of Caledonian and Kings County hospitals in Brooklyn. He is survived by his wife, Lillian, and two sons.



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**Install Rowley
As Surmount
Chap. Leader**

TUPPER LAKE — Gregory Rowley was installed at the Tupper Lake Country Club here recently as president of the Sunmount chapter of the Civil Service Employees Assn.

Other new chapter officers installed by Emmett Durr, of the Raybrook CSEA chapter, were Gloria Arsenault, treasurer; Donald Harris, first vice-president; Frank Morrison, second vice-president; Gordon LaVigne, third vice-president; Elaine Baird, corresponding secretary; Lois Harris, recording secretary, and Benjamin Churco, sergeant-at-arms.

New chapter directors are Kenneth Denning, Leroy Dunham, Donald Smith and Lionel Redman.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX: FEDERAL NATIONAL MORTGAGE ASSOCIATION, Plaintiff against WILTON HAILEY and SALLIE HAILEY, his wife, if living, and if they be dead, any and all persons who are widows, grantees, mortgagees, lienors, heirs, devisees, distributees, and successors in interest, all of whom and whose names and places of residence are unknown to the Plaintiff, and PEOPLE OF THE STATE OF NEW YORK, Defendants. TO THE ABOVE NAMED DEFENDANTS, WILTON HAILEY and SALLIE HAILEY, his wife, if living and if they be dead, any and all persons who are widows, grantees, mortgagees, lienors, heirs, devisees, distributees, or successors in interest, all of whom and whose places of residence are unknown to Plaintiff.

YOU ARE HEREBY SUMMONED TO ANSWER the AMENDED COMPLAINT in this action, and to serve a copy of your answer, or, if the amended complaint is not served with this supplemental summons, to serve a notice of appearance on the Plaintiff's attorney, within twenty day after service of the supplemental summons, exclusive of the day of service or within thirty days after service is complete if this supplemental summons is not served personally upon you within the State of New York. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the amended complaint.

Dated: June 24th, 1970.
HERCULES E. RUFFOLO
Attorney for Plaintiff
2936 Wilkinson Avenue
Bronx, New York 10461

TO: WILTON HAILEY and SALLIE HAILEY, if living, and if they be dead, any and all persons who are widows, grantees, mortgagees, lienors, heirs, devisees, distributees, or successors in interest, all of whom and whose names and places of residence are unknown to Plaintiff, DEFENDANTS;

The foregoing supplemental summons is served upon you by publication pursuant to Order of HON. THOMAS DICKENS, a Justice of the Supreme Court of the State of New York, dated June 24, 1970, and filed with the amended complaint and other papers in the Office of the Clerk of the County of Bronx at 851 Grand Concourse, Bronx, New York. The object of this action is to foreclose a mortgage made by WILTON HAILEY and SALLIE HAILEY, his wife, to EASTERN SERVICE CORP., dated January 6, 1969, and filed in the Office of the Register, Bronx County in Reel 99 of Mortgages at Page 1665 on January 9, 1969 affecting property in the County of Bronx located on the westerly side of Mickle Avenue 218.4' distant northerly from Hammersley Avenue, being a plot 20' in front, 20.3' rear x 110.63' on one side and 109.64' on the other, known as 3125 Mickle Avenue, Bronx, New York.

Dated: June 24th, 1970.
HERCULES E. RUFFOLO
Attorney for the Plaintiff
2936 Wilkinson Avenue
Bronx, New York 10461
Tel.: 597-0430

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of CLARENCE NEWMAN, Petitioner, to Procure an Order Dissolving his Marriage to ESTELLE NEWMAN, Respondent. NOTICE COUNTY CLERK'S INDEX NUMBER 4303/1970.
TO: ESTELLE NEWMAN

PLEASE TAKE NOTICE that a petition has been presented to this Court by your husband, CLARENCE NEWMAN, for the dissolution of your marriage on the ground that you have absented yourself for five successive years last past without being known to him to be living, and that he believes you to be dead, and pursuant to an order dated the 9th day of June, 1970, a hearing will be had upon said petition at Special Term, Part II of this Court located at 851 Grand Concourse, in the Borough and County of the Bronx, City and State of New York, on the 11th day of September, 1970, at 9:30 o'clock in the forenoon. Dated: Bronx, N. Y., June 12, 1970.
CLARENCE NEWMAN, ABRAHAM I. GOLDBERG, Attorney for Petitioner, Office & P.O. Address 565 Fifth Avenue, New York, N.Y. 10017. OX 7-6234.

BUY U.S. BONDS

Upward Mobility Emerges As Uncle Sam's Prime Goal

By BARRY LEE COYNE

Not wishing to be lackadaisical and rest on laurels of past progress, the Federal Government has fashioned a comprehensive program to move ahead toward that verbal commitment on equal opportunity for civil servants. Targets of the program include not only minority group persons but women, youth, veterans and handicapped people.

Soon after President Nixon assumed office in 1969, he directed Robert E. Hampton, head of the U.S. Civil Service Commission, to undertake a painstaking analysis of where the weaknesses exist within the Federal Government's own plan of action to make equal opportunity become reality.

Reports the Commission in its latest annual report, "We consulted with an invited recommendations from Federal administrators, equal employment opportunity officers, directors of personnel, representatives of the Office of Federal Contract Compliance, the Dept. of Justice, the Equal Employment Opportunity Commission and the U.S. Commission on Civil Rights. We also consulted with our own ten regional directors—and through them Federal executive boards and associations, minority group organizations, and representatives of women's organizations in and out of Government."

Four major findings emerged, all suggesting the glaring defect that upward mobility of the Federal employee was not being pursued with sufficient force and effectiveness. Instead of merely dwelling on attacking the inaction, specific methods

of gaining the goals were given impetus.

Untapped Talent

Hampton saw, for one, a broad base of "underutilized potential" and it was suggested that such workers be fitted into situations which match the challenge to their individual abilities. The aim is putting it to use productively.

The second area of focus dealt with poor education and past bias, factors which pose formidable barriers to many civil servants. The approach here was to provide more persons the chance to partake in private training and tuition-subsidy programs plus the incentive of the cooperative work-study plan. Supplementing this was a call to set up off-campus classes in Federal buildings for better access to the worker. Greater effort now goes to recruiting minorities for middle level and professional jobs, in which a large void is still apparent.

A third recommendation asks more preparation for supervisory personnel to develop the needed human relations tools that spur along incentive for upward mobility. Performance evaluation charts the results of this specialized training. Recogni-

tion follows superior performance whereas evidence of discrimination brings the risk of corrective action of supervisors found guilty.

The final point of the Hampton Report urges improved techniques of data-gathering to identify problem situations more efficiently. Authorization has been made to put information of minority employment onto computers, assuring privacy while aiding management to better analyze recurring faults in employment programs.

Out of this report, moreover, came a new method to find job opportunities for the hard-core unemployed, those at a disadvantage educationally. The Worker Trainee Examination measures applicants by "job-element grading," that is, work aptitudes and aptitudes without regard to actual level of schooling.

Another aspect of attacking discrimination as it crops up within the Federal bureaucracy allows for informal resolution of complaints. Equal employment opportunity counselors and officers form a new arm of the program and are especially trained to check out charges of bias. If resolution fails in these early stages, an independent hearing becomes a guaranteed right. In this manner, keeping one's own house in order is fulfilled.

The Female Work Force

The voice of womankind has been raised of late, rightly demanding that the equal opportunity concept be applied to them. The drive to assert woman's place in the Federal infrastructure is making headway; for example, in the 1966-68 period, the roster of women soared by 22 percent in grades GS-7 through GS-12 while the number of female Federal workers in grades GS-13 and above took a jump of 23.1 percent.

In 1969, a Federal Women's Program Review Seminar was held to assess the extent of progress. What the assembled group concluded was that management needed better understanding of the "economic advantages of fully utilizing the talent and ability of women employees." Another need emphasized was to publicize opportunities in Government for women, including top-level jobs. The design of employment practices to women's life style, furthermore, would have to consider

providing more part-time work, maternity leave benefits and day-care centers.

In summation, recent statistics indicate that the majority of women who work, do so out of necessity, often to help support families. "While they have demonstrated comparable efficiency with men in a broad diversity of occupations," states the USCSC report, "many of them remain underpaid and underutilized." The Government has thus set out to overturn such tradition-bound practices and hopes to make deep inroads during the decade of the 70's.

A number of Federal programs have been inaugurated during the 1960's geared toward creating job opportunities for youth. Probably the most extensive is the Summer Aid Program, where the usual civil service requirements are waived and the U.S. Employment Service instead matches qualifications with the list of openings and acts as a referral agency. The quality and variety of assignments is on the upswing.

Helping Our Vets

In the past few years, a coordinated effort has been forged in finding and placing the physically handicapped into jobs where they can perform well. Special attention is now being devoted to the disabled Vietnam veteran, working through vocational rehabilitation centers around the country. Project Transition centers have been

set up to supply counsel and guidance to the returning GI who is uncertain of the conditions of the job market and may want further education.

In a private inquiry, this writer learned from the Dept. of Health, Education & Welfare that a pilot program to channel returning servicemen into the health field area, with specialized training, is under way in Texas. In view of critical manpower shortages and the exposure of the veteran to war-time emergencies, his ability to function as a male nurse may prove a logical progression.

Minorities, youth, women, the handicapped, veterans and others all are concerned with fostering a climate in Federal civil service to assure greater mobility and opportunity. Although inroads are apparent, so are the pressures not to relent as we move into the present decade.

Mrs. Alease Jack Is Recognized

ROCHESTER—Alease Jackson of Greece, N.Y., a member of the Civil Service Employees Assn. for 40 years, was the guest of honor at a recent reception recognizing her service for the State of New York.

