

# Civil Service LEADER

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P R CSEA  
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## Political Action Results

See Page 9



**PRE-ELECTION VISIT** — Incumbent Assemblyman Eugene Levy, left, and Congressional candidate Ben Gilman, right, exchange election jokes with George Celentano, president of the Rockland State Hospital chapter of the Civil Service Employees Assn., during a pre-election visit to the Institution. Both candidates, endorsed by CSEA, were successful in their quest for election. (Additional political action stories on page 9.)

## Nurses' Assn. Backing CSEA

ALBANY—The Civil Service Employees Assn., currently under challenge for representation rights in two units, by the Service Employees International Union, has received official endorsement from the New York State Nurses Assn.

The Nurses Association, a constituent of the American Nurses Assn., in a letter addressed to all registered nurses employed by the State of New York, stated that "it would be most advantageous for nurses to continue to be represented by the CSEA."

The letter also mentioned the CSEA career ladder for nurses and supported CSEA's efforts in that area. The Nursing Association offered continuing assistance in collective efforts with CSEA and urged their membership to support CSEA in the up- (Continued on Page 14)

## CSEA Scores On Free Housing Issue; Aides Will Be Reimbursed

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has announced "an important victory against the State Office of Employee Relations" which will result in a "return to status quo for hundreds of employees who have enjoyed rent-free housing facilities in various state agencies ranging from the Department of Transportation to the Division for Youth," as the result of a decision rendered on a fourth-stage grievance originating in the Office of Parks and Recreation.

Louis Colby, chairman of the CSEA labor-management committee for Parks and Recreation, along with his committee members, supplied back-up statistics and language for the grievance, stating that "the action was a change in the State's housing policy, allowing for employees who are required to live on state property to pay a rental charge on facilities which had previously been supplied free of charge."

CSEA claimed that "before the rates were established and deducted from the affected em- (Continued on Page 3)

## Rule State To Show Cause On Pistol Lawsuit

Supreme Court Judge Edward McCaffrey last week ordered the State to show cause why narcotic parole officers should not be permitted to carry pistols in the performance of their duties.

In an Article 78 proceeding against the Narcotic Addiction Control Commission, the Civil Service Employees Assn. and individual parole officer petitioners alleged that the Commission had arbitrarily refused to assist them in obtaining pistol permits from the New York City Police Departments and had forbidden them to carry pistols while on (Continued on Page 14)

## Training And Promotion Opportunities Stressed In Ward Service Ladder

ALBANY—The State Department of Health recently reported to the Division of Classification and Compensation, Department of Civil Service, details on a subprofessional Ward Service Career Ladder developed jointly by the Department and the Civil Service Employees Assn. departmental career ladder committee, according to a spokesman for CSEA.

The proposed career ladder reflects the adaption of the Mental Hygiene Patient Care Career Ladder to the needs and situations of the Health Department. It has also been designed to complement the Therapy Career Ladder which also has been fully implemented in the Department of Mental Hygiene.

The Department of Health and the CSEA career ladder committee have proposed some modifications of the Therapy Career Ladder, so at least the lower levels of that career ladder can be reached by Health Department employees.

The proposed levels for the Ward Service Career Ladder will also "dovetail" with those proposed in the Nursing Career Ladder now under consideration by the State and the CSEA Nursing Career Ladder committee.

### Parallels

The proposed Ward Service Career Ladder includes three levels of the Mental Hygiene Patient Care Career Ladder. "The levels have been modified in respect to duties and requirements reflecting the needs of the kind of care provided in Health Department Institutions," the CSEA spokesman said. "The entrance level will remain at Grade-4, hospital attendant, non-competitive. This parallels the Mental

Hygiene ward aide, Grade-4."

The first promotional level, hospital attendant II, parallels the first promotional level of the

Patient Care Career Ladder. The Health Department and the CSEA career ladder committee (Continued on Page 9)

## CSEA Demonstrates The Fine Job It Did, Too, On Higher State Grades

ALBANY—The Civil Service Employees Assn., in order to show successful wage advances for the State employee from 1966 to the present, last week published in the Civil Service Leader a computation showing percentage of salary increase for grade 3 through grade 22.

This week, as a continuation of the previous submission, CSEA has released a history of salary adjustments for State employees in grade 23 through grade 37. Employees who were at the second year rate as of April 1, 1966, would have re-

ceived the indicated percentage of increases by April 1, 1972.

State Salary Grade Annual	Salary April 1, 1966 2nd Yr. Rate	Annual Salary April 1, 1972	Percentage Increase
23	\$11,332	\$17,908	58
24	11,945	18,836	57.7
25	12,613	19,885	57.4
26	13,283	20,882	57.2
27	14,010	21,971	56.8
28	14,755	23,097	56.5
29	15,540	24,283	56.3
30	16,359	25,507	55.9
31	17,242	26,819	56.5
32	18,167	28,193	55.2
33	19,161	29,650	54.7
34	20,195	31,168	54.3
35	21,248	32,712	54
36	22,326	34,291	53.6
37	23,502	36,009	53.2

### MHEA Reminder

Irene Hillis, president of the statewide Mental Hygiene Employees Assn., last week issued a reminder to Institutional employees that MHEA is giving full backing and support to the Civil Service Employees Assn. in its fight against a challenge on representation.

### Pledges Fight

## Wenzl Warns NYC On Merit Attack

ALBANY—The Civil Service Employees Assn. has served notice on New York City's Administration that any attempt to "emasculate" the Civil Service system will meet with the stiffest possible opposition from this giant public employee union.

The bristling CSEA stand was directed toward a city committee report released last week generally questioning the present and future need for Civil Service personnel structure and procedures. The report was prepared by two high city officials and calls for many basic changes apparently sought by the Lindsay Administration.

Said CSEA president Theodore C. Wenzl, "If this report really says what it appears to at first glance, our organization and Mayor Lindsay are unquestionably on a collision course. The same ominous factors that prompted the creation of the Civil Service Merit System years ago are every bit as much with us today. In fact, anybody who (Continued on Page 14)

### Correction

Last week, The Leader reported that the State Office of Employee Relations had ordered the State to stop collecting parking fees. The order was given by the State Public Employment Relations Board, not OER.

### Bulletin

At Leader presstime, it was learned that up to 100 Nassau chapter members have been picketing the Long Beach City Hall as a result of a contract negotiations deadlock. See Page 14 for full details.

*Don't Repeat This!*

## Speculation On A Fusion Mayor

THE ashes of the Presidential election have not yet cooled, but maneuvers are already under way for the New York City Mayoral election next year. The importance of the City from a political and governmental point of view is so pervasive that the heat generated by the maneuvers will spill over into the coming legislative session to a degree that City politics threaten to over- (Continued on Page 6)





**DONGAN GUILD BREAKFAST** —The Dongan Guild, composed of Catholic men and women in State service, held its annual breakfast recently, and once again Lieut. Gov. Malcolm Wilson, second from right, was toastmaster. Also attending were, from left, Thomas Mahoney, Guild vice-president; Attorney General Louis Lefkowitz, Catherine C. Haffie, president of the Guild, and Comptroller Arthur Levitt. The Guild devotes its efforts to religious and charitable works.

### JSEA To Hold Chanukah Party

The Jewish State Employees Assn. of New York, headed by Sylvia Miller, will hold its twentieth annual Chanukah party at Ratner's Restaurant, 100 Delancey St., Manhattan, on Sunday, Dec. 3 from noon to 3 p.m.

Tickets may be obtained at

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the next meeting of the JSEA on Nov. 15, at 5:30 p.m. in Room 1, State Office Building, Manhattan.

Morris J. Solomon, former president, is general chairman of the event. He is being assisted by Benjamin Kramer, Irving Gelb, Charles Maline, Abraham Garberg, Morris Gimpelson, Nathan Rogers, Rose Feuerman, Mamie Baritz and Louis Berkower.

### Set Promotional State Exams In Engineer Titles

Seven promotional exams in the engineering field have been announced by the New York State Department of Civil Service. Application deadline is Dec. 11 for the Jan. 13 written exams. Application deadline is Dec. 11 for the Jan. 13 written exams. Only State employees may apply.

Interdepartmental exams are open for engineering technician (No. 35-037); senior engineering technician (No. 35-038); principal engineering technician (No. 25-039); senior civil engineer (No. 35-041), and assistant civil engineer (No. 35-040).

Also, promotion to senior civil engineer (structures) (No. 35-042) and assistant civil engineer (structures) (No. 35-043) are open to employees of the Dept. of Transportation only.

Qualifications and more information are available from agency personnel offices, or from the New York State Dept. of Civil Service at the addresses listed on page 11 of The Leader.

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## HS Equivalency Training: Another CSEA Benefit

ALBANY—High School Equivalency training negotiated between the State and the Civil Service Employees Assn. is being administered statewide by the Department of Civil Service through the Education Department.

More than 400 employees in New York State have already enrolled in this program custom-designed to prepare them to pass the examination for the State's high school equivalency diploma. The program, conducted at no cost to participants, is available throughout the State. Employees are encouraged to enroll at this time, and earn diplomas required for career growth.

Employees interested in this negotiated opportunity to earn a high school equivalency diploma are urged to see their supervisors or personnel administrators for application cards (PS 308). Since the program is custom made to the employee, it is operated on a continuing enrollment basis and employees may enroll immediately. The average training time needed is 100 hours of a 240-hour program.

Since the start of this special program, 19 public schools' continuing education programs have participated. Their courses feature such innovations as the use of instruments to predict success with the high school equivalency examination, instruction leading to advanced reading skill development, instructional techniques for individual and group work, self-teaching machines and practice materials and workbooks on graded levels for classroom and home use.

In New York City, 42 out of 48 trained employees (97 percent) who took the high school equivalency test received their diplomas. In Albany, 32 out of

38 employees (84 percent) were successful in passing the test and securing their diplomas. Nine employees have received their diplomas through correspondence study, which originates from the South Glens Falls continuing education program.

Some employees who have passed the high school equivalency test are now attending community colleges. Some have received advancement in grade and job, including supervisory positions. After receiving his high school equivalency diploma through this program, one State worker took a promotion examination for the fourth time and earned the third highest score in the State.

### Court Rules Over 29-ers Can Stay On Police Lists

ALBANY—A recent decision by the Supreme Court in Suffolk County has overturned a State Civil Service Department ruling that persons over the age of 29 on eligible lists for the position of Patrolman should be removed from those lists.

On July 21, 1972, the municipal service division of the State Department of Civil Service informed all municipal civil service agencies that the special provision in Section 58 (1-A) of the Civil Service Law, which provided for the continued eligibility of persons over the age of 29 who were then on existing eligible lists, had expired. The Civil Service Department indicated that these persons were to be removed from current eligible lists.