Mrs. Jackson, a stenographer at the Rochester Office of the State Division of Vocational Rehabilitation, will retire this Summer.

CIVIL SERVICE LEADER, Tuesday, July 1, 1970

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MRS. JERRY PRUS, A DELIGHTFUL REDHEAD, WILL BE APPEARING WITH FRANK BOWMAN OF THE BROOKLYN BOTANICAL GARDENS ON "GREEN THUMB" ON SATURDAY, JULY 4th AND JULY 11th ON CHANNEL 11 AT 10:30 A.M. POINT OF INTEREST—HER HUSBAND, JERRY, IS A CORRECTION OFFICER WITH THE NEW YORK NARCOTICS REHABILITATION SHERIDAN FACILITY IN NEW YORK CITY.

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TUESDAY, JULY 7, 1970

CIVIL SERVICE LEADER, Tuesday, July 7, 1970

You And The Draft

The Military Selective Service Act of 1967 was amended on Nov. 26 1969, to authorize the President to implement a system of random selection for military service. Acting under that authority, the President issued Proclamation No. 3945 establishing such a system. On June 16, President Nixon ordered the July 1 lottery drawing.

The random selection sequence for 1970 was established on Dec. 1, 1969, by drawing 366 dates of birth (month and day only). This applied to all registrants 19 but not 26 years of age as of Dec. 31, 1969. The sequence of the drawing of a date of birth determined the random sequence number for selection for induction. The July 1, 1970, drawing establishes the order for induction for 1971 for those young men who attain their 19th birthday during calendar year 1970.

It is currently planned that each year a drawing will be conducted for the purpose of assigning random sequence numbers to those registrants who attain the 19th anniversary of their dates of birth during that calendar year. These numbers are also permanent for the registrants included in that drawing.

How Deferment Works

A registrant with a deferment would not be subject to call while deferred. However, when his deferment expires and he is placed in Class I-A or I-A-O, he would be subject to call with the age group then being called in accordance with the random sequence number initially assigned to him.

For example, if he is a registrant whose deferment expires in 1972, he would be selected in that year in accordance with his initially assigned number. If his number had been reached by his local board in 1972 prior to the expiration of his deferment, he could expect to be selected shortly after being placed in a class available for service.

If his number had not been reached by his local board prior to the expiration of his deferment, he would be selected when his number is reached. A registrant whose number is not reached during the calendar year in which he is available will be placed in a lower order of call, except as noted below.

Any registrant classified in Class I-A or Class I-A-O who is subject to random selection, whose random sequence number has been reached, and who would have been ordered to report for induction except for delays due to a pending personal appearance, appeal, pre-induction examination, reclassification, or otherwise, shall, if and when found acceptable and when such delay is concluded, be ordered to report for induction next after volunteers even if the year in which he otherwise would have been selected has ended and even if (in cases of extended liability) he has attained his 26th birthday.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

New Motorized Woes

A GOVERNMENTAL agency must possess the public relations solidity of the Rock of Gibraltar and its civil servants the fortitude of steel to cope with even a small sample of today's problems.

ASIDE FROM THESE basic strengths, the agency's executives and civil servants must also be endowed with the foresight of clairvoyants, the wisdom of Solomon, and the skills of Willie Mays and Tom Seaver combined.

THEY MUST BE prepared for anything, whether a sudden freak twist of the old or an ingenious entry of the new.

TO MEET THESE situations, civil servants must be like bullfighting matadors, ready in a split-second for any whim of the bull.

LOOK AT THE bag of problems dropped into the collective lap of the N.Y. State Dept. of Motor Vehicles, each problem requiring management ingenuity and maximum civil service competence and performance:

- ADMINISTRATIVE adjudication of all New York City traffic offenses, planned by the Department for more than a year and implemented a week ago with remarkable efficiency and minimum inconvenience to motorists.

- THE SUDDEN emergence of mini-bikes, those baby-sized motorcycles with the roar of a 20-ton bulldozer and the danger of Russian roulette. Commissioner Vincent L. Tofany let it be known in no uncertain terms that whoever drives these mini-monsters must be licensed and insured the same as for maxi-monsters. And any daddy who buys one for sonny boy—and allows him to drive sans license and insurance—may lose daddy's own driving license and car registration.

- THE SUDDEN deluge of driving license applicants in the New York Metropolitan area, which became a flood when schools let out.

COMPOUNDING these flood conditions were the fiery tempers of some applicants—including one who broke the finger of a civil servant. Language difficulties didn't help those shouting for help in Spanish.

TO SOLVE THESE problems needed administrative knowhow as expert as what one would find in a well-run major corporation.

THE FACT IS many government agencies have the same high competence as these large companies, and in some instances exceed this competence by a country mile.

Social Security Questions & Answers

I am disabled and unable to work but have been receiving sick benefits for 5 weeks and still have 21 more weeks' eligibility. I have been told that I can't file for social security benefits until my sick benefits are used up. Is this correct?

No. The proper time to file if you are disabled and expect to remain so for at least 12 months is right away. It is not necessary to wait until the expiration of your sick benefits.

My mother just died. She was getting a social security check each month. Is there a lump-sum death benefit to help pay her burial expenses? If so, how much?

We can pay a lump-sum between \$165 to \$255, if your mother worked long enough under social security to become insured. If her benefit was based on her relationship to the worker (wife or widow) then no benefit is payable.

What do the letters FICA mean on my W-2? Is this money

I can have returned to me?

The letter FICA mean Federal Insurance Contribution Act—another name for social security contributions. The money withheld from your pay is placed in a trust fund from which benefits are paid upon death, retirement, or disability. It also provides a pre-paid hospital insurance for you at the age of 65. A portion may be refunded when you work for more than one employer and pay on wages over \$7,800 in a year.

My mother is in the hospital now and the doctor wants to transfer her to a nursing home. Can she go to any nursing home and still have Medicare pay for her stay?

No. Only certain nursing Medicare patients. Your nearest social security office can give you a list of nursing homes in the area participating in the program. homes are certified to accept

Success Or Promises?

THE Civil Service Employees Assn. is about to face major challenges to its power on the local scene in various parts of the State.

Not satisfied with being trounced on the State scene by CSEA, these "high dues, low service" unions are back for more. How they can justify, even to themselves, calling for an election against CSEA when, after winning the small "Security Unit" election for State employees, one failed to negotiate in collective bargaining, a pact as good as CSEA.

When the matter went to fact-finding, the recommendation was that, even though they were not won in collective bargaining, the employees should receive the same benefits won by CSEA since fairness dictated that the employees should not be penalized.

From the far ends of the State—Erie County to Suffolk—employees of political subdivisions will be asked to choose between proven success and idle promises.

It is high time that public employees, once and for all, defeat the carpetbaggers who are attempting to enrich their treasuries at the expense of public employees.

A vote for CSEA will be a vote for continued success.

A vote for any other will be a vote for continued broken promises.

The Supreme Sacrifice

ANOTHER member of the City's uniformed protection forces has joined the multitude of those before him who have given their lives in the line of duty.

This time it was Patrolman Paul Donadio, 31 years old, who died following an accident involving the patrol wagon in which he was serving as recorder. The operator, Patrolman Joseph Sullivan, is in serious condition at Bellevue Hospital as a result of the accident. Whether or not he will ever be able to return to work is not known at this time.

This is dedication of the first order. Policemen and firemen are constantly ready to give their lives in service to the public.

In return, they only ask respect for their uniform and their job.

Why not give it to them?

Made Mediator In Erie Dispute

The State Public Employment Relations Board has named John DiMiceli as mediator in the impasse between the Clarence Central School Dist. and the Civil Service Employees Assn. DiMiceli, who hails from Tonawanda, directs industrial relations at Niagara Frontier Food Service.

Named To Mediate N. Syracuse Rift

In an effort to break the impasse between the North Syracuse Central School Dist. and the Civil Service Employees Assn., Robert Donovan of Ithaca has assumed the mediator role on assignment by the Public Employment Relations Board. Donovan also serves as associate professor of industrial relations at Cornell University.

Named To Authority

Governor Rockefeller has asked confirmation of the renomination of Thomas F. Patterson Sr. of Canton to the Ogdensburg Bridge and Port Authority for a term expiring Jan. 1, 1975.

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(LEGAL NOTICE)

CITATION.—The People of the State of New York, By the Grace of God, Free and Independent, TO People of the State of New York, Dorothy Kraft, Arthur V. Sheldon, Ruth S. Findlay, Cathie Huling, Charles F. Sheldon, Lester A. Gay, Eileen F. Gay, Kathryn A. Gay and Cynthia M. Gay as alleged distributees of Minnie S. Gay, deceased; Margarite Barrett and Barbara Doyle as alleged distributees of Minnie S. Gay, deceased, if living or, if dead, to their executors, administrators and distributees, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to All other heirs at law, next of kin, distributees, devisees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of Charles Allister Murray, also known as Charles A. Murray and Charles Murray, deceased, and the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of the aforesaid classes of person if they or any of them be dead and the respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Charles Allister Murray, also known as Charles A. Murray and Charles Murray, deceased, who at the time of his death was a resident of 2085 Lexington Avenue, New York, N. Y., Send GREETING: Upon the petition of the Public Administrator of the County of New York, having his office in the Surrogate's Courthouse, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in said County on the 22nd day of September, 1970, at 10 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York as administrator of the goods, chattels and credits of said deceased should not be judicially settled and allowed; why the option for the sale of decedent's unimproved real property, to wit, a plot of land 25 feet by 99 feet 11 inches known as 126 East 127th Street, New York, N. Y., entered into between the Public Administrator of the County of New York and The City of New York should not be approved and confirmed by the Surrogate's Court; why an order should not be made and entered authorizing the Public Administrator of the County of New York to sell the unimproved real property of which decedent died seized, to wit, a plot of land 25 feet by 99 feet 11 inches known as 126 East 127th Street, New York, N. Y., to The City of New York for the sum of \$6,250 for the purpose of the payment and distribution according to law of the proceeds of the sale of said interest in real estate and of any other assets to the persons entitled thereto, in accordance with the statute in such case made and provided, and for any other purpose deemed by the Surrogate to be necessary, said interest in unimproved real property being more particularly described as follows: ALL that certain lot, piece or parcel of land situate, lying and being in the Borough of Manhattan, City, County and State of New York, bounded and described as follows: "BEGINNING at a point on the southerly side of 127th Street, distant 240 feet easterly from the southeasterly corner of 127th Street and Park Avenue (as widened), running thence SOUTHERLY, parallel with Park Avenue, 99 feet 11 inches to the center line of the block; running thence EAST-ERLY, parallel with the southerly side of 127th Street, 25 feet; thence NORTHERLY parallel with the said easterly side of Park Avenue, 99 feet 11 inches to the southerly side of 127th Street; and thence WESTERLY along the said southerly side of 127th Street, 25 feet to the point or place of beginning," and why an order should not be made and entered granting such other and further relief as the Court may deem just and proper. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed. WITNESS, Honorable S. Samuel Di Falco, a Surrogate of our said County, at the County of New York this 11th day of June in the year of our Lord one thousand nine hundred and seventy, William S. Mullen, Clerk of the Surrogate's Court. (SEAL).



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Jacobs Honored By Testimonial Dinner

"It isn't very often in a man's life that he is honored by a testimonial dinner. And probably this will be my only one. So I shall savor it."

The occasion, on the evening of June 24, was the gathering of some 250 people to honor Randolph Jacobs as outgoing president of the State Insurance Fund chapter of the Civil Service Employees Assn.

Jacobs, who is currently president of the Metropolitan Conference and a member of the Statewide board of directors, received a plaque and a gift of money in a presentation by Vincent F. Rubano, the incumbent president of the chapter. The plaque included a replica of the engraved invitation to the 10-dollar-a-plate function.

In addition, of course, was the gratification of knowing that there were representatives from 9 out of 13 chapters in the Metropolitan Conference, and that a number of Statewide officers were there from all parts of New York.

Wenzl Main Speaker

Headed by Statewide president Theodore C. Wenzl, who also was principal speaker of the evening, the officers were Irving Flaumenbaum, first vice-president; George DeLong, fifth vice-president; Dorothy MacTavish, secretary, and Jack Gallagher, treasurer. Celeste Rozenkranz, chairman of the Statewide Education committee, also attended.

Probably the guest with the most mileage recorded to attend the function was Grace Hillery, representative of the State Dept. of Labor, all the way from Buffalo.

Representing the various Metropolitan chapters were: James O. Barge, president of the Bronx State Hospital chapter; Terry Dawson, president of the Creedmoor chapter; Ruth Delaney, vice-president of the Willowbrook chapter; Christian George, president of the Housing and Urban Development chapter; John LoMonaco, president of the Div. of Employment chapter; Andrew Prainito, president of the Brooklyn State Hospital chapter; Amos Royals, president of the Wards Island Psychiatric chapter; George Schivry, representing the Div. of Parole chapter, and Bill Wright, president of the Metropolitan Armory chapter.

And, of course, there was his own family: his wife, Elaine, and their daughter and two sons with their wives. In recognizing his pleasure in their presence, Jacobs said, "... and to have my own family here to see their dad be honored—as the saying goes, my cup overfloweth."

He was also lavish in his praise of his fellow workers in CSEA. To them, he said, "The CSEA group are a great bunch of people. I don't think I could have accomplished what you say I have without their support."

Others who participated in the program were the Reverend Dr. M. Moran Weston, rector of St. Philips Church of which Jacobs is deacon, and Philip Wexler, master of ceremonies for the evening and president of the Metropolitan Public Service chapter.

The dinner committee consisted of Helen Loos Morrow, chairman, and Mary Warner, E. Reverlea Mann, Moe Brown and Ed-fund Bozek.



ALL one big happy family of friends and fellow workers turned out on June 24 to honor Randolph Jacobs, president of the Metropolitan Conference and past president of the State Fund chapter, with a testimonial dinner. It's the immediate family in the top left, with his wife, Elaine, placing an affectionate kiss on his cheek as they are surrounded by, from the left, Vincent and Jean Jacobs, a son and daughter-in-law; Rhonda, a daughter, and Delores and Robert Jacobs, another son and daughter-in-law. There's a whole lot of shakin' goin' on in the photo, top right, as leading figures of the evening are greeted: left to right, toastmaster Philip Wexler; Jacobs; principal speaker Dr. Theodore C. Wenzl, Statewide

president of the Civil Service Employees Assn., and Vincent Rubano, current president of the State Fund chapter. Center left, it's Randy in a jovial mood as he entertains guests, including, at the head table, from left, Dr. Wenzl and his wife, Pauline, and the Reverend Dr. M. Moran Weston, who delivered the invocation and benediction. Host Rubano, left, and Jacobs pose with some of the State officers who attended: Dorothy MacTavish, secretary, and Dr. Wenzl, to Randy's left, and, to his right, Irving Flaumenbaum, first vice-president, and George DeLong, fifth vice-president. In the bottom pictures, he receives congratulations from: Celeste Rozenkranz, chairman of the Statewide education committee, and Grace Hillery, representative of the State Dept. of Labor; Dorothy MacTavish; Dr. Wenzl.

Text Of Jacob's Formal Acceptance Speech

An occasion such as this, the tendering of a testimonial dinner by your peers, cannot but give one a sense of humility and at the same time a sense of pride. I thank you for this expression of your affection and appreciation.

These are, indeed, trying times in which we live and the frustrations and unrest which we are all currently experiencing, the clashes, the verbal insults, blacks vs whites, youths vs the elderly, college students vs construction workers, and we could go on and on—all these things make some of us fear for the future

of our democratic way of life and for the hope of a period of reason and understanding.

A testimonial dinner, therefore, given to one who out of your generosity you felt deserved it not because he was black or because he was white, but because he was a man whom you would like to honor is a shining moment not only in my life but also in yours. Moments such as these give us cause to hope for mankind, and for the day when we shall be able to face the challenges ahead of us, not with bitterness,

(Continued on Page 9)