#### State Goes Along

In view of the Suffolk County Civil Service Commission's decision not to appeal the ruling of the Supreme Court, the State Department of Civil Service has suggested that the municipal civil service agencies retain those persons who were below the age of 29 on the date of the written examination but have since reached that age.

According to the director of the municipal services division of the Department of Civil Service, it is believed that the Legislature will renew the previous provision providing for continued eligibility if persons meet the age qualifications at the time of the written test.

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## 'Bargain,' PERB Orders School Bd. In Levittown

ALBANY—The State Public Employment Relations Board has ordered Union Free School District No. 5, Levittown, Nassau County, to negotiate with the Civil Service Employees Assn. over terms and conditions of employment of non-professional employees.

CSEA had alleged in an improper practice charge filed with PERB that the school district had refused to negotiate in good faith. The school district claimed that austerity budget restrictions precluded its granting most of the CSEA demands and that it therefore was pointless to negotiate about them. The demands were for salary increases and improvements and fringe benefits.

The State PERB said it perceived "no discord between Education Law §2023, which restricts the expenditures of a school district operating under an austerity budget, and CSL §204 (Taylor Law), which obligates public employers to negotiate with and enter into written agreements with employee organizations concerning terms and conditions of employment."

According to PERB, the language of the Education Law that permits a school board to provide for "ordinary contingent expenses" is sufficient to permit a school board to increase the compensation of its employees pursuant to a negotiated agreement.

## Metro Armories Meet

Metropolitan Armories chapter of the Civil Service Employees Assn. will meet Dec. 14 at the Seventh Regiment Armory, according to chapter president A. Knight.

## More Improvements Seen In Food Service Career Ladder By CSEA Comm.

ALBANY—The food service career ladder committee of the Civil Service Employees Assn. continues to meet to clarify details of the food service career ladder they developed during the past several months.

Robert Guild, CSEA collective negotiating specialist, who has been working closely with the committee, stated, "This committee is working not just for short-range goals, but for long-range accomplishments which will make this developmental process into a real career ladder. It will be rewarding in both the personal and financial areas."

The CSEA food service career ladder, as it now stands, is as follows: Food Service Aide, Grade 6; Apprentice Cook, Grade 7; Assistant Dining Room Manager, Grade 7; Cook, Grade 9; Assistant Butcher, Grade 9; Dining

## Royals Returns Home

Amos Royals reports that he expects to be released from the hospital this week, and that he is looking forward to resuming his duties as president of the Ward's Island Psychiatric Hospital chapter of the Civil Service Employees Assn. Cleo Ransom has been serving the chapter as president during Royal's convalescence.



**THRUWAY UNIT I PACT SIGNED** — Representatives of the Civil Service Employees Assn. and the New York State Thruway Authority sign a two-year contract covering maintenance, clerical and toll collection employees of the Thruway. The new two-year pact includes, among other provisions, a 4 percent raise effective immediately, retroactive to April 1, 1972 and a 6½ percent raise in the second year of the contract, effective July 1, 1973. Standing, from left, are Edward Kierdowski, CSEA; Patsy Venditti,

CSEA; Harold Beyer, CSEA counsel; Vincent Policano, CSEA; Walter Leubner, CSEA research analyst; John Naughton, CSEA collective negotiating specialist; Jerry Scapperoti, CSEA; Paul Frances, CSEA; Thomas Hayduk, CSEA; William Cookfaid, Thruway negotiator; John Muth, Thruway negotiator; and Albert Sibillo, CSEA. Seated, left to right: Jean Gray, CSEA; Vito Dandreaano, CSEA negotiating committee chairman; Theodore C. Wenzl, president of CSEA; Brendan O'Carroll, Thruway director of employee relations; John MacArthur, Thruway lawyer, and Helen LaPierre, CSEA.

## Agree To Extend Accrual Deadline Till End Of Nov.

The Civil Service Employees Assn. and the State Office of Employee Relations have reached an agreement to extend the conditions of Article 11.2 of the Institutional Unit Contract.

Employees originally had until Oct. 31 to reduce vacation and holiday accrual to the "maximum." The new date is Nov. 30. "Any holiday time earned prior to April 1, 1972, may be liquidated at the pleasure of the employee and is not considered as part of his maximum 30 days," according to Robert Guild, CSEA collective bargaining specialist responsible for the agreement.

## Costa Holds First Restructuring Seminar For Jefferson Chapter

(From Leader Correspondent)  
WATERTOWN—Steps involved in restructuring of the Civil Service Employees Assn. were outlined by A. Victor Costa, second vice-president of the Employees Association, during a seminar Nov. 6 in Watertown, attended by 50 persons—officers of the Jefferson chapter, CSEA, unit officers, board members and committee chairmen.

The seminar, the first of many that Costa has announced will be held throughout the state, comes on the heels of sweeping changes instituted in the CSEA structure as adopted at the last three statewide CSEA Delegates Meetings.

Purpose of the seminars, Costa has explained, is to insure uniform understanding of the changes, and to seek out suggestions for improvements to plug loopholes and to ferret out inconsistencies resulting from so far-reaching changes in so short a time.

Asserting that this is the first major effort in 64 years to restructure CSEA in accordance with modern techniques of man-

agement, communications and membership representation, Costa said the key is standardization of various procedures which must be adopted by all entities of CSEA. Six regional offices will be established, each staffed by CSEA employees, to service chapters and units within designated geographical sectors. The Jefferson chapter will be serviced by the Syracuse regional office.

Each region, he said, will have a president selected by chapters within the sector, who automatically also becomes a vice-president of the statewide CSEA, thus guaranteeing regional representation on the state president's official cabinet.

Under restructuring, he said, every entity of CSEA will have a voice at every level; a new system of issuing membership cards will be implemented; no officer of any chapter or director of the statewide association shall be a member of a competing labor organization and no officer of any chapter or employee of CSEA shall be a political candidate or hold political office.

Regional offices, he asserted,

are to be in operation Oct. 1, 1973, at which time all restructuring proposals adopted must be implemented.

## Free Housing

(Continued from Page 1)  
employees' paychecks without their authorization, the matter should have been negotiated." An unfair labor practice charge was also filed by the union.

Colby's committee, as part of a recent labor-management meeting with the Office of Parks and Recreation, reached agreement on the return of monies deducted from employees' paychecks as a result of the decision. Incumbents in all state agencies affected will have all such monies returned to them, according to the Office of Employee Relations. "The future," commented one OER spokesman, "will require that all new employees pay certain rental charges. Agreement has yet to be reached on what those charges will be."

## P&R Career Ladder

In addition to the housing decision, Colby has also obtained a commitment from Parks and Recreation to establish a career ladder committee to negotiate a career program for all units within P and R.

A safety committee was also planned as a result of Colby's meeting, calling for the appointment of a safety coordinator and a complete training program providing greater checks on such areas as worn and unsafe mechanical equipment.

Colby stated that "all seasons have now received the raises due them and they would now be included in respective bargaining units to prevent delays in the future." He continued, "Another negotiation point offered by the committee that was resolved concerned pictures on ID cards." Colby reported that management was "in agreement with the demand" and said that if money for the change wasn't available in the various P and R Unit budgets, that they should contact Parks and Recreation Headquarters.

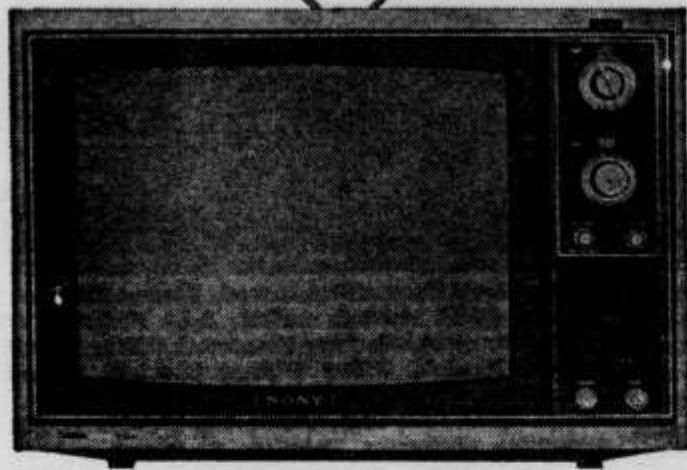


Eleanor Percy, right, president of Jefferson chapter, and Donna Podvin, chairman of the chapter's education committee, welcome CSEA second vice-president A. Victor Costa to seminar he led on "Restructuring the CSEA."



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### Fire Dept. To Name One Battalion Chief

The City Fire Department plans to make one promotion on Nov. 22 to battalion chief. To be promoted is James O. Patterson, number 87 on the battalion chief eligible list. The appointment will become effective Nov. 25.

As a captain, Patterson was formerly the uniformed head of the Fire Department's Model Clubs program.

### Income Maint. Clerks

The City Department of Social Services has announced that it has 400 vacancies for income maintenance clerks, with a salary of \$5,200. Names will be taken from the 1,325 on the certified list, established July 20, 1972, which resulted from an open competitive exam.

# UFA Sues To Block Fire Company Cuts

The Fire Department's order to disband six fire companies and relocate seven has come under serious challenge, as the Uniformed Firefighters Assn. last week obtained a show-cause order in Manhattan Federal Court on a suit demanding an injunction against implementation of the plan.

The order, signed by Judge Charles E. Stewart, is returnable for a hearing on Nov. 21, the day before the scheduled disbanding and relocation would begin.

The suit charges that the City is in violation of the due process and equal protection provisions of the Fourteenth Amendment to the United States Con-

stitution. The Fire Department's action would seriously weaken fire-fighting resources in the 13 areas and thus endanger lives, the UFA contends. The Fire Department says the shifts will improve distribution of fire protection and that the discontinuance of companies is made possible by a reassessment of area needs.

UFA president, fireman Michael Maye, charged in an affidavit that the city is only trying to save money, and that "any measurement of dollars against lives must necessarily be resolved in favor of lives."

Joining in the suit is Edward

McAniff, former Chief of the Fire Department, who retired in 1965. He condemned the level of fire protection in the City as "predominantly inadequate and below the level of safety which I considered and found to be necessary and essential during my experience in the Fire Department."

He also charged that fire protection "to the blacks and Hispanics living in poor, ghetto communities is considerably inferior to that provided in the more affluent communities in the City and is substantially below what I would consider to be the minimal level of necessary and essential protection of life, safe-

ty of a person, and property."

Attorney Robert A. Kennedy, whose law firm of Doran, Collier, O'Hara and Dunn is handling the case for the UFA, has also joined personally in the suit.

### TA Car Maintainer "E" Lists Extended

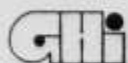
The City Civil Service Commission voted last week to extend the eligible lists for car maintainer, group E, Transit Authority, groups 1 through 6, for one year past their scheduled expiration date. These lists resulted from open competitive exam number 0120.



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TUESDAY, NOVEMBER 21, 1972

## Another Attack

AS if the Merit System weren't under attack from enough outsiders, a private study prepared for the New York City Personnel Dept. stops little short of proposing abolition of the Merit System altogether.

The crucial argument put forth is that civil service examinations for open competitive jobs and promotions do not bring the best people into the jobs for which they are best suited. Here is a typical example of saving the bath water and throwing out the baby. Just who in the hell creates these examinations? And why isn't it being proposed that these exam writers, instead of the Merit System, be tossed out?

Other recommendations in the report such as lateral promotions, larger promotional pools, etc., are so blatant an attempt to return to the Spoils System that we urge every public employee union in the State to wage all-out war against any of this foolish report's recommendations being enacted.

## Arresting Growth

NICHOLAS L. Chiarkas, vice-president of the Patrolmen's Benevolent Assn., believes his fellow patrolmen have enough arresting crimes to worry about without having to be badgered about arresting the length of their hair, sideburns, moustaches or beards and he has rightly gone to court about the whole thing.

What the PBA is battling is a departmental memorandum that orders patrolmen to conform to standards of appearance or face disciplinary action, such as being transferred, a bad mark on a police officer's record. Command officers are also warned that if the troops don't conform on this issue, they're going to be in the bag, too. However, the memo doesn't give a clue to what constitutes neat appearance.

When a citizen accepts a police uniform and puts on the badge, he also puts his life on the line. Furthermore, he gets enough badgering from criminal or near-criminal elements in the community without getting any more from thick-headed brass.

The court should order that this stupid memorandum be cancelled forthwith.

## Questions and Answers



**Q.** I am 64 and was totally dependent upon my wife until she died a few weeks ago. Can I receive monthly survivors benefits from social security on her work record?

**A.** Yes — if she has enough social security credit. Call or visit any social security office as soon as possible for more details on how to apply.

**Q.** I recently heard something about monthly social security payments for adults who have been severely disabled since childhood. I'm 25, but I was

severely hurt in a car accident when I was 16 and I'm not able to work. Since my father is going to retire this year and get social security payments, will I be eligible for payments too?

**A.** You may be. Severely disabled adults who were disabled before 18 are eligible for monthly social security payments if a parent insured under social security retires, dies, or becomes severely disabled. Your father should ask about social security payments for you when he applies for his retirement benefits.

## Don't Repeat This!

(Continued from Page 1)

shadow even the annual battle of the budget.

At the moment, the issue revolves around a fusion candidate for Mayor. This is an idea that has been carefully nurtured by Gov. Nelson A. Rockefeller, and it is an open secret that one of the Governor's preferred candidates is Congressman Hugh L. Carey, of Brooklyn. Congressman Carey, together with Congressman Wilbur Mills, had been a key figure in steering the Federal revenue sharing bill through the House of Representatives, and the Governor was deeply impressed with Carey's abilities and skills.

### Fusion Candidate?

The drive for a fusion candidate among Republicans will be spearheaded by Senator John D. Calandra, who is also the Bronx County Leader. While Calandra is a Republican, he was virtually a fusion candidate for re-election, having had the support of the Republican, Democratic, and Conservative parties. Democrats have thus far kept their distance from the fusion movement, presumably because the organization here is typically fragmented.

The extent to which City politics will intrude into the legislative deliberations is also indicated by the fact that a number of legislators are potential candidates for Mayor and other high City office. Senator John Marchi, of Staten Island, defeated Mayor John Lindsay in the Republican Party primary in 1969, and has made no bones about his interest in making a second attempt for that office. Marchi has been listed by the Conservative Party as one of their prospective nominees. He also had their endorsement for that office in 1969. Senator Roy Goodman, of Manhattan, who was recently appointed chairman of the City Charter Revision Commission, is understood to have City Hall ambitions also. Both Senators are on good terms with the Governor. Assemblyman Albert H. Blumenthal promised that he would announce early in December whether he will or will not throw his hat into the Mayoral sweepstakes. Blumenthal is a member of the City Charter Revision Commission.

Other City legislators may before too long decide to enter the fray, while some legislators may make a run for Comptroller, President of the City Council, or one of the five Borough Presidencies. In 1969, Assemblyman Robert Abrams entered the Democratic primary for President of the Bronx and won the primary and the election. At that time, Senator Harrison Goldin was a candidate for City Comptroller but lost the contest to former Comptroller Abraham D. Beame.

### Flames of Ambition

The Democrats are the real snag in any effort to agree on a fusion candidate largely because the five County leaders have no way of dousing the flames of ambition among Democratic contenders. Congressman Mario Biaggi and Council President Sanford Garelik plan to enter the Democratic primary, and both are on the Conservative party list of potential nominees. Congressman Edward I. Koch of Manhattan is definitely planning a race. And so is former Assemblyman Jerome Kretchmer, who is now the Environmental

(Continued on Page 10)

## Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

## Employer's Duty To Bargain

(This is the first part of a two-part article.)

One of the confusing and inequitable aspects of the Taylor Law involves the duty of the public employer to bargain following the implementation of fact-finding pursuant to the impasse provisions of the Taylor Law.

The most recent case illustrating the inequities created by the law is *In the Matter of Central School District No. 6 of the Towns of Bethlehem and New Scotland, Albany County, Respondent, and Bethlehem Central Teachers Assn., 5 PERB 3010 (1972)*. The Teachers Association (BCTA) charged the Central District with an improper practice pursuant to Section 209 (a) (1) (d) of the Act in that it failed to negotiate with the BCTA.

In turn, counsel to the PERB charged that the BCTA had violated Section 210.1 of the Taylor Law by engaging in a one-day strike in September of 1970. The counsel sought to have the strike penalty provisions of the Taylor invoked against the BCTA.

**THE DISTRICT and BCTA** commenced negotiations for a one-year agreement for the 1970-71 fiscal year in December of 1969. After ten negotiating sessions, the parties found that they had come to an impasse over several issues. Mediation was unsuccessful, and a fact-finder was appointed. The fact-finder submitted his report on June 17, 1970. Both sides took exception to some of the provisions of that report. The BCTA sought further negotiations prior to the as yet unscheduled legislative hearing. The School District rejected BCTA's bid for further negotiations and proceeded to hold a legislative hearing.

At the hearing, the School District accepted the fact-finder's report, except for a provision for the binding arbitration of grievances. Several times thereafter, the BCTA and the School District held meetings. These meetings were evidently not considered full-fledged negotiations by the Board because "the representatives of the School District were not cloaked with authority to negotiate terms differing from those adopted by the Board of Education . . . at the legislative hearing." These meetings were not fruitful and the BCTA voted to strike.

The PERB found that while the strike did not endanger the public health or safety, it did have a negative impact on the welfare of the community.

**THE PERB HELD** that the School District did not commit an improper practice in refusing to negotiate with the BCTA prior to the submission of the fact-finder's report and recommendations. The hearing officer had said:

"I find that the statutory scheme intended in the Act contemplates legislative action after the hearing as the final step in the impasse procedure. Therefore, there is no statutory obligation upon a public employer to negotiate in good faith after such a legislative hearing is held."

PERB added:

"Although we do not wish to subscribe to the absolutist nature of the hearing officer's statement, there may be circumstances under which a public employer is obliged to negotiate in good faith after the holding of a legislative hearing — no such circumstances pertain here."

The PERB did not elaborate as to what circumstances would impose the obligation to negotiate once a legislative hearing had been held.

Another interesting issue was raised by the strike. Extreme provocation by a public employer is held in mitigation of penalties which may be imposed on an employee organization which violates the "no-strike" provisions of the Taylor Law.

The hearing officer had held that the School District had committed extreme acts of provocation in the refusal to negotiate after the legislative hearing. This ruling was based on PERB's decision in *Matter of Vestal Teachers Association; 3 PERB 3553-3556 (1970)*:

"Under the circumstances of this case, public employees should have continued to negotiate until an agreement was reached. A public employer should not use the Act granting these rights (to hold a legislative hearing) as a shield to excuse its failure to work toward the ultimate objective of the Act, namely, a negotiated agreement."

CIVIL SERVICE LEADER, Tuesday, November 21, 1972



# Letters To The Editor

To the Editor:

Retired policemen and police-women can still serve the public usefully in a dramatic new role: adult education.

The people of the City of New York are justifiably concerned about increases in crime. Unfortunately, many of us average citizens have only the concern but not the insight to apply. Former law enforcement officers can supply that insight.

I would ask that all branches of the City University set up civic vigilance workshops and employ former police personnel as instructors. From their first-hand knowledge, they'd be able to impart information on the following:

—What situations make citizens vulnerable to assaults, muggings and other street crimes;

—How to identify if an assailant is an addict or a true psychopath and what reaction will worsen things;

—When discussion is most likely to be in vain;

—How facial characteristics can best be retained and accurately described to the police;

—How to minimize the normal reaction of panic;

—What the scope of citizens' rights as well as police responsibilities are once a crime has been reported.

These elements would be helpful to most of us in coming up with a counterstrategy to crime. Our own initiative is vital since the police need allies and simply cannot wage the War On Crime all alone. The workshop proposal can help in making fewer of us tomorrow's victims.

**BARRY LEE COYNE**  
Student at Hunter  
School of Social Work

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†Source: 1969 manufacturers' suggested retail prices and 1972 average used car lot retail prices as quoted in NADA Official Used Car Guide, Eastern Ed., Oct., 1972.

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# Metro Conf Celebrates Silver Anniversary



Civil Service Employees Assn. Metropolitan New York Conference president Jack Weisz, left, presents plaque of appreciation for six years' service as his predecessor to Randolph V. Jacobs, whose three terms as Metropolitan Conference leader set a record. Outgoing secretary Edna Percoco and second vice-president Philip Weizer were also recognized for their services and presented plaques. Statewide CSEA president Theodore C. Wenzl oversees the proceedings.



Committee members for the Metropolitan Conference's 25th anniversary celebration last month at the Glen Chateau in Brooklyn were, from left, Philip Weizer, chairman Samuel Emmett, Cleo Patra Ransom, Michael Sewek and Mary Warner.



Mental Hygiene Employees Assn. took a table at Metropolitan's annual dinner-dance for first time. Seated, from left, are Edna Percoco and Irene Hillis of Willowbrook; Mr. and Mrs. Richard Snyder of Wassaic; standing, Janette Verseraete and Theodore Brooks of Syracuse School; Mr. and Mrs. Nicholas Puzizferri of Rockland, and Rebella Eufemio of Rockland Children's.