Eligibles on State and County Lists

CIVIL SERVICE LEADER, Tuesday, July 7, 1970

OPTION — PSYCHIATRIC SR ATTENDANT (Continued from Previous Issue)	1244 Varnum A Lk Luzerne	80.4	1300 Eurich R Rome	80.1	1433 Heitzenrater L Rayton	79.1	1532 Mahoney A Geneva	78.2
1191 Gregory C Hauppauge	1245 Shapiro J Ronkonkoma	80.3	1301 Taber D Rochester	80.0	1434 Springer P Wingdale	79.1	1533 Gesslein R Ronkonkoma	78.2
1192 Smith G Hancock	1246 West E Binghamton	80.3	1302 Cullen R Poughkeepsie	80.0	1435 Craven R Wilton	79.0	1534 Buczek G Rome	78.2
1193 Backus K Wingdale	1247 Sullivan E S Ozone Park	80.3	1303 King J N Collins	80.0	1436 Liles E Medford	79.0	1535 Mentley D Wingdale	78.2
1194 McCann H N Babylon	1248 Redd E Thiells	80.3	1304 Sheridan P Utica	80.0	1437 Farrington L Saratoga	79.0	1536 Menara C Wingdale	78.2
1195 Gant J Cetauker	1249 Montello P Staten Is	80.3	1305 Brown J Staten Is	80.0	1438 Clark T Fillmore	79.0	1537 Burgess H Wyandanch	78.2
1196 Morales C Bay Shore	1250 Harvey D Staten Is	80.3	1306 Perron A Dix Hills	80.0	1439 Sperbeck C Hyde Pk	79.0	1538 Matteson R Lodi	78.1
1197 Collins D Islip	1251 McArthur P Brentwood	80.3	1307 Tobias L Buffalo	80.0	1440 Bingham M Sylvan Beach	79.0	1539 Bartlett M Ctl Islip	78.1
1198 Woichik J Wingdale	1252 Elder M Bronx	80.3	1308 Fuller M Frankfort	80.0	1441 Merritt J Bx	79.0	1541 Remington J Collins	78.1
1199 Ortiz E New York	1253 Duvall E Madrid	80.3	1309 Calloway F N Babylon	80.0	1442 Page R Bx	79.0	1542 Fay R Nyack	78.1
1200 Therrien E Hunt	1254 Brenner K Harpursville	80.3	1310 Waters E Queens Vil	80.0	1443 Quarry C Patchogue	79.0	1543 Wattleby B NY	78.1
1201 Carle C Ctl Islip	1255 Laflair R Ogdensburg	80.3	1311 Lockwood L Corbettsvil	80.0	1444 Pittman B Bklyn	79.0	1544 Vanhoesen W Chenango Brg	78.1
1202 Marsh L Jamaica	1256 Napier C Spring Val	80.3	1312 Vanloan M Middletown	80.0	1446 Acanfora R Hamburg	78.9	1545 Braun N Lindenhurst	78.1
1203 Young E Cherry Creek	1257 Wilcox G Gowanda	80.3	1314 Harrison S Wingdale	80.0	1447 Meagher M Bklyn	78.9	1546 Johnson P Bx	78.1
1204 Stover R Binghamton	1258 Spencer G Sauquoit	80.3	1315 Ruggiero T Kings Park	79.9	1448 Letizia A Shirley	78.9	1547 Wadas A Staten Is	78.1
1205 Carroll C Tupper Lake	1259 Groth H Utica	80.3	1316 Stabler E Buffalo	79.9	1449 Snowden M Amityville	78.9	1548 Walsh M Ctl Islip	78.1
1206 Fairbank F Verona	1260 Reynolds D Romulus	80.3	1317 Cooper M Amityville	79.9	1450 Edwards M Bx	78.9	1549 Dennis J Englewood NJ	78.1
1207 Hoke C Marcy	1261 Johnson W Haverstraw	80.3	1318 McCarthy C Angelica	79.9	1451 Jones L Amityville	78.9	1550 Hayes A Amenia	78.0
1208 Williams G Bronx	1262 Bland D OQueens Vil	80.3	1319 McGar E Binghamton	79.9	1452 Synice P Stittville	78.9	1551 Martin M Teaneck NJ	78.0
1209 Gomez E Islip Ter	1263 Donner R Nesconset	80.3	1320 Worden E Rochester	79.9	1453 Gellineau M Amityville	78.8	1552 Mastroianni J Haverstraw	78.0
1210 Mitchell R Ctl Islip	1264 Larsen C W Babylon	80.3	1321 Witchley L Rome	79.8	1454 Stormes H Binghamton	78.7	1553 Gedart S Thiells	78.0
1211 Langlois J Pawling	1265 Franklin M Brentwood	80.3	1322 Turkuest E New York	79.8	1455 Grogan D Buffalo	78.7	1554 Wilson R NY	78.0
1212 Hardin M Brooklyn	1266 Rainey J Brooklyn	80.3	1323 Jentz R Collins Ctr	79.8	1456 Green M Deer Pk	78.7	1555 Stagl E Kings Pk	78.0
1213 Crassi N Gowanda	1267 Colson R Jamaica	80.3	1324 Dameron M New York	79.8	1457 Martin B Bay Shore	78.7	1556 Griewisch T Silver Creek	78.0
1214 Monroy G Centereach	1268 Hanna B Utica	80.3	1324 Blaskiewicz F Buffalo	79.8	1458 Welch L Saratoga Spg	78.7	1557 Demers E Ogdensburg	78.0
1215 Amodeo C Patchogue	1269 Sica J Selden	80.2	1326 Scott F Oakdale	79.8	1459 Landers M NY	78.7	1558 Crowell M So Dayton	78.0
1216 Perry M Queens Vil	1270 Miller H Willard	80.2	1327 McGuane A Interlaken	79.7	1460 Cassidy T Wassaic	78.6	1559 Sflow T NY	77.9
1217 Morey U Bohemia	1271 Loft A Brentwood	80.2	1328 Smith M New York	79.7	1461 Suggs L Buffalo	78.6	1560 Lee H Poughkeepsie	77.9
1218 Houben T South Dayton	1272 Woodard M Bay Shore	80.2	1329 Porubek B Middletown	79.7	1462 Kelly M Buffalo	78.6	1561 Devito M Bay Shore	77.9
1219 Materat L St James	1273 Versace S Rome	80.2	1330 Tichenor S Romulus	79.7	1463 Nadiak S Durhamville	78.6	1562 Byrne B Kings Pk	77.9
1220 Johnson C Binghamton	1274 Pratt L Rochester	80.2	1331 Panizzi A New York	79.7	1464 Cavonis H Babylon	78.6	1563 Fowler M Brentwood	77.9
1221 Carroll K Ctl Islip	1275 Ciccarelli F Ctl Islip	80.2	1332 Vazquez J Bay Shore	79.7	1465 Lanier D Spring Val	78.6	1564 Potter M Bx	77.9
1222 Briggs R Buffalo	1276 Williams W Orangeburg	80.2	1333 Elmore S Kirkwood	79.7	1466 Denley I Jamaica	78.6	1565 Caruso P Kings Pk	77.9
1223 Stonham L Bay Shore	1277 Orchard W Middletown	80.2	1334 Marrine M Highland	79.7	1467 Powell L Hempstead	78.6	1566 Wright B Bx	77.9
1224 McGuinness J Wassaic	1278 Tompkins R Dover Plains	80.2	1335 O'Bryant B Staten Is	79.7	1468 Ehrlich G Ctl Islip	78.6	1567 Remus R Binghamton	77.8
1225 Geller M Stony Brook	1279 Turner W Tupper Lake	80.2	1336 Craig J Buffalo	79.6	1469 Cottle E Bx	78.6	1568 Catello P Rome	77.8
1226 Colley I Buffalo	1280 Sergott A Utica	80.2	1337 Pesci E Garnerville	79.6	1470 Carabe R Bklyn	78.6	1569 Martin D Lisbon	77.8
1227 Lavalley G Wingdale	1281 Harter I Silver Spgs	80.2	1338 Vecchi J Hauppauge	79.6	1471 Allen S Wyandanch	78.6	1570 Christa N Sprngfld Gdn	77.8
1228 Westgate J Binghamton	1282 Malone M Romulus	80.2	1339 Gillander A Rome	79.6	1472 Freeman H Wingdale	78.6	1571 Johnson E Newark NJ	77.8
1229 Ranke N Gowanda	1283 Lucas I Orangeburg	80.2	1340 McGee A Brooklyn	79.6	1473 Johnson G Dayton	78.6	1572 Wainwright C Islip Ter	77.8
1230 Barber D Cattaraugus	1284 Anderson A Ft Montgomery	80.2	1341 Angiolillo C Syracuse	79.6	1474 Munio C Lee Ctr	78.5	1573 Twine A Staten Is	77.8
1231 Ciulla F Centereach	1285 Fulton E Wingdale	80.2	1342 Liberty B Wingdale	79.6	1475 Loving C Wyandanch	78.5	1574 Molloy T Kings Pk	77.8
1232 Davis M Babylon	1286 Davis C Holland Paint	80.2	1343 Robinson M Staten Is	79.6	1476 Arndt M Buffalo	78.5	1575 Russell C Wingdale	77.8
1233 Yannie B Wayland	1287 Blair M Arverne	80.1	1344 Bombard K Wassaic	79.6	1477 Bias C Bx	78.5	1576 Benjamin H NY	77.7
1234 Clary W Marcy	1288 Sessoms E Bronx	80.1	1345 Norris H Elbridge	79.6	1478 Reed V Patterson	78.5	1577 Duffin R Amityville	77.7
1235 Judge E Selden	1289 Stevens B Wingdale	80.1	1346 Richter L Forestville	79.6	1479 Thompson A Uniondale	78.5	1578 Evans I Ronkonkoma	77.7
1236 Delaney J Rome	1290 Odell L Wingdale	80.1	1347 Cook M Binghamton	79.6	1480 Guild G Bay Shore	78.5	1579 Pisarski L Huntngtn Sta	77.7
1237 Cornish C Millerton	1291 Hart K Lyons	80.1	1348 Ruggiero J Kings Park	79.6	1481 Berton M Farmingdale	78.5	1580 Hixon C Huntington	77.7
1238 Mims D Brooklyn	1292 McIntosh R New York	80.1	1349 Ellis M West Seneca	79.5	1482 Dixon R Newark NJ	78.5	1581 Decarlo P Bklyn	77.6
1239 Bennett J Thiells	1293 Brady J Buffalo	80.1	1350 Lippincott W Brentwood	79.5	1483 Griffith A Brentwood	78.5	1582 Barnes B Silver Creek	77.6
1240 Perkins M Binghamton	1294 Findlay J Camden	80.1	1351 Hahn P Gowanda	79.5	1484 Conner R Elizabeth NJ	78.5	1583 Guerrero M Smithtown	77.6
1241 Nizeo M Carmel	1295 Irey M Rome	80.1	1352 Schmitt P Orchard Park	79.5	1485 Kellogg L Dansville	78.5	1584 Defreese J No Babylon	77.6
1242 Fitzgerald E Pleasant Val	1296 Mahar R Rochester	80.1	1353 Amaral A Floral Park	79.5	1486 Maccheyne D Lodi	78.5	1585 Stanley J Wyandanch	77.6
1243 Maulsby D Wappngr Falls	1297 Chidester W Binghamton	80.1	1354 Cross E Chittenango	79.5	1487 Williams M Bx	78.5	1586 Callaway D Bay Shore	77.6
	1298 Hall K Verona Beach	80.1	1355 Abramowski L Pt Jffrsn St	79.5	1488 Pickup V Cherry Creek	78.5	1587 Johnson H Ctl Islip	77.6
	1299 Bell J Dover Plains	80.1	1356 Pratt N Lyons	79.5	1489 Meyers R Bx	78.5	1588 Luther E Congers	77.6
			1357 Mitchell L Spring Val	79.5	1490 Palma J Mt Morris	78.4	1589 Bapiste H NY	77.6
			1358 Devonish J Corona	79.5	1491 Cullen G Poughkeepsie	78.4	1590 Giammarino M Bay Shore	77.6
			1359 Martin C Brentwood	79.5	1492 Goodman E Medford Sta	78.4	1591 Lee K East Aurora	77.6
			1360 Foster V Huntngtn Sta	79.5	1493 Earl C Islip	78.4	1592 Gustafson V Nesconset	77.5
			1361 Meyer J Hauppauge	79.5	1494 Grisenthwaitel J Verona	78.4	1593 Hatcher R Wyandanch	77.5
			1362 Spruill A Jamaica	79.5	1495 Fraiser M Verona	78.4	1594 Smith C Wassaic	77.5
			1363 Graves L Whitesboro	79.4	1496 Fraiser M Wassaic	78.4	1595 Bare M West Islip	77.5
			1364 Todd E Blossvale	79.4	1497 Broomfield P Bx	78.4	1598 Mitchell L Staten Is	77.5
			1365 Reese H NYC	79.4	1498 Nixon L Spring Val	78.4	1599 Stuckey B Hornell	77.5
			1366 Howard D Kings Pk	79.4	1499 Ashlock L Portageville	78.4	1600 Howell V Rego Pk	77.5
			1367 Lipscomb D Buffalo	79.4	1500 Carrera J Staatsburg	78.4	1601 Royal R Shirley	77.5
			1368 Carter J Bay Shore	79.4	1501 Mayville J Patterson	78.4	1602 Heitzenrater G Dayton	77.5
			1369 Middleton M Kings Pk	79.4	1502 Carroway K Bklyn	78.4	1603 Sullivan M Amityville	77.5
			1370 Schreiber D Wingdale	79.4	1503 McDonagh W Wingdale	78.4	1604 Putman R Rome	77.5
			1371 Oliver G Geneva	79.4	1504 Goffney B Buffalo	78.4	1605 Hill E NYC	77.5
			1372 Durkin J Middle Is	79.4	1505 Barraco M Mt Morris	78.4	1606 Klemenko A Buffalo	77.5
			1373 Roberts S Ctl Islip	79.4	1506 Ortiz F Bay Shore	78.4	1607 Steglich J Amityville	77.5
			1374 Walker B Babylon	79.4	1507 Drake I Mt Ivy	78.3	1608 Carter O St Albans	77.5
			1375 Mayville G Patterson	79.4	1508 Nelson E Staten Is	78.3	1609 Serwiss M Oakdale	77.5
			1376 Robinson M NY	79.4	1509 Rauscher J Oriskany	78.3	1610 Bouwens F Newark	77.5
			1377 Steiner H Haverstraw	79.4	1510 Drury A Selden	78.3	1611 Alvarez A Bklyn	77.5
			1378 Marullo M Rome	79.4	1511 Smith T Ctl Islip	78.3	1612 Minnikime M Otto	77.5
			1380 Reilly M Bellrose	79.4	1512 Shramek F Binghamton	78.3	1613 Paige V Wyandanch	77.5
			1381 Bulger D Utica	79.3	1513 Thesien E Patchogue	78.3	1614 Towns H Bx	77.4
			1382 O'Brien Babylon	79.3	1514 Stagliano R Rome	78.3	1615 Gaines F Wingdale	77.4
			1383 Kolwaite L Marcy	79.3	1515 Theisen E Patchogue	78.3	1616 Graves S Deer Pk	77.4
			1384 Jones L Binghamton	79.3	1516 Coger J Middletown	78.3	1617 Rolison R Binghamton	77.4
			1385 Yinn B Helmuth	79.3	1517 Martin D Jamaica	78.3	1618 Darby C Buffalo	77.4
			1386 McGriff S Patchogue	79.3	1518 Marrow S Brentwood	78.3	1619 Porter C Brentwood	77.4
			1387 Wallace L Glens Falls	79.3	1519 Reass D Ronkonkoma	78.3	1620 Warner V Staten Is	77.4
			1388 Pfluke M Marcy	79.3	1520 Pickering J Sharon Ct	78.3	1621 Steudler M Dayton	77.4
			1389 Lytle D Ctl Islip	79.3	1521 Dougherty S Middletown	78.3	1622 Gendone P Cattaraugus	77.4
			1390 Miller V Middletown	79.3	1522 Cook J Dansville	78.3	1623 Mascolo R Bklyn	77.3
			1391 Blauvelt P Newark	79.3	1523 Bormann D Rome	78.3	1624 Kemp K Jamaica	77.3
			1392 Sylvan M Tupper Lake	79.3	1524 Dekin T Rome	78.2	1625 Douglas H Jamaica	77.3
			1393 Dickson S Islip Ter	79.3	1525 Webster R Blossvale	78.2	1626 Minors M Newark NJ	77.3
			1394 Ohm G Lk Ronkonkoma	79.3	1526 Robinson C Binghamton	78.2	1627 Scott P Rome	77.3
			1395 Vandreaso B Rome	79.3	1527 Wing B Poughkeepsie	78.2	1628 Daniels G Newark NJ	77.3
			1396 Cosby J Bklyn	79.3	1528 Roberts G Whitesboro	78.2	1629 Hendrickson C E Brentwood	77.3
			1397 Walker T Jamaica	79.3	1529 Gleba M Rome	78.2	1630 Garrettson D NY	77.3
			1398 Parham V Jamaica	79.3	1530 Barbaro P Bohemia	78.2	1631 Cushman D Rome	77.3
			1399 White M Oriskany	79.3	1531 Antonelli T Ctl Islip	78.2	1632 Sotkouski L Collins	77.3
			1400 Olsen W Dunkirk	79.2	1532 Riley M Poughkeepsie	78.2		
			1401 Moses R Ovid	79.2	1533 Simmons E Spring Val	78.2		
			1402 Watkins E Jamaica	79.2				
			1403 Mulligan D NY Mills	79.2				
			1404 Winter W Brewster	79.2				
			1405 Cooper E Middletown	79.2				
			1406 White T Smithtown	79.2				
			1407 Pisarczyk P Utica	79.2				
			1408 Hollister M Lodi	79.2				
			1409 Young N Newark NJ	79.2				
			1410 Cross L Rome	79.2				
			1411 Barber N Willard	79.2				
			1412 Smith J Rome	79.2				
			1413 Dickson C Newark NJ	79.2				
			1414 Jones C NY	79.2				
			1415 Scholl M Selden	79.2				
			1416 Marchand J Buffalo	79.2				
			1417 Potts J Lodi	79.2				
			1418 Gibbs B Romulus	79.2				
			1419 Howard J Bay Shore	79.2				

◆ This Week's Key Answers ◆

EXAMINATION NO. 8170
O.C. Superintendent of Construction

EXAMINATION NO 8665
Pro. Superintendent of Construction
Test Held June 20, 1970

Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test not later than July 4, 1970, and must contain the candidate's application number.

- 1, A; 2, D; 3, B; 4, D; 5, A; 6, A; 7, C; 8, D; 9, A; 10, C;

- 11, B; 12, D; 13, A; 14, C; 15, D; 16, D; 17, A; 18, A; 19, B; 20, C; 21, B; 22, C; 23, B; 24, A 25, A;

- 26, D; 27, D; 28, C; 29, B; 30, C; 31, A; 32, C; 33, A; 34, C; 35, B; 36, C; 37, D; 38, C; 39, B; 40, A; 41, C; 42, C; 43, A; 44, D; 45, B; 46, A; 47, A; 48, B; 49, D; 50, B;

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

- 76, B; 77, A; 78, A; 79, C; 80, D; 81, B; 82, D; 83, A; 84, D; 85, C; 86, C; 87, D; 88, C; 89, C; 90, B; 91, B; 92, A; 93, B; 94, B; 95, D; 96, B; 97, A; 98, D; 99, D; 100, D.

EXAMINATION NO. 8146
Assistant Superintendent of Construction
Test Held June 20, 1970

These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

- 1, A; 2, D; 3, B; 4, D; 5, A; 6, A; 7, C; 8, D; 9, A; 10, C; 11, B; 12, D; 13, A; 14, C; 15, D; 16, D; 17, A; 18, A; 19, B; 20, C; 21, B; 22, C; 23, B; 24, A; 25, A; 26, D; 27, D; 28, D; 29, B; 30, C; 31, A; 32, C; 33, A; 34, C; 35, B; 36, C; 37, D; 38, C; 39, B; 40, A; 41, C; 42, C; 43, A; 44, D; 45, B; 46, A; 47, A; 48, B; 49, D; 50, B;

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

EXAMINATION NO. 9134
Housing Fireman
Test Held June 20, 1970

These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

- 1, A; 2, D; 3, C; 4, B; 5, A; 6, D; 7, C; 8, C; 9, A; 10, C; 11, A; 12, D; 13, C; 14, C; 15, A; 16, A; 17, ; 18, D; 19, B; 20, D; 21, B; 22, C; 23, A; 24, D; 25, B; 26, C; 27, D; 28, D; 29, D; 30, C; 31, C; 32, A; 33, B; 34, C; 35, A; 36, C; 37, C; 38, B; 39, A; 40, B; 41, B; 42, C; 43, D; 44, A; 45, B; 46, C; 47, B; 48, A; 49, D; 50, C;

- 51, C; 52, C; 53, D; 54, B; 55, C; 56, A; 57, B; 58, B; 59, D; 60, A; 61, D; 62, C; 63, D; 64, A; 65, A; 66, D; 67, C; 68, A; 69, B; 70, A; 71, C; 72, A; 83, D; 74, A; 75, D;

- 76, A; 77, C; 78, B; 79, A; 80, D; 81, A; 82, B; 83, D; 84, D; 85, C; 86, D; 87, B; 88, C; 89, A; 90, B; 91, C; 92, B; 93, A; 94, A; 95, B; 96, C; 97, D; 98, D; 99, C; 100, B.

EXAMINATION NO. 0597
Senior Surface Line Dispatcher (NYC Transit Authority)
Test Held June 27, 1970

Candidates who wish to file protests against these proposed key answers have until July 14, 1970 to make a written request for an appointment to review the test in person.

- 1, C; 2, A; 3, C; 4, C; 5, A; 6, A; 7, D; 8, C; 9, C; 10, B; 11, B; 12, A; 13, D; 14, ; 15, B; 16, B; 17, B; 18, C; 19, A; 20, B; 21, C; 22, C; 23, B; 24, B; 25, B; 26, A; 27, B; 28, C; 29, C; 30, B; 31, A; 32, B 33, A; 34, D; 35, A; 36, B; 37, B; 38, D; 39, A; 40, C; 41, C; 42, A; 43, D; 44, B; 45, A; 46, B; 47, A; 48, D; 49, C; 50, D;

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

EXAMINATION NO. 9549
Administrative Assistant
Test Held June 20, 1970

Candidates who wish to file protests against these proposed key answers have until July 14, 1970 to make a written request for an appointment to review the test in person.