CIVIL SERVICE LEADER, Tuesday, November 21, 1972

## Group Life Insurance Benefits Continued

During the last few years, under the CSEA Group Life Insurance Plan, the amount of insurance issued to each member has been increased by 10 percent without any additional increase in premium cost to the member. This additional benefit has now been guaranteed for another year, ending on Nov. 1, 1973.

If the loss experience under the plan continues to be favorable, then it is expected that this 10 percent additional insurance protection will remain in force beyond that date.

## Weisz Vows Stand Against Return To Spoils System By Correctional Services

NEW YORK—"No compromise on the principle of fair and equal opportunity. We stand against 'boulwarism,' paternalism and obvious attempts to return to the spoils system by the Department of Correctional Services."

This was the statement that Jack Weisz, president of the Civil Service Employees Assn.'s Metropolitan Conference, made while commenting on the recent unfair labor practice charge and series of grievances filed against the Correction Department's management.

Weisz, also chairman of the CSEA Correctional Services departmental negotiating team, filed the charge under Section 209 of the Civil Service Law on the basis that the Department has "failed to negotiate in good faith."

### Failure To Negotiate

The team had been meeting with Correctional Services management on departmental negotiations as specified in CSEA's 1972 contract with the State. The charge is based on the department's failure to negotiate a transfer procedure and seniority clause for non-uniformed personnel.

According to Weisz, CSEA has subsequently filed grievances, charging that "they are not only guilty of negotiating in bad faith, but have deliberately attempted to evade and abuse the civil service Merit System by using

the guise of reclassification to promote individuals rather than utilizing existing civil service lists."

The abuses allegedly concern individuals on the supervising parole officer list. Weisz claims that the department is bypassing these individuals. Thomas J. Linden, collective negotiating specialist for CSEA, was in agreement with Weisz, stating that "this was the most deliberate and flagrant example of bad faith negotiating" he had ever seen. Linden also said, "This is typical of Correctional management. They ignore the very basis of the Merit System when it suits them and use it to their advantage when it is expedient." Linden felt CSEA would go to the Supreme Court if necessary on

(Continued on Page 14)

## To Family Court

ALBANY — The Governor has named Carmelo C. Tese, of Farmingdale, a judge of the Nassau County Family Court for a term ending Dec. 31, 1973, to fill a vacancy caused by the death of Judge Edward J. Poulos.

## Buffalo College Chap. Returns Favor, Gets Job Back For Maintenance Man

(From Leader Correspondent)

BUFFALO—A hearing officer has ordered reinstated a State University College at Buffalo maintenance man whose superiors thought they were doing a favor by firing him. The man, Robert J. Breen, was terminated three days after his foreman had given him his second satisfactory work rating.

The hearing officer, Steven Gittler, ruled that the dismissal was "arbitrary and capricious" and ordered that Breen be given back wages and other benefits for the period of the grievance from Sept. 14 to Nov. 1, his reinstatement.

Breen was appointed a probationary employee of the college May 18, 1972, and received the required work rating at the 7th and 15th weeks.

When he was given his term-

ination notice, his case was grieved by the BSUC chapter of the Civil Service Employees Assn., Barbara Chapman, president, and Robert Broich, vice-president.

Thomas B. Christy, CSEA field representative, was also involved.

Gittler heard testimony from Breen's superiors that "they thought they were doing the grievant a favor by having him terminated."

No testimony was received, Gittler reported, that the termination was based on unsatisfactory work performance.

"The personnel director's letter to the grievant, stating that 'maintenance supervision' informed him that the grievant's work performance during his probationary period was not satisfactory, is not supported by the evidence," Gittler ruled.

In fact, Gittler said, "no mention was made in the single-sentence memorandum (of termination) that the grievant's work was unsatisfactory."

BSUC officials also denied Breen a hearing at Step 1 in the procedure and Gittler found the denial "repugnant to the notions of due process and fundamental fairness as well as contrary to the explicit provision of a right to interview with the appointing authority or his representatives."

In another matter pertaining to the case, Gittler dismissed a grievance charging that Breen was assigned out-of-title work when, as a maintenance man (carpenter), he was told to work as a maintenance man (mason plasterer).

But, Gittler added, Breen never refused to work as a mason plasterer.

## An Open Letter To My Fellow Employees:

I have been a State employee for many years. As I look back I cannot help thinking how much better off we are today, thanks to CSEA.

Maybe you don't remember, but I do, when they paid out what we call "starvation wages." We often kid about those old salaries, but really it was nothing to kid about. Today we have CSEA to thank for a \$6,000 minimum and for narrowing the wide gap between salaries in State service and those in private industry.

Take social security, for example. What a battle we had. Do you know that we are the only state employees in the nation who get social security benefits without a reduction in retirement benefits? That's a fact!

I also remember when state pensions didn't buy beans. Today we have one of the best in the country! CSEA got us a darn good life insurance policy, health and dental insurance, sickness and accident coverage, and many others. You just can't dismiss all

of this with a wave of the hand.

And even though I argue and scrap with CSEA Headquarters, I have to admit that we have come a long way in the development of a staff to serve our needs. The one-horse shay has become a modern, well-organized, competent unit.

But, above all, CSEA is a truly democratic labor union—responsive to the will of the members. Why? Because so many of us serve in key positions—without pay! CSEA is run by the members—for the members. We give to CSEA—and to our fellow members—untold hours of devoted service. No one can kid us about problems—because we are a part of the work force, not apart from them. It is this unpaid army that makes CSEA so unique in labor unions.

What this adds up to is my feeling that when I, and you, get our ballots, we shall be serving our own best interests by endorsing CSEA.

SAMUEL GROSSFIELD, president, Rochester chapter and Western Conf., CSEA



# Ward Service Career Ladder Stresses Training, Promotion

(Continued from Page 1) proposed that this level also be in the non-competitive class. Appointment to this level would be made after completion of one year of satisfactory experience at Grade-4 and completion of a specific in-service training program designed to develop proficiency in patient-care skills and techniques. Upon satisfactory completion of all phases of the in-service training program and one year of service, the employee would be eligible for appointment at the Grade-7 level.

In keeping with the career ladder concept, all hospital attendant items will be classified at the attendant II, Grade-7 level and "PR-50'd" to Grade-4, hospital attendant, as required (Grade-8 and Grade-6 respectively for the TBS titles).

Present incumbents of Grade-4 hospital attendant positions, as well as Grade-5 therapy and rehabilitation nursing aide positions who are not immediately eligible for appointment at the hospital attendant II level, will remain at their current level.

The third level of the Ward Service Career Ladder, hospital attendant III, Grade-9 will be a nursing department position only. This will be the counterpart of the trainee position in the Therapy Career Ladder.

The hospital attendant III level will be in the non-competitive class, limited to a small number of positions consistent with the nursing staffing patterns and type of patient care provided at the institution. In-service training will be provided to Grade-7 employees interested in the nursing area who choose not to pursue professional nursing careers (LPN or RN), through tuition support career development programs. After the incumbent has completed two years of satisfactory service as attendant II and in the advance training program, he will be eligible for a qualifying examination which both the Health Department and the CSEA career ladder committee propose be developed by the Department of Health and the Department of Civil Service.

### Educational Standards

No minimum educational levels have been proposed as qualifications for appointment to any of the three levels. The

joint committee feels that "formal education does not necessarily assure better quality patient care personnel at any of the levels defined."

The committee said that "emphasis should be placed on training personnel at each institution in the specific skills and techniques required for the care and treatment program."

The committee believes that emphasis should be placed on in-service training as opposed to formal education standards, especially in the trainee I level of the Therapy Career Ladder.

The committee has proposed that an in-service training certification program in the specific techniques and skills of physical and occupational therapy be substituted for the requirement of a high school diploma or equivalency as a qualification for taking the trainee I examination. This would correspond to the minimum qualifications established for the Grade-9 level of the Mental Hygiene Patient Care Career Ladder. The substitution of the training certification program for the formal education requirement would allow those who meet experience requirements for promotion to take the entrance examination for the Therapy Career Ladder.

The Health Department and the CSEA Career Ladder committee said that this proposal represents a career ladder which will "serve the needs of both the management and the employees of the Health Department, offering realistic opportunity for promotion within reasonable grade levels based on training programs tailored to meet the varied treatment programs at Health Department institutions."

### Eunice Durr

SARANAC LAKE — Eunice J. Durr of Saranac Lake, a long-time member of the Civil Service Employees Assn. and an active participant in the CSEA Capital District Conference, passed away recently at an Ogdensburg hospital.

Mrs. Durr was supervising seamstress at Ray Brook State Hospital until her retirement.

She is survived by her husband, Emmett Durr; a son, William Cross; four brothers; five sisters, and two grandchildren.

# Political Action Succeeds As 74 Percent Win Office With CSEA Endorsement

By MARVIN BAXLEY

In an election year that may be most memorable because of the percentages, perhaps the success of the Civil Service Employees Assn.'s initial foray into political action can best be indicated by use of the decimal point.

Although Richard M. Nixon rolled up a spectacular 61 percent nationwide to guarantee his re-election as President, CSEA did even better in its endorsements.

For the State Senate, 20 out of 27 CSEA-endorsed candidates won election. This, in terms of percentage, is 74.1 on the winning side. This record is topped, however, by the 74.6 percent racked up by CSEA-endorsed candidates for the Assembly, where 50 out of 67 endorsed candidates won.

(Moreover, the Senate percentage might be even higher if one candidate, Edward Lenthol, had not withdrawn in the 17th District, where his replacement did go on to victory.)

Breaking the results down into party designation, the Republicans were the favored party: 17 Senate winners and 35 Assembly winners had GOP backing. Democrats and Conservatives were in a virtual tie, with Democrats carrying the banner to 5 wins in the Senate to 4 for the Conservatives, both scoring 16 times in the Assembly. Liberals had 4 Senate wins and 6 Assembly wins.

### Multi-Party Backing

The figures for party designation will not add up, however, to the same number of CSEA endorsements, since many candidates had backing from as many as three parties.

Included among those being returned to office with CSEA endorsements were major leaders in both parties: Assembly Speaker Perry Duryea (R.-1st); Assembly Majority Leader John Kingston (R.-15th); Assembly Minority Leader Stanley Steingut (D.-41st); Senate Finance Committee Chairman Warren Anderson (R.-47th), who is expected to succeed Earl W. Brydges as Majority Leader, and Senate Minority Leader Joseph Zaretski (D., L.-29th).

CSEA's entry into active political action came about last Spring, when Employees Association president Theodore C. Wenzl merged the political action committee under statewide first vice-president Thomas McDonough and the legislative committee under statewide third vice-president Richard Tarmey. This joint committee, under the chairmanship of McDonough, began a series of meetings that took committee members to all areas of the state. At one point, special informational meetings were held in each Conference area in order to get ideas from CSEA rank-and-file membership on what direction CSEA should take in political action.