- 1, C; 2, D; 3, A; 4, C; 5, A; 6, D; 7, A; 8, B; 9, C; 10, A; 11, D; 12, C; 13, C; 14, A; 15, C; 16, C; 17, B; 18, D; 19, A; 20, B; 21, A; 22, A; 23, B; 24, B; 25, C; 26, D; 27, B; 28, A; 29, C; 30, D; 31, C; 32, D; 33, B; 34, B; 35, C; 36, B; 37, D; 38, A; 39, B; 40, C; 41, A; 42, D; 43, A; 44, B; 45, A; 46, C; 47, A; 48, C; 49, C; 50, B;

- 51, C; 52, A; 53, A; 54, D; 54, C; 56, B; 57, B; 58, D; 59, A; 60, C and/or D; 62, B; 63, A; 64, A; 65, B; 66, C; 67, C; 68, A; 69, B; 70, D; 71, A; 72, A; 73, D; 74, B; 75, C;

- 76, C; 87, A; 78, C; 79, B; 80, C; 81, A; 82, D; 83, D; 84, B; 85, C; 86, D; 87, A; 88, C; 89, B; 90, C; 91, B; 92, B; 93, A; 94, A; 95, C; 96, D; 97, C; 98, D; 99, D; 100, B.

Sabbath Observer

Test Held June 22, 1970

- 1, A; 2, D; 3, C; 4, B; 5, B; 6, A; 7, C; 8, C; 9, B; 10, C; 11, A; 12, C; 13, A; 14, A; 15, D; 16, A; 17, B; 18, A; 19, B; 20, C; 21, B; 22, D; 23, C; 24, B; 25, B; 26, D; 27, C; 28, D; 29, C; 30, A; 31, B; 32, D; 33, A; 34, B; 35, C and/or D; 36, B; 37, C; 38, D; 39, B; 40, A; 41, C; 42, D; 43, A; 44, C; 45, A; 46, D; 47, A; 48, B; 49, C; 50, A;

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

- 76, C; 77, B; 78, A; 79, B; 80, A; 81, D; 82, A; 83, C; 84, B; 85, C; 86, A; 87, C; 88, D; 89, C; 90, B; 91, A; 92, C; 93, D; 94, C; 95, D; 96, D; 97, B; 98, B; 99, C; 100, A.

EXAMINATION O. 0566
Surface Line Dispatcher (NYC Transit Authority)
Special Sabbath Observer

Candidates who wish to file protest against these proposed key answers have until July 14, 1970 to make a written request for an appointment to review the test in person.

- 1, B; 2, A; 3, C; 4, B; 5, D; 6, B; 7, A; 8, D; 9, B; 10, A; 11, D 12, C; 13, A; 14, B; 15, A; 16, A; 17, A; 18, D; 19, B; 20, B; 21, C; 22, B 23, D 24, C 25, C; 26, D; 27, D; 28, C; 29, D; 30, A; 31, B; 32, A; 33, C; 34, D; 35, D; 36, A; 37, D; 38, A; 39, C; 40, D; 41, A; 42, A; 43, B; 44, D;

Seek Views

Comm. To Hear Non-Teachers

BUFFALO—The Civil Service Employees Assn.'s special ad hoc committee on non-Teaching Employee Organizational Problems met in the Buffalo suburb of Cheektodaga on Friday, June 26, to hear the views of representatives of non-teaching school employees from ten western New York counties.

The counties represented were from Niagara, Erie, Chautauqua, Cattaraugus, Orleans, Genesee, Wyoming, Allegany, Monroe and Livingston, committee chairman Bernard Silberman said.

The meeting took place at the Holiday Inn, Genesee St., at 6 p.m. on June 26.

Committee members include Silberman, Francis Miller, Vincent Alessi, S. Samuel Borelly, Richard Tarmey, Edward Perrott, Frank Fasano and Irving Flaumenbaum.

- 45, D; 46, D; 47, C; 48, B; 49, D; 50, C;

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

EXAMINATION NO. 8142
Air Pollution Inspector
Test Held June 18, 1970

These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

- 1, D; 2, A; 3, C; 4, A; 5, B; 6, B; 7, A; 8, D; 9, B; 10, A; 11, A; 12, D; 13, A; 14, B; 15, A; 16, B; 17, A; 18, D; 19, C; 20, B; 21, A; 22, C; 23, D; 24, A; 25, C; 26, B; 27, B; 28, C; 29, D; 30, B; 31, A; 3, C; 33, D; 34, D; 35, B; 36, A; 37, C; 38, D; 39, D; 40, B; 41, C; 42, B; 43, A; 44, D; 45, D; 46, B; 47, A; 48, C; 49, C; 50, D;

- 51, C; 52, A; 53, D; 54, A and/or C; 55, A; 56, D; 57, C; 58, D; 59, A; 60, A; 61, D; 62, C; 63, A; 64, B; 65, B; 66, A; 67, C; 68, A; 69, D; 70, A; 71, C; 72, A; 73, B; 74, C; 75, B;

- 76, D; 77, B; 78, C; 79, D; 80, A; 81, C; 82, A; 83, D; 84, D; 85, B; 86, D; 87, A; 88, C; 89, B; 90, A; 91, C; 92, B; 93, B; 94, D; 95, A; 96, C; 97, B; 98, C; 99, B; 100, D.

(Continued on Page 14)

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Up to \$40,000 available.
Optional coverage for family.

Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

What about yours?

If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

What You Can Do

With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. Premiums far below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

Other Important Features

Members may apply for \$5,000 to \$40,000 in multiples of \$5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

Optional Coverage For Your Dependents

If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reach his 18th birthday.

LOOK AT THESE LOW PREMIUM RATES PER \$5,000 OF INSURANCE

	Semi-Monthly*	Bi-Weekly*
Under 30	\$.55	\$.50
30-34	.85	.80
35-39	1.10	1.00
40-44	1.40	1.30
45-49	1.90	1.75
50-54	2.80	2.60
55-59	3.95	3.65
60-64	5.75	5.30
65-69	8.25	7.60

*Convenient payroll deduction of premiums for state employees, and most political sub-divisions.
Premiums increase as insured attains a new age bracket.

AMOUNT AVAILABLE

Spouse	\$5,000
Child age 6 months or more	2,500
Child age 15 days to 6 months	500

LOW BI-WEEKLY COST FOR SPOUSE

Member's Age	Member's Age	
Under 30	45-49	\$1.17
30-34	50-54	2.05
35-39	55-59	3.18
40-44	60-64	4.93
	65-69	7.39

Premiums increase as the insured attains a new age bracket.
A flat additional charge of \$.57 bi-weekly includes all insured children age 15 days to 18 years regardless of number.
Also, if you should die before your children become 22, their insurance would continue without further premium payments until they are 22.
There is a special Accidental Death Benefit with an extra benefit equal to the face amount or equal to twice the face amount if such death is due to riding as a passenger in an aircraft or other commercially operated public conveyance. These benefits are payable for loss of life resulting from accidental injury and occurring within 90 days after the accident. Death resulting from war, suicide (sane or insane), certain aviation activities, or death attributable wholly or partly to disease, is not covered.

In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

Rates Guaranteed by MONY

The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

Who May Apply

Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

Special Liberal Rules During Introductory Enrollment Period

There are extra advantages for applying during the Introductory Period. That's why we urge you to send for the pamphlet giving complete details—now just use coupon below.

Even if you are undecided, we urge you to send coupon now for full details. You have nothing to lose but a 6c stamp.

For Complete Details, Fill Out And Mail Today

TER BUSH & POWELL, INC.
Civil Service Department
P.O. Box 956
Schenectady, N.Y. 12301

Please send me information about the CSEA Supplementary Life Insurance Program.

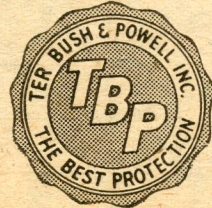
Name Age

Home Address

City State Zip

Place of Employment

Employment Address



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SCHENECTADY NEW YORK BUFFALO SYRACUSE

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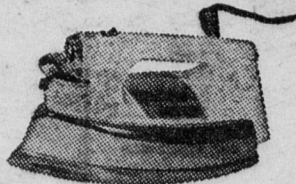
MAN'S CARAVELLE BY BULOVA WRISTWATCH. White, chrome finish. 7 jewels. Luminous hands and dial. Sweep second hand. Expansion band.



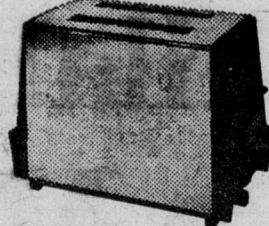
WOMAN'S CARAVELLE BY BULOVA WRISTWATCH. Yellow, 7 jewels. Cord wristlet.



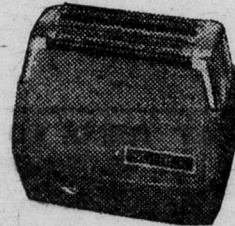
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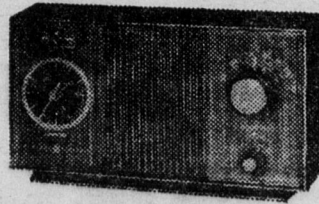
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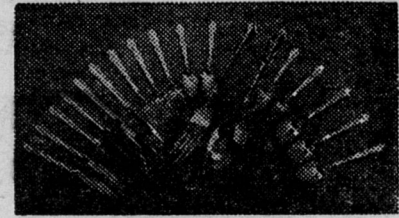


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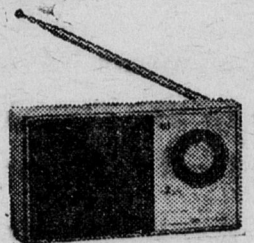
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6% SAVINGS CERTIFICATES
A YEAR GUARANTEED 2 to 5 YEARS

Interest compounded quarterly, 2- to 5-year maturities. Choice of three interest-payment plans: (1) you may withdraw quarterly for current income; (2) allow to accumulate to maturity for growth; (3) defer until maturity for tax advantage.

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One gift selection only to an individual while the supply lasts.

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I enclose \$ _____

6% 2 to 5 Year Tax-Deferred Savings Certificate Account _____ years

6% 2 to 5 Year Savings Certificate Account _____ years

Check here if you wish interest paid to you quarterly

5 3/4% 14 Month Savings Certificate Account

Add to my present Empire Savings Account No. _____

(My passbook is enclosed)

Regular Savings Account

Day of Deposit to Day of Withdrawal Account

Individual Account

Joint Account with _____

(Co-owner)

Trust Account for _____

(Name of Beneficiary)

Please mail my bankbook and the gift I have checked below: (Minimum \$5,000)

Clock Radio

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Man's Wristwatch

Coffee Maker

Toaster

Man's Shaver

(Minimum \$500)

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AM-FM Transistor Radio

Name _____ Social Security _____

Address _____

City _____ State _____ Zip _____

Send money order or check.

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CSL 7-7

TO TRANSFER FUNDS TO THE NEAREST EMPIRE SAVINGS BANK OFFICE listed, please fill out this form. Enclose bankbook of account to be transferred and mail to us. We'll return your bankbook after the transfer is completed.

Name of bank or institution from which funds will be transferred _____

Account Number _____
Pay to the order of the Empire Savings Bank

Write in the amount or write "Balance of my/our account." _____ (Dollars)

Sign name exactly as in bankbook _____

Print Name _____

Address _____

City _____

State _____ Zip _____

(IMPORTANT please enclose your passbook)

DON'T REPEAT THIS!

(Continued from Page 1)
ing, and second-guessing the actions taken by the enrolled voters of the Party. Whatever gloss the experts may put on the results, one thing is certain. The voters have made their choices, and for better or worse,

Lyons Unit Wins Raise

LYONS—A work contract negotiated by the Lyons unit of the Civil Service Employees Assn. includes salary raises of 22 percent over two years for Lyons Village employees. The contract went into effect June 1, CSEA sources have announced.

The first ever negotiated for Lyons Village employees, the contract covers a unit consisting of water plant operators, sewer plant operators, patrolmen, police sergeants and chief, fire drivers, laborers, parking meter attendants and working foremen.

Employees receive a 12 percent salary hike in the first year and a 10 percent boost in the second year of the contract, CSEA field representative Nels E. Carlson said.

Other benefits include the five-percent-take-home retirement plan; a \$100 additional wage increase for each five years of service with the village; an eight-hour work day for all except the Fire Dept. employees.

Also, time-and-one-half for overtime; one additional holiday; vacations earned at one week after one year of service, two weeks after three years, three weeks after eight years, and a total of four weeks may be accumulated; sick leave may be accumulated to 185 days, and the village will pay 100 percent of the family hospital insurance cost, as well as the total cost for the employee himself.

the Democratic Party has, at long last, fielded its ticket and is ready to take up arms against the administration of Governor Nelson A. Rockefeller.

Political candidates invariably look upon elections in which they are involved as crucial ones for the voters. They take this view in spite of the indisputable fact that the people survive and democracy thrives, no matter what turning is made at the crossroads. Civil service employees, through their long association with political activities, are sufficiently sophisticated about the elective process to know that when all promises made by candidates are laid end to end, they still fall short of reaching the Promised Land for civil service employees. On the other hand, prophecies of gloom and doom voiced by a defeated candidate in the event of his defeat never materialize either. At that point the civil service groups stand together as a firm bulwark against any attempts that may be made by any elected officials to undermine the hard-won gains made by the employees and their leadership.

Yet the elections this year have a special importance for the people of our State and specifically for civil service employees. The State Legislature that will be elected this fall will have the obligation and the responsibility, subject to the Governor's veto, to reapportion Congressional and State Senate and Assembly seats in accordance with the 1970 census. Actions taken by the Legislature on reapportionment will largely shape the political alignment of the State for the next decade.

Largely as a guide for the editors of The Civil Service Leader, we are continuing polling civil service employees on their attitudes and views con-

cerning the candidates, the political parties and the party tickets generally. Your participation in this poll will unquestionably help candidates in the formulation of their policies and programs in relation to civil service employment.

In addition to the significance of this election in relation to reapportionment, the election campaign has several items of special interest to the voters. Among these is the simple fact that Governor Rockefeller is running for an unprecedented fourth four-year term as Governor.

The election picture is unusual this year in that the Conservative party has high hopes that its candidate for the United States Senate, James L. Buckley, a warm supporter of President Nixon's policies in Vietnam and Cambodia, will be elected to the United States Senate, with the prospective division of the opponents of those policies of the Nixon Administration between Senator Charles Goodell and Democratic candidate Richard Ottinger.

No doubt political experts will continue to pontificate about the election through the long Summer and Fall, until the voters have their final say on Election Day. You can beat the voters to the punch by participating in this poll for civil service employees.

Previously we polled our readers on their primary choices and on issues affecting the election. Now that the November battle lines have been drawn, our editors would like to know how 20 percent of the voting population—public employees—feel about the candidates and the issues. This week we are printing a coupon on the candidates. Future editions will poll readers on issues.

REAL ESTATE VALUES

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Det colonial, 7 lg rooms, 4 Bedrms, ultra modern kitchen, 1 1/2 baths, 2 garages. On a large plot.

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This 12 yr old ranch-type brk bungalow, det. 7 lge rms, 4 Bedrms, modern thruout. On lge landscpd plot.

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10 yr old det legal 2-fam brk, Two 5-rm apts. Finishable bsmt. Hollywd kitchen & baths. Over 5,000 sq ft. of garden grounds. No waiting.

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Completely detached home. 6 1/2 rooms, 2 abths, 3 bedrooms, Dutch Colonial architecture, ultra-modern kitchen, magnificent basement, garage, landscaped garden. A WEALTH of extras included. Wall-to-wall carpeting, refrigerator, screens, storm window, venetian blinds. Automatic heat, only minutes to subway. 90 percent mortgage. FHA or GI available.

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BRICK RANCH

Beautiful Cap Cod style ranch home. 5,000 sq. ft. of landscaped grounds. 7 1/2 rooms, 4 bedrooms, niceclub finished basement, oil heat. All important extras included. Our best offer in ages! Low down payment for GI-FHA mortgages.

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LAURELTON \$25,990
Sacrifice! Elegant det. 6 1/2 rm Colonial. 3 bedrms, 2 1/2 livrms, full dinrm, 1 1/2 baths, moderneat-in kitch, enclosed front porch, sumptuous bsmt, lovely garden, rear patio, carpeting & all appliances included. GI or FHA terms.

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Apt House For Sale Walden, N.Y.

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Please Circle Your Choice

	Republican	Democrat	Conservative	Liberal
U.S. Senate	Goodell	Ottinger	Buckley	Goodell
Governor	Rockefeller	Goldberg	Adams	Goldberg
Lt. Governor	Wilson	Paterson	Leonard	Paterson
Attorney General	Lefkowitz	Walinsky	Kesselring	Lefkowitz
Comptroller	Regan	Levitt	Spinelli	Levitt

Remarks

Name (Optional) _____

County _____

Zip Code _____

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Honor 49 Mental Hygiene Employees

ALBANY—Forty-nine employees of the New York State Dept. of Mental Hygiene were presented special awards recently in Albany for outstanding dedication, devotion and loyalty in the performance of their duties.

The group includes 37 psychiatric aides from State hospitals for the mentally ill and State schools for the mentally retarded. Each psychiatric aide received an award from the New York State Assn. for Mental Health. Thirteen employees of State schools were cited as "Outstanding Employees" by the New York State Assn. for Retarded Children. Alice Cook, a retired psychiatric aide from Sampson State School in Seneca County, was honored by both associations.

Dr. Alan D. Miller, Commissioner of Mental Hygiene, and other Department officials played host to the award winners at a luncheon at the DeWitt Clinton Hotel. Following the luncheon, the group visited with State government officers and elected officials in the Red Room of the Capitol.

In congratulating the employees, Dr. Miller said that "their many acts of selflessness have

added greater significance and motivation to the department's overall effort in behalf of the mentally ill and the mentally retarded. In a larger sense," he said, "such devotion enriches the lives of us all."

The award winners and their places of employment are:

METROPOLITAN NEW YORK AREA

Psychiatric aides from State hospitals: John Angelone, Brooklyn; Lucille Wardlaw, Bronx; Bertha Settle, Buffalo; Betty Batton, Creedmoor, Queens; Mary M. Gillman, Kings Park; Michael Horan, Central Islip; Laura Wilson, Manhattan; Shirley I. Maciejewski, Suffolk, Central Islip; Regina Smith, Pilgrim, West Brentwood; George Vanderbilt, Creedmoor, Queens; Essie Walker, Psychiatric Institute, New York City.

Psychiatric aides from State schools: Vestine Bryant, Suffolk, Melville; Mary Kate Goodman, Willowbrook, Staten Island.

Outstanding employees from State schools: John D. Phillips, Willowbrook, Staten Island; Carmella DeSimone, Suffolk, Melville.

CENTRAL NEW YORK AREA

Psychiatric aides from State hospitals: Lois

Baker, Harlem Valley, Wingdale; Catherine Collins, Middletown; Lois E. Crobar, St. Lawrence, Ogdensburg; Charles Croshier, Hudson River, Poughkeepsie; John A. Snyder, Utica; Edith Trojahn, Rockland, Orangeburg; Judith Washburn, Syracuse; Elnora Wilson, Syracuse.