Debate was held on whether to limit CSEA endorsement to just a handful of the most public-employee oriented candidates, whether to concentrate on defeating the five or six most vulnerable anti-civil service legislators, whether to spread the endorsements around the state in order to give each region a chance to take an active part in the campaign. In the end, the committee



**ENDORSED** — Nephtali Martinez, left, president of Hoch Psychiatric chapter of the Civil Service Employees Assn., joins in a three-way handshake with Caesar Trunzo, CSEA-endorsed winning candidate for a seat in the State Senate from the 3rd SD, and Alfred O'Carlsen, civil service employee at Hoch and Republican committeeman from the 44th District.

tended toward the last-named determination, accepting recommendations from chapters, regional groupings and conferences throughout the state, then giving approval to those candidates meeting CSEA standards.

### McDonough Satisfied

McDonough expressed a general satisfaction with the results of this year's political action. "It's our first organized attempt at influencing elections," he said, "and we have made a beginning and we'll know even better what to do next time.

Meanwhile, we'll be watching the performance of the winners to see that they live up to our expectations.

"When public employees have to endure a one-sided Taylor Law, then they have to be doubly aware of who the members of the Administration and of the Legislature are. We cannot tolerate tampering by the Legislature with an agreed-upon contract, as happened last year, and the ballot box is our means of exerting pressure on the elected officials

(Continued on Page 14)

## Backing Made A Difference In At Least One Island Race

SMITHTOWN—The Long Island Conference of the Civil Service Employees Assn. made the difference in at least one legislative race on Long Island in the Nov. 8 election.

The endorsement of the 50,000-member Conference that went to Assemblyman Milton Jonas (R-North Merrick) apparently made him the winner by a margin of about 500 votes—a figure that appeared to be shrinking in the official canvass recount—in a tight battle with Assemblyman Stanley Harwood (D-Levittown).

"A lot of people helped him, but he wouldn't have won without our help," declared Long Island Conference president George Koch.

Jonas was among those who had indicated particular comprehension of the problems of civil servants, had a record of helpfulness, and were given endorsements.

Jonas opposed Harwood, who was also an incumbent, because their Assembly Districts had been redrawn in the last reapportionment so that both were in the new district.

Conference endorsees also won throughout Suffolk County with one exception in the legislative races.

In Nassau County, there were victories for CSEA-endorsed Assemblyman Joseph Margiotta, Jonas, Assembly Majority Leader John E. Kingston, Stuart Levine in Assembly races and Senator John Dunne in his re-election bid, all Republicans. Democrat Arthur J. Kremer was aided by the CSEA endorsement in his re-election to the Assembly.

Judge Martin Ginzburg, who had gained CSEA respect during his term as an Assemblyman, won handily in his bid for re-election to the Nassau family court with CSEA endorsement. Of the two men endorsed for the Court of Appeals, Supreme Court Justice Sol Wachtler won and Justice Bernard S. Meyer did not.

## Ⓛ CSEA calendar Ⓛ

### November

- 21—New York City chapter executive board meeting: 5:15 p.m., Gasner's Restaurant, 76 Duane St., Manhattan.
- 21—Metropolitan Division of Employment chapter, Local Office, 523 special meeting: 6 p.m., 815 Burke Ave., the Bronx.
- 24—Harlem Valley regional meeting on career ladders: 8 p.m., L & M, Route 22, Wingdale.
- 27—Capital District Conference meeting:
- 27—Binghamton Area Retirees chapter meeting (includes Broome, Chenango, Otsego and Delaware Counties): 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
- 28—Rochester Area Retirees chapter meeting (includes Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne and Wyoming Counties): 1:30 p.m., Van de Mark Hall, Rochester State Hospital, 1600 South Ave., Rochester.

### December

- 6—Harlem Valley regional meeting on salaries: 8 p.m., The Berkshire, Route 22, Wingdale.
- 14—Metropolitan Armories chapter meeting: 5:30 p.m., Seventh Regiment Armory, 643 Park Ave., Manhattan.





**HELP FOR FLOOD VICTIMS** — Industrial Commissioner Louis L. Levine, head of the New York State Labor Department, accepts check from Maryanne Gardiner, co-ordinator of the agency's Flood Disaster Relief Fund, as Executive Deputy Industrial Commissioner Gerald E. Dunn looks on. Department employees donated more than \$6,000 to help fellow workers who were victims of the disastrous flood which struck the southern tier of the State in late June. Forty-one employees will receive aid, allocations to be made according to their loss.

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**BBS PRE-XMAS NOVEMBER SPECIALS:**

- |   |   |
|---|---|
| 1. ZENITH 19 inch Chromacolor portable color TV.  | Retail price: \$429.00<br>BBS price: \$339.00 |
| 2. OLYMPIA electric portable typewriter, 11" carriage, fully automatic with carrying case.  | Retail price: \$225.00<br>BBS price: \$130.00 |
| 3. RCA 18 inch portable color TV, walnut cabinet with stand.  | Retail price: \$359.00<br>BBS price: \$266.00 |
| 4. STRATOLOUNGER reclining chair in vinyl or cloth, warehoused for 72 hour delivery.  | BBS price: \$108.00                           |
| 5. PANASONIC AM/FM stereo radio with phonograph.  | Retail price: \$189.95<br>BBS price: \$124.95 |
| 6. HAMMOND organ, Model V-322.  | Retail price: \$945.00<br>BBS price: \$650.00 |
| 7. SONY AM/FM 48 watt receiver, BSR 310X automatic turntable with base and dust cover, SHURE diamond needle, FISHER XP 44 speaker system. | Retail price: \$370.00<br>BBS price: \$249.00 |



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## West Pt. Needs Reporter, Elec. Equipment Repairer

Two specialized talents, those of shorthand reporter and electronic equipment repairer, are needed at the U.S. Military Academy at West Point.

Duties of the shorthand reporter include recording pre-trial investigations, preparation of motions, briefs, etc., and the ability to record high-speed verbatim. Applicants must have had two years of progressively responsible experience as a court or hearing reporter, and will be required to take a written verbal abilities test and a dictation test at 175 standard words per minute. Availability to work evenings is also considered. Salary: \$10,013.

The electronic equipment repairer tests, calibrates, trouble-shoots and repairs a variety of equipment, including audio and radio frequency oscillators and signal generators, frequency meters, and teletype transmitters. No specific number of years of experience is required except sufficient training to satisfactorily perform the duties of the position. Applicants will be rated according to ability, knowledge of equipment, theory of electronics, trouble-shooting, and ingenuity. Pay is \$4.70 per hour.

The Academy also has an opening for a supervisory mechanical engineer (GS-0830-11) to be responsible for the operation, maintenance, and repair of boiler plants, steam distributor systems, heating equipment and plumbing systems.

Applicants must have four years of a professional engineering curriculum leading to at least a bachelor's degree in mechanical engineering, or four years of sufficient technical experience.

Supervisory appraisals will be considered in the evaluation process. Those with the best qualifying experience will be required to give a personal interview.

There is also an opening for a water treatment plant operator at \$3.98 per hour. Duties include collecting water samples and checking equipment, as well as maintaining and repairing water plant equipment and swimming pools. Operator must wear protective mask while handling chemicals.

Sufficient apprenticeship or closely related experience is necessary for qualification. Applicants will be judged on their dexterity and safety, knowledge of equipment assembly, and ability to work without supervision. They must also have or be able to obtain a government operator's license to drive a 1/2 ton truck.

Clerk-typist and clerk-steno jobs are still available at West Point.

The typist titles are GS-2 and GS-3, offering \$5,166 and \$5,828. Requirements specify graduation from high school for the GS-2 post, but six months of typing experience is also acceptable. GS-3 typists must have had one year of training beyond high

school, or a full year of relevant work history.

Clerk-steno vacancies are at GS-3 (\$5,828) and GS-4 (\$6,544). Requirements parallel those for the typist jobs in terms of training and experience.

Many jobs as food service worker are also open. These require "sufficient experience or training" to perform the duties. Rotating shifts are expected to include weekends. Civilian dorm facilities are available for food service workers, who earn \$2.93 per hour.

Additional details may be obtained by calling the Civilian Personnel Division at West Point: (914) 938-2115.

## Name 11 Provisional Deputies At State Correctional Sites

ALBANY — State Correction Commissioner Russell G. Oswald is expanding the executive staff of correctional facilities across the State by naming two new positions—deputy superintendent for administration, and deputy superintendent for program—at each of the State's eleven correctional institutions.

The new positions will pay \$19,175 to \$21,971.

Selected in the first group of deputy superintendents for administration—all provisional appointments pending an examination for the job later this fall—were the following:

Attica, George Berbery; Auburn, Abraham Taylor; Clinton, Gordon H. Deyo; Coxsackie, Millard Noel; Elmira, Michael Savino; Great Meadow, Joseph Lebate, Jr.; Green Haven, Robert Mitchell; Matteawan State Hospital, Roy F. Bombard; Ossining, John Daley; Walkill, Joseph Snow; Adirondack, Jared N. Keyser.

The list of provisionals for the new post of deputy superintendent, program, will be announced shortly.

## Don't Repeat This!

(Continued from Page 6)

Administrator in the Lindsay Administration.

Last week City Councilman Robert Postel became the first formal candidate by announcing he, too, is available for the job.

With so many candidates in the wings, if the Democrats agree with Republicans on a fusion ticket, whoever is so designated may find himself embroiled in a bitter Democratic primary, with a prospective of a further runoff, if the winner of the primary falls to get 40 percent of the total votes cast. The law providing for a runoff primary was enacted last year, but if the fusion movement makes headway, repeal of the law may become a matter of early business for the State Legislature.