Psychiatric aides from State schools: George J. Dougall, Rome; Ruth E. Jones, Wassaic; Anna Sagala, Letchworth Village, Thiells; Helen L. Skiff, Sunmount, Tupper Lake; Theda Willette, Wilton.

Outstanding employees from State schools: Jane Dankow, Syracuse; Nancy Doxsey, Wassaic; Patricia Gigliotti, Rome; Theodore Humenny, Letchworth Village, Thiells; Frank T. Jermano, Sunmount, Tupper Lake; Mary Kucera, Wilton.

WESTERN NEW YORK AREA

Psychiatric aides from State hospitals: Luella Bouwens, Newark (retired); Constance Grillo, Rochester; Thomas M. Griewisch, Gowanda, Helmuth; Evelyn Pianella, Marcy; Marcus E. Unger, Willard.

Psychiatric aides from State schools: Alice Cook, Sampson, Willard; Sharon Nigh, West Seneca;

(Continued on Page 16)

Spirit Shown

(Continued from Page 2)

phy of swift, militant action. Our membership must be made to understand that their organization is prepared and capable to lead them as militantly as they are prepared to follow.

"... The degree to which you have this kind of unified spirit is the degree to which your organization will survive when the competition starts making its loud claims to lure your members away," Roulier said.

Roulier's comments and numerous related topics were dis-

Four State titles in the area of actuarial work await action by applicants, who may file continuously, announces the State Civil Service Dept. The posts include senior, associate, principal and supervising actuary, with assignment to the Dept. of Audit & Control or to the Insurance Dept., either to New York City or Albany locations.

Effective in October, the pay cussed further in a lengthy question-and-answer period which followed.

Actuarial Aides Receiving Raise This October

for the aforementioned posts will start at \$10,959; \$14,266; \$17,662, and \$20,677 respectively. An additional 6 percent will be forthcoming next April. Can-

didates will be evaluated on training and experience rather than being tested directly. Further details can be clarified by checking Job Bulletin No. 20-519, on hand at any unit of the State Employment Service.

APPLICATIONS BEING ACCEPTED FOR THE POSITION OF COMMISSIONER OF SOCIAL SERVICES,

Herkimer County Department of Social Services.

Candidates must meet the New York State requirements for the position of Commissioner of Social Services. Minimum salary to be negotiated.

Interested candidates may obtain applications and detailed information by writing to the Herkimer County Civil Service Commission, County Office Bldg., Mary St., Herkimer, N.Y. 13350. Last date for filing applications, July 15, 1970.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. Alberto Onorio Fonseca, Plaintiff, Against Rosa Amelia Fonseca, Defendant. Plaintiff designates Bronx County as the place of trial. The basis of the venue is Plaintiff residence. SUMMONS WITH DIVORCE. Plaintiff resides at 1083 Southern Blvd., County of Bronx, New York. — ACTION FOR A DIVORCE.

To the above named Defendant YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

PLEASE TAKE NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds that you abandoned the plaintiff and that the abandonment continued uninterrupted for more than two years and on the grounds that you treated the plaintiff in a cruel and inhuman manner.

The relief sought is the granting of a judgment of absolute divorce against you.

Trial is to be held in the County of Bronx. Dated Bronx, New York, May 15, 1970.

Enrique A. Vazquez
Attorney for Plaintiff
1041 Simpson Street
Bronx, New York
LU 9-2558

To: Rosa Amelia Fonseca
The foregoing summons is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, County of Bronx, dated 25th of May, 1970, and filed in the office of the clerk of the County of Bronx, at 851 Grand Concourse, Bronx, New York with all supporting papers.

The object of this action is to obtain judgment against the defendant for an absolute divorce, that the bonds of matrimony between the plaintiff and the defendant be forever dissolved other, further and different relief as may be just and proper.

Dated May 15, 1970, County of Bronx, New York.

Enrique A. Vazquez
Attorney for Plaintiff
1041 Simpson Street
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Noted Penologist Backs CSEA Stand On State Correction Officer Upgrade

(Continued from Page 1)

Blom also stressed the disparity of salaries between correction officers employed by the State and those employed by New York City.

The CSEA research head said that the duties of the State-employed correction officer have completely changed over the years. The "prison guard" concept no longer exists, he said. Correction officers are and have been for sometime doing the job of rehabilitative counselors, and should be compensated for this added responsibility.

Working Out of Title

Peter Cameron, correction officer from West Coxsackie, in whose name the appeal for upgrading was filed in behalf of all correction officers, was next on the agenda. Cameron testified that many correction officers were working out of title and, in fact, filling in for absent instructors.

CSEA, in preparing and documenting its case for the correction officers, retained the services of Dr. Egon Plager, one of the foremost experts on penology. Dr. Plager, an instructor of criminology and penology at nearby Siena College and member of the New York State probation panel, said that the correction officer today is the "father image" for the inmates and sets the example for these people who will eventually return to society.

Dr. Plager credited the State correction officers for the lack of demonstrations and riots at New York State prisons, noting that their ability to communicate with the prisoners has created a healthy environment, considering the conditions. Vindictiveness and retribution are gone, he said, and have been replaced with patience and understanding on the part of correction officers.

Others who testified included Sgt. William Ritchie of Woodbourne, who said he was often forced to assign correction officers to replace vocational instructors. "Fortunately," Ritchie said, "we have talented correction officers who can perform the work." Morris Martin of Dannemora State Hospital echoed Ritchie, emphasizing that correction officers were constantly substituting for professional and para-professional employees involved in rehabilitative work.

Arbiters Of Disputes

Dennis Renahan of Auburn Prison, another CSEA witness, reflected that correction officers were the arbiters of the disputes, the people who resolve minor problems, and the ones who serve as intermediaries between the inmate and the institution and department hierarchy on major problems.

George Druttman of Walkill also hit upon the rehabilitative aspect of the duties and the extensive out-of-title work done by correction officers.

Margaret Anastasia from Alblon presented the women's viewpoint, noting that times have changed. "Everyone involved in penology today," she said, "agrees that the approach: 'Lock them up and throw away the key' is gone, replaced by the rehabilitation concept. Times

have changed. We have today, and need in the future, correction officers who can relate to the inmates and their problems."

Frank Leonard of Sing Sing Prison said that several years ago, a Correction Dept. study showed that only 50 correction officers were involved in group counseling. He pointed out that a later study conducted 16 months ago found that several hundred correction officers were involved in this special type of counseling work.

Robert Woodenhouse of Catskill Reformatory pointed to himself as a classic example of what correction officers are doing today. Although classified as a grade 12 correction officer, Woodenhouse's actual job is to coordinate group counseling at Catskill. He also revealed that approximately 75 percent of the people involved in group counseling at his institution are grade 12 correction officers. Woodenhouse noted that the guidance department of his institution relies completely on the recommendations of correction officers involved in counseling.

Personnel Overtaxed

Nicholas Ferrone of Matteawan then said that CO's at his

State Warns On Pension Coverage

(Continued from Page 1)

formed of this option and of all the benefits of joining the retirement system, as called for under the contracts recently negotiated by CSEA for State employees.

Employees hired before April 1, 1970, who are not members of the System, but who have the option, can still become members of the retirement system by applying.

Those State employees who are classified in the labor class may receive social security coverage if they do not join the retirement system, but they are the only exception, the OER said.

A form entitled "Acknowledgement of Waiver of Membership for State Employees in the New York State Employees' Retirement System" is available from the OER for those State workers who have the option and do not wish to join the retirement system.

Burnt Hills Aides Win 2-Year Pact

(Continued from Page 1)

days per year with a 150-day maximum.

Provision for improved hospitalization is also included, with 90 percent of the cost for the individual employee and 70 percent for dependents paid by the School District.

The contract negotiating team included Fred Kramer, president of the Burnt Hills-Ballston Lake School District unit of CSEA; Ralph Muller, Len Hamlin; Charlotte Cooper, and Anna Mae Henion. Thomas Whitney, CSEA field representative, assisted in the negotiations.

institution have extra duties in that they work with both the male and female criminally insane, and with narcotics addicts of both sexes. "Today's correction officer must be mentally equipped as never before; he must be versatile, able to handle any number of problems under the new methodology being employed in our penal institutions."

Robert Papineau of Clinton Prison said that many facilities and personnel were overtaxed. He cited one instance where prisoners in already overcrowded New York City jails were being transferred to State facilities such as Clinton.

Cornelius Rush of Greenhaven Prison noted that it is the correction officer's job, in addition to his regular duties, to "educate the educated." Rush was referring to the fact that CO's, because of their daily contact and rapport with the prisoner, were the ones who trained college graduates who have entered the psychological and social fields in the penal area.



PAST PRESIDENT HONORED — Outgoing president of the Erie County chapter of the Civil Service Employees Assn., Neil Cummings, right, receives a plaque and gold wristwatch honoring him as past president at the recent installation dinner-dance held at the Chuck Wagon Steak House in Lackawanna. Presenting the awards to Cummings is Eulis Cathey, CSEA field representative.

49 Mental Hygiene Aides Honored

(Continued from Page 14)

Ethel Simpson, Craig, Sonyea; Laura Wheeler, J.N. Adam, West Seneca.

Adam, West Seneca; Dr. Thomas Jelley, Newark; James Ward, West Seneca; Sam Zaso, Craig, Sonyea.

Outstanding employees from State schools: Alice Cook, Sampson, Willard; Jeanne Heber, J.N.

SOUTHERN TIER AREA Psychiatric aides from State hospitals: Elizabeth L. Hahn, Binghamton.

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