## GOURMET'S GUIDE

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# Eligibles on State and County Lists

SR CLERK PURCHASE  
EXAM 34793  
Test Held May 13, '72  
List Est. Sept. 25, '72

1 Lyons M Utica	97.3
2 Ziegler J Poughkeepsie	97.1
3 Heller K Malden Brg	93.8
4 Bailey L E Meredith	91.3
5 Price B Buffalo	89.9
6 Gutschow J Lyons	89.9
7 Didomenico F Troy	89.5
8 Kerbel E Middletown	89.4
9 Byrne L Pt Jffrn St	88.3
10 O'Connor J Middleburgh	88.0
11 Finning S Albany	87.6
12 Fuller D Ogdensburg	87.3
13 Allerti L Staten Is	87.1
14 Schreiber J East Aurora	87.0
15 Owings M Bx	86.9
16 Carp DMechanicvil	86.8
17 Smith A East Nassau	86.8
18 Paolucci J Albany	86.7
19 Hastings K Lancaster	85.3
20 Gormley S Sherrill	85.3
21 Hovey D Ballston Spa	85.2
22 McConnell F Millbrook	85.2
23 Becker M Troy	85.1
24 Newman W Albany	85.0
25 Toop J NY	84.0
26 Hammersmith J Gloversville	83.8

27 Mylott R Troy	83.8
28 Hallum J Stillwater	83.8
29 Radigan E Albany	83.8
30 Low A Scotia	83.8
31 Seavilk J Schenectady	83.3
32 Conroy M Watervliet	82.4
33 Chanada J Depew	82.4
34 Vanravensway V Voorheesvil	82.3
35 Cady M Vestal	82.3
36 Blum D Albany	82.0
37 Hand N Utica	82.0
38 Brown R Albany	81.8
39 Gabner M Cheektowaga	81.7
40 Pate D Northport	81.0
41 Milliner S Rome	81.0
42 Harton D Latham	80.9
43 Bailey D Syracuse	80.8
44 Cady E Mechanicvil	80.8
45 Pugash H Buffalo	80.8
46 Cox D Rennellville	80.8
47 Patterson D Orangeburg	80.8
48 Sapone D Troy	80.0
49 Devilen C Groton	79.7
50 Ranalli B Schenectady	79.6
51 Mallet K Schenectady	79.5
52 Fletcher T Oswego	79.5
53 Hill C Tonawanda	79.5
54 Bauharnois P Plattsburgh	79.4
55 Glickman J Albany	79.4
56 Breault E Latham	79.4
57 Rafferty M Slingerlands	79.3
58 Rapp J Buffalo	79.3
59 Forte N Mechanicvil	79.3
60 Bissell D Ballston Spa	79.3
61 Klages T Port Kent	79.3
62 Ringwood C Niverville	79.3

63 Moccia C Forest Hills	79.2
64 Noorish J Menands	79.1
65 Vics H Worcester	79.0
66 Davenport P Albany	79.0
67 Wildman R Staansburg	78.9
68 Slattery J Watkins Glen	78.9
69 Gifford R Mayfield	78.8
70 Lansing S Schenectady	78.6
71 Villafior G Salt Point	78.5
72 Giordano S Corbetsvil	78.5
73 Wetzel J Buffalo	78.5
74 Dora R Schenectady	78.3
75 Degrami A Deer Park	78.0
76 Needham A Athol	78.0
77 Kross S Albany	77.9
78 Munson E Centerport	77.9
79 Friguletto R Schenectady	77.9
80 Aust R Bullston Spa	77.8
81 Bentham M Silver Creek	77.8
82 George I Albany	77.8
83 Broderick V Albany	77.7
84 Dibble R Albany	77.7
85 Morrison R Fairlawn, NJ	77.7
86 Jarosz A Waterford	77.6
87 Elderbroom P Syracuse	77.6
88 Forbach N Buffalo	77.6
89 Reilly K Albany	77.5
90 David J Brockport	77.3
91 Kuhn K Snyder	77.2
92 Faber E Syosset	77.1
93 Udway S Averill Park	76.9
94 Harding A Belmont	76.9
95 Thornton L Tupper Lake	76.9
96 Davis V Hornell	76.8
97 Campion S Voorheesvil	76.7
98 Schlierer R Albany	76.7

99 Tedeschi L Albany	76.6
100 Ciesla O Buffalo	76.6
101 Hallock C Buskirk	76.5
102 Marrell S Poughkeepsie	76.5
103 Haskins H Castile	76.5
104 Herrick R Albany	76.4
105 Westphal E Albany	76.4
106 Vollmar J Buffalo	76.4
107 Tabor E Saratoga	76.4
108 Carhart P Albany	76.4
109 Eckert M Walden	76.4
110 Jennings R Hoffmans	76.4
111 Hayes S Binghamton	76.4
112 Rucinski V Elnora	76.3
113 Drexel M Loudonville	76.3
114 Probst D Delanson	76.3
115 Simmons C Cheectowaga	76.1
116 Anold J Gloversville	76.0
117 Felton J Perrysburg	75.6
118 Mikolajek L Buffalo	75.6
119 Tornesello H Green Isl	75.3
120 Quackenbush M Albany	75.3
121 Margolis A Flushing	75.0
122 Dolezel P Albany	74.9
123 Swift F Haverstraw	74.9
124 Breen G Albany	74.9
125 Anthony J Pearl River	74.9
126 Drobnay A Troy	74.9
127 Saxe H Catskill	74.8
128 Kane S Binghamton	74.7
129 Linder J Buffalo	74.7
130 Meshel N NY	74.7
131 Reger D Spencerport	74.5
132 Sears P Schenectady	74.4
133 Sindoni L Schenectady	74.2
134 Krotman S Glen Head	74.1
135 Duclous H Albany	74.1
136 Maggio C Hicksville	74.0
137 Bancroft D Groton	73.7

138 Stanley W Apalachin	73.6
139 Drebitko A Albany	73.6
140 Zobre D Rensselaer	73.4
141 Sager B Albany	73.4
142 Merihew B McGraw	73.4
143 Hladik H Schenectady	73.4
144 Hamilton L N Babylon	73.4
145 Gendron J Cohoes	73.4
146 Rosenzweig M New Paltz	73.3
147 Addy J Cohoes	73.3
148 Lynam S Kings Pk	73.3
149 Myrhol J Staten Is	73.3
150 Wright F Cohoes	73.3
151 Boyd J Mechanicvil	73.3
152 McCann M Yorktown His	73.2
153 Bernardi E Queens Vill	73.2
154 Dwire C Bay Shore	73.2
155 Simpson K Albany	73.1
156 Arnheiter G Selkirk	73.1
157 Adams L Clarksville	73.0
158 Kussack F Schenectady	73.0
159 Fisher J Oneonta	72.8
160 Salvadore T Mechanicvil	72.6
161 Massimi C Kenmore	72.4
162 Amon J Staten Is	72.1
163 Herkenham S Albany	72.1
164 Slavin E Latham	71.9
165 Insalaco B Tonawanda	71.9
166 Colvin V Rensselaer	71.9
167 Vaughn J Albany	71.9
168 Schiffer J Albany	71.9
169 Haas J Sechenectady	71.8
170 Vanamburgh C Albany	71.8
171 Yeates E Buffalo	71.8
172 Spencer C Old Chatham	71.8
173 Disisto D Cohoes	71.8
174 Picone J Buffalo	71.8
175 Travis K Sand Lake	71.7

(Continued on Page 15)

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: **Board of Education** (teachers only), 65 Court St., Brooklyn 11201, phone: 596-5060; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

**STATE**—Regional offices of the Department of Civil Service are located at: 1350 Ave of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

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# U.S. Jobs Still Open To Typists, Stenos, Clerks

The search for stenographers and typists continues in high gear, according to the U.S. Civil Service Commission's metropolitan area office. Openings are reported throughout the area, with many Federal agencies in great need of personnel.

Basic pay scales indicate that GS-2 typists begin at \$5,166; GS-3 appointees at \$5,828. Add to that benefits such as paid vacation, annual leave, sick leave, liberal health and life insurance, and inclusion in the retirement plan.

Stenographers start at GS-3 (\$5,828) or GS-4 (\$6,544) and receive similar benefits. Qualifications offer the choice of education or related job experience.

For example, six months of appropriate experience or high school graduation will prove adequate for typist at GS-2 and

stenographer at GS-3. You can qualify for the next level of appointment if you have either one year of experience or one year of post-high school studies.

After applying, candidates face written and practical exams. As a typist, you must type 40 wpm with no more than three errors. To become a stenographer, you'll need to take dictation at 80 wpm.

However, those who have scored 80 or above on the state English Regents (within the past five years) will not have to take the written competitive exam. Persons who have received a "certificate of proficiency" from an accredited school—in typing or in stenography—will be exempted from taking those tests. Similarly, the practical will be waived for all candidates with 80 or above on the State Regents in typing and stenography.

The general age minimum is 18, except high school graduates and persons having completed a formal job training program, who may apply at age 16.

For how to apply, turn to page 11.

# City Technical, Secretarial Titles Open Without Deadline

Secretarial and technical titles, both open competitive and promotional, predominate in the City's roster of exams open for application without deadline. Testing and eligible lists are set up periodically, in order of application.

For more information on how to apply, see the "Where to Apply" column on Page 11.

## Secretarial Titles

**Promotion to Sr. Shorthand Reporter, Exam 2641 (\$7,800)**—open to City-employed shorthand reporters who have served a year in that title. Separate eligible lists established for each agency or unit. Testing begins Oct. 2.

**Shorthand Reporter, Exam 2160 (\$6,600)**—open to the public with no formal requirements set. Practical testing: dictation at 150 words per minute; transcription at typewriter.

**Stenographic Reporter Series (\$7,650 and \$7,800)**—open to the public, with no formal requirements. Senior Shorthand Reporter, Exam 2157 (\$7,800); Hearing Reporter, Exam 2091 (\$7,650); Grand Jury Stenographer, Exam 2089 (\$7,650). Hearing Reporters may be required to work at night, weekends and holidays. Practical testing: dictation at 160 words per minute, of legal and technical material.

**Stenographer, Exam 2167 (\$5,600)**—open to the public, with no formal requirements. Practical testing: dictation at 80 words per minute. Qualifying typing speed: 35 words per minute.

**Typist, Exam 2175 (\$5,200)**—open to the public, with no formal requirements. Practical testing: typing from printed copy at 35 words per minute.

## Engineering Titles

Applications for the following engineering and related titles are accepted in person only from 9 a.m. to 10 a.m. Thursdays, in Room M-9, 40 Worth St., Manhattan.

**Promotion to Civil Engineer, Exam 2558 (\$14,000)**—open to City employees who have served for a year as assistant civil engineer and possess N.Y. State Professional Engineer's License.

**Promotion to Civil Engineer (Highway Traffic), Exam 2560 (\$14,000)**—open to City-employed assistant civil engineers with N.Y. State Professional Engineer's License.

**Assistant Civil Engineer, Exam 2034 (\$12,100)**—open to the public. Required: possession of a N.Y. State Professional Engineer's license or a baccalaureate degree in civil engineering, plus two years of paid professional experience as a civil engineer. Training and experience evaluation. Note: qualifying written test may be required; consult exam announcement.

**Civil Engineer, Exam 2060 (\$14,000)**—open to the public. Required: N.Y. State Professional Engineer's License and (a) a bachelor's degree plus four years of experience, or (b) high school graduation plus eight years experience.

**Architect, Exam 2028 (\$14,000)**—open to the public. Required: N.Y. State registration as architect, to be presented at time of application.

**Promotion to Architect, Exam 2538 (\$14,000)**—open to City employees who have served as assistant architect for a year and who possess N.Y. State registration as architect.

## To Park Commission

ALBANY—The Governor has named David Cummins Mortimer II, of Brooklyn, as a member of the State Park Commission for New York City, for a term ending June 1, 1977. At the same time, the Governor announced the reappointment of Emanuel Ciminello, of the Bronx, to a term on the Commission ending June 1, 1979.

**Civil Engineer (Highway Traffic), Exam 2062 (\$14,000)**—open to the public. Required: N.Y. State Professional Engineer's license, plus B.A. and four years experience or high school diploma and eight years experience.

**Promotion to Mechanical Engineer, Exam 2585 (\$14,000)**—open to City employees who have served for one year as assistant mechanical engineer and possess N.Y. State Professional Engineer's license.

## Medical Titles

Applications for the following titles are accepted in person only from 9 a.m. to 11 a.m., weekdays, in Room M-1, 40 Worth St., Manhattan.

**Occupational Therapist, Exam 2114 (\$9,850)**—open to the public. Required: graduation from accredited school of occupational therapy or registration as therapist by the American Occupational Therapy Assn. Citizenship not required.

**Physical Therapist, Exam 2118 (\$9,850)**—open to the public. Required: N.Y. State license in physical therapy, or certificate from licensing authority pending receipt of license, or eligibility certificate ("green card") plus letter of recommendation and five years of experience. Citizenship not required.

**Veterinarian, Exam 2117 (\$11,850)**—open to the public. Required: N.Y. State license in veterinary medicine.

**X-Ray Technician, Exam 2180 (\$8,000)**—open to the public. Required: N.Y. State license as General X-Ray Technician.

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## West Pt. Needs Cadet Hostess

The U.S. Military Academy at West Point is inviting applications for cadet hostess, paying \$9,053 to start. Applications must be received by Dec. 15.

Job duties entail serving as hostess to cadets and their guests and chaperoning at cadet dances and social functions on weekends and holidays. Cadet hostesses also assist in planning social functions and in doing typing, clerical work and extensive social correspondence.

Applicants must be between 35 and 55 years of age, high school graduates and have three years of experience in an administrative capacity involving extensive participation in the "social customs and courtesies of commissioned military service," including carrying on social correspondence within the military service.

College graduates may apply without experience. A combination of college or university education and the above experience may also be acceptable.

Applicants should complete Standard Form 171, Application for Federal Employment, and forward it to the Civilian Personnel Office, U.S. Military Academy, West Point, New York 10996. The forms are available at any U.S. Post Office or from the Federal Job Information Center at the address listed on page 11 of The Leader.

## Workmen's Comp. Bd. Honors 7 Employees

Seven employees of the Workmen's Compensation Board of the State of New York, including five from New York City, will be honored at a luncheon on Nov. 21 for having served with distinction with the State for more than 35 years.

S.E. Senior, WCB chairman, said that each employee will receive a plaque in recognition of "A Lifetime Of Dedicated Service And Devotion To Duty."

"As distinguished from retirement parties," Senior said, "the 'Chairman's Citation' is designed to recognize these workers and show our appreciation while they are in our midst—actively employed."

The seven recipients are: Mary E. Alexander, senior workmen's compensation examiner, N.Y.C.; Fannie Applebaum, principal stenographer, N.Y.C.; Lawrence L. Cullano, workmen's compensation examiner, Rochester; Albert D'Antoni, general counsel to Workmen's Compensation Board, N.Y.C.; Lucile Dunn, hearing reporter, Albany, and Rose W. Landau, workmen's compensation examiner, N.Y.C.

The luncheon is to be held at LaBorsa DiRoma Restaurant, 215 Pearl St., New York City. More than 150 fellow workers are expected to attend.

## MABSTOA Driver List Expected Soon

The eligible list for bus driver, Manhattan-Bronx Surface Transit Operating Authority, is expected to be established at the end of this month, a MABSTOA spokesman told The Leader last week.

There were 16,795 applicants for the Oct. 14 written exam; 10,445 took it. The old list for bus driver expired on Sept. 30 after a 2½-year life, leaving MABSTOA with no existing list at the moment.

The Leader will publish the new list as soon as it has been established.

## Slate Hearing On TA PBA Overtime Dispute

A hearing has been scheduled for Nov. 30 on a suit brought by the Transit Authority Patrolmen's Benevolent Assn., charging that TA patrolmen are being made to work overtime in violation of civil service law.

The hearing, to be held in Manhattan Supreme Court before Judge Joseph Difede, is in response to a show-cause order granted recently by Judge Thomas C. Chimera. The PBA is asking for a court order barring further assignment of overtime.

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

## Motor Grade Operator

Of the 261 applicants who applied to take the City's motor grade operator promotional exam (2587), 14 were found not qualified and 31 were not eligible. The written exam will be held Dec. 9.

### Housing Ass't.

Eighty-one of the 2,096 applicants for housing assistant, exam 1074, have been judged not qualified on the terms of the advertisement by the City Dept. of Personnel. Filing was accepted in May.

### Business Opportunity Schenectady Area

VILLAGE STORE — small family operated Grocery and General Store. Building is 5 years old, has full cellar. Comes fully stocked and equipped. Owner taking Civil Serv. Position. Also newly remodeled 8-room home next to store. 1 acre of land. \$42,500. RASK REALTY DUANESBURG, N.Y. 12056. Ph. 518-895-2577 or 895-2729.

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## Engineering Techs

The City Dept. of Personnel has declared 105 of the 258 applicants for engineering technician (drafting) not qualified after reviewing the applications. The remaining candidates face a written test Jan. 13.

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## Correction

The eligible list for plan examiner, buildings, was made public last week by the City Civil Service Commission, not established on that date as indicated in The Leader last week. Official date of establishment, after which appointments from the list may begin, will be reported by The Leader when it occurs.

### BUY U.S. BONDS!

### For Sale - Albany Area

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### ST. ALBANS \$29,990 SOLID BRICK

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### LAURELTON \$39,990 BRICK

Beautiful custom built Cape Cod, 7 rooms, 4 bedrooms, 1½ baths, niteclub basement with summer kitchen, garage, 40x100 landscaped grounds. Wall-to-wall carpeting and air conditioned throughout. Near huge shopping center and all schools. Down to earth sacrifice. Exceptional buy for qualified buyer. Ask for Mr. Soto.

### CAMBRIA HEIGHTS \$30,990 WESTCHESTER STYLE

7 rooms, 3 large bedrooms, 2 full baths, finished basement, 2-car garage, modern streamlined full equipped kitchen — plus all essential appliances and extras. Low down payment can be arranged for GI's or other buyers. Ask for Mr. Rogers.

### QUEENS VILLAGE \$27,990 BRICK RANCH

All rooms on 1 floor. 60x100 landscaped grounds. Oversized garage, oil heat, finished basement. Beautiful home and near as a pin! Very small down payment needed for GI or FHA buyers. Call for appointment. Ask for Mr. Alex.

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## Rockland Chapter Calls Special Meeting Of Units



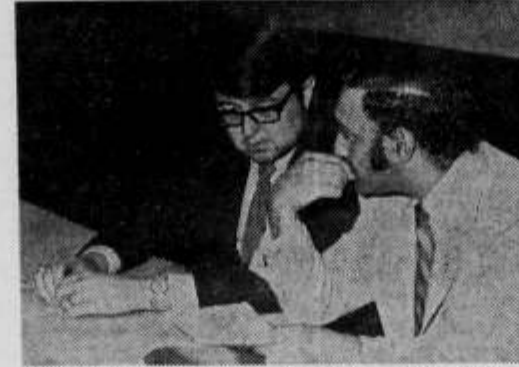
Albert J. Lowry, right, president of Rockland County chapter of the Civil Service Employees Assn., consults with chapter delegate John Mauro, who is also president of Orangeburg unit, during special meeting to update chapter units on current issues.



Here chapter president Lowry goes over some notes for the meeting with Joseph Moschetti of Clarkstown, left, and Felice Amodio, CSEA field representative. The chapter meeting was held last month at the Holiday Inn in Orangeburg.



Arthur Rosen, representing Metropolitan Diagnostic Institute, explains health services offered by his organization. Listening in foreground are, from left, Dominick Filippone of Rockland Community College and Ann Moller of the Health Complex.



Arthur Bolton, left, vice-chairman of the statewide CSEA County Executive Board and third vice-president of the Southern Conference, both of which include Rockland County as a member, listens to some advise from CSEA regional field supervisor Thomas Luposello.

## Nurses Association Backs CSEA In Challenge Election

(Continued from Page 1)  
coming election.

The complete text follows:

"From its founding in 1901, The New York State Nurses Assn. has maintained that the unification of registered nurses in the State was essential if the nursing profession was to progress and to meet effectively its responsibilities to the public. As we are all aware, unity among nurses has not been one of the profession's strongest characteristics. However, no one can deny the tenacity of our pursuit of this collective goal, nor our remarkable ability to close ranks in times of crisis. We believe another crisis is at hand. Therefore, this message.

"The current critical situation affects you directly as an employee of the State of New York. Regrettably, the perception of the nursing role by your employer is woefully archaic. However, what is more dangerous is the State's attitude toward its nurse employees—which is one of wanton neglect. It would appear, particularly in the Department of Mental Hygiene, there is no recognition or appreciation of the unique talents and services of nurses. Obviously, in the interest of patients as well as nurses, this situation requires immediate change.

"As many of you know, The New York State Nurses Assn. has attempted in the past to represent nurses employed by the State of New York. Due to the unit

determination ruling by Public Employment Relations Board, this was not legally possible. Such denial in no way changes our belief that The New York State Nurses Association is the best qualified and most appropriate bargaining representative for nurses. However, until such time as we can secure the legal right to represent State-employed nurses, we believe it would be most advantageous for nurses to continue to be represented by the Civil Service Employees Assn. CSEA has initiated formulation of a career ladder program within the State system. This is a concept which we support and which we believe should be rapidly finalized and implemented.

"The New York State Nurses Assn. is prepared to increase and strengthen its collective efforts with CSEA in an attempt to improve the employment conditions of registered nurses employed by the State of New York. A variety of liaison vehicles will be utilized in these efforts.

"We urge your serious consideration of this message—and look forward to your continuing cooperation and support."

## Nassau Rec Unit Elects Palenge

MINEOLA — Recreation and Parks unit of Nassau County chapter, Civil Service Employees Assn., elected new officers last week, according to chapter president Irving Flaumenbaum.

Elected as unit officers were Angelo Palenge, president; Thomas Gargulio, first vice-president; Willy White, second vice-president; Alice Heaphy, secretary, and Pauline Rosenfeld, treasurer.

Members of the unit board of directors were also elected. They are Edward Fitzgerald, William Kenna and Vincent Scifanti.

## Syracuse Opens Command Post For Elections

SYRACUSE — A special Civil Service Employees Assn. Campaign Headquarters was scheduled to be opened late last week at the County House here, to serve as an information center and telephone contact post during the current representation challenge period.

CSEA regional field supervisor Frank Martello announced the opening and said that the office would operate under the auspices of the Syracuse State School CSEA chapter and Clarence M. Laufer, chapter president.

## Weisz Adamant

(Continued from Page 8)  
the charges against the Department.

Substance for the grievances also included the Department's promotion of counselor trainees without examination. This item was settled when the Department agreed to make the appointment provisional only, pending an examination in January of 1973.

## Pistol Lawsuit

(Continued from Page 1)  
the job.

In papers sworn to by Peter Walter, a narcotic parole officer and a CSEA delegate, the petitioners showed they were regularly required to arrest and handcuff narcotic addicts who were sometimes armed and who were often convicted felons.

The order was presented to Supreme Court for signature on April 17th.

## Nassau Chapter Fights To Save 30 Long Beach Jobs

MINEOLA—Up to 100 CSEA members have been picketing the Long Beach City Hall since City officials last week revived a threat of layoff as contract negotiations deadlocked.

At a membership rally, employees voted 197 to 3 to authorize their officers to take any action necessary.

Nassau chapter president Irving Flaumenbaum and unit president Stephen Hayes conducted a series of mediation sessions with an aide of the Public Relations Employment Board.

The City, claiming that a previous administration that had been swept out of office last fall and left the City almost bank-

rupt, had refused to make any wage offer. After CSEA declared an impasse, City Manager James Nagourney unveiled a budget that proposed to eliminate the jobs of 30 employees.

"The feeling is that the firings were included not because the employees aren't needed, but as a hammer to force us to set-

tle our negotiations for nothing," declared Flaumenbaum.

"They say the previous administration left the City broke, but that is their problem," the CSEA leader continued. "Our employees do not have to suffer because of the stupid handling of the previous administration."

A layoff threat affecting 44 jobs last spring had been successfully disposed of in conferences among Flaumenbaum, Hayes, Nagourney and other City and CSEA officials.

Hayes said that the employees "had moderated our contract proposals" in view of the Administration's financial woe, but that the employees had been angered by the City's response.

"The City has offered zero and is adamant," Hayes commented. "Well, you can say that our organization is pretty adamant in its demands for some increase."

Hayes noted that the City had received a windfall \$233,000 in federal revenue sharing for the current year.

Pickets were using their lunch hour to express their grievance. Signs read: "Councilmen! Correct Nagourney's Goof" and "We Want Work Not Welfare."

They were to stage weekend picketing and to voice protests in force at a hearing on the proposed budget this week.

The CSEA represents 350 employees.



**FOR THE LOVE OF GOLF** — Members of Utica State Hospital's Golf Association get together for a group photo at the State Hospital Golf Tournament at Willard State Hospital last summer. The picture is a little late appearing, because it got blown off course on its way to The Leader, but it's good to see those summer smiles anyway. Kneeling, from left, are Vic Costello, who was one of the big winners, and John Dyman, chapter president; standing are Zig Moraski, Julie Mikus, Roger Piersall, Earl Nestved and Dave Palczynski.

## Political Action

(Continued from Page 9)

to play fair with the people who studied and worked hard to earn their civil service positions."

In the past, specific chapters or units of the Employees Association have given their endorsements to local candidates. This year, many chapters continued to avail themselves of this option by giving endorsements to judges, sheriffs, school board candidates—and for the most part these candidates, too, benefited from this CSEA backing.

## Merit Attack

(Continued from Page 1)

reads and hears should admit that the threat of corruption and the spoils philosophy seems more serious now than it was then."

Wenzl noted that his group had not yet "digested the whole document," but would do so as soon as possible and then make known CSEA's final stance in the matter and whatever steps it might take.

## Brady Appointed

ALBANY — Richard J. Brady, of Poughkeepsie, has been appointed a deputy Secretary of State at \$19,175 annually. He succeeds Edward L. Warren.



# Eligibles

(Continued from Page 11)

176	Bernstein G Kew Gardens	71.7
177	Herrick R Albany	71.7
178	Guttenberg R New Hyde Pk	71.6
179	Shank H Albany	71.5
180	Kolbinski J Wappinger Fls	71.3
181	Molyneaux P Binghamton	71.2
182	Hollister K Hornell	71.2
183	Fydrch G Buffalo	70.6
184	Williams M Albany	70.5
185	Andrews S Depew	70.5
186	Callahan I Freeport	70.4
187	Whitbeck W Loudonville	70.4
188	Rapin A Ogdensburg	70.4
189	Womer D Albany	70.3
190	Rainville L Amsterdam	70.3
191	Gabriele M Athens	70.3
192	Bernard Y Grahamsvil	70.3
193	Howe M Cohoes	70.2
194	Wilson M Albany	70.1
195	Mariott L Buffalo	70.1
196	Moody A Saranac Lake	70.1
197	Toppal F Troy	70.0
198	Delamater G Albany	70.0

## SR MECHL STORES CLK

PROM EXAM 34785

Test Held June 3, '72

Est. Sept. 12, '72

1	Cady M Vestal	92.9
2	Olan H Brentwood	91.2
3	Rapp J Buffalo	90.3
4	Gifford R Mayfield	89.9
5	Sapone D Troy	89.0
6	Bassett B Saratoga Spg	88.8
7	Ippolito H Tonawanda	87.7
8	Brown R Albany	87.4
9	O'Shea J Utica	86.5
10	Demars B Tupper Lake	86.4
11	Bissell D Ballston Spa	86.3
12	Peck W Newark	85.9
13	Chotkowski Z Schenectady	85.9
14	Hammersmith J Gloversvil	85.3
15	Kendrick F Schenectady	84.0
16	Woodbridge R Tupper Lake	84.4
17	Cox D Pennellville	84.3
18	Norsen R Clifton Spgs	84.3
19	Desieno A Mechanicvil	83.5
20	Stevens K Warrensburg	83.3
21	Caputo G Buffalo	83.3
22	Band J Floral Park	83.3
23	O'Connor J Middleburgh	83.2
24	Mowry A Cattaraugus	83.2
25	Bernardi E Queens Vill	83.2
26	Wainio S Miller Place	82.4
27	Hall E Poughkeepsie	82.3
28	Auricchio P Amsterdam	82.3
29	Mylott R Troy	82.3
30	Cusack T Rexford	82.3
31	Beach J Schenectady	82.3
32	Molatch J Blauvelt	82.1
33	Schlierer R Albany	81.7
34	Rogers W Middletown	81.7
35	Barley R Oneonta	81.4
36	Johnson A Troy	81.4
37	Crozier S Saratoga	81.3
38	McEnoy J Baldwinsvil	81.0
39	Havens R Albany	80.9
40	Quackenbush M Albany	80.8
41	Worth H Albany	80.6
42	Subocki J Schenectady	80.3
43	Baranishyn J Huntngtn Sta	80.1
44	Crow L Albany	80.0
45	Stanley W Apalachin	79.6
46	Schinzl R Hamburg	79.6
47	Lenkiewicz A Johnson City	79.6
48	Sodergren K Deer Pk	79.6
49	Forde N Mechanicvil	79.3
50	Salisbury J Albany	79.3
51	Way C Scotia	79.3
52	Gardner J Mechanicvil	79.2
53	Kuperman J Albany	79.1
54	Wilson W Schenectady	79.1
55	Tasick J Schenectady	78.8
56	Dallas W Hudson	78.7
57	O'Hara G Buffalo	78.5
58	Gurney R Wingdale	78.4
59	Henzel M Watervliet	78.4
60	Crouse J Guldrlnd Ctr	78.2
61	Farry T Schenectady	78.1
62	Nichols J Mt Morris	77.8
63	Dranchak M Binghamton	77.6
64	Smith E Binghamton	77.6
65	Ebert A Bklyn	77.5
66	Kabat W Johnson City	77.4
67	Hayes S Binghamton	77.4
68	Everets C Helmut	77.3
69	Alford B Buffalo	77.1
70	Moody A Saranac Lake	77.1
71	Parker W Troy	77.1
72	Galli G Millbrook	76.8
73	Thompson G Ogdensburg	76.7
74	Martin G Rome	76.7
75	Blair D Cohoes	76.6
76	Maxian T Binghamton	76.6
77	Russell F Mechanicvil	76.5
78	Marrin N Rome	76.5
79	Kilfoye W Albany	76.4
80	Tunny G Albany	76.3
81	Porcilio T Howe Caves	76.2
82	Peculia P Amsterdam	76.2
83	Westfall D Broadalbin	75.8
84	Schonfeld G Bklyn	75.8
85	Zimmermann M Elnora	75.6
86	Mullins J Ghent	75.5
87	Kulik N Conklin	75.1
88	Butryn P Albany	74.9
89	Greenfield J Hornell	74.8
90	Humphrey S Schenectady	74.6
91	Smith W Stuyvesant	74.6
92	Schmidt M Schenectady	74.5
93	Zimmer W Schenectady	74.5
94	Eckert C Buffalo	74.4
95	Farron J Troy	74.3
96	Klinowski F Watervliet	74.2
97	Bookstauer H Middletown	74.2
98	Barkevich P Amsterdam	74.0
99	Wolff M Rochester	73.7
100	Kruger R Amsterdam	73.7
101	Tresselt G Buffalo	73.7
102	Burke M Troy	73.4
103	Haas J Schenectady	73.3
104	Atkinson S Chenango Fls	73.2
105	Harlow W Albany	73.2
106	Platt R Troy	73.1
107	Kyratziis A Albany	72.9
108	Greene L Albany	72.9

109	Herrick R Auburn	72.6
110	Lasky A Amsterdam	72.4
111	Conniff E W Babylon	72.4
112	Alaimo C Fredonia	72.3
113	Mignacci J Mechanicvil	72.3
114	Musco J Cohoes	72.2
115	Morgan D Albany	72.0
116	Slade R Syracuse	71.8
117	Ksenics G Binghamton	71.7
118	Catroppa R Scotia	71.5
119	Heintz M Syracuse	71.4
120	Case L West Seneca	71.3
121	Lajoy R Saratoga	71.1
122	Hrib G Mechanicvil	71.1
123	Westfall T Troy	71.1
124	Sloan E Troy	71.0
125	Vanderpoel J Glenmont	71.0
126	Willsey F Voorheesvil	70.8
127	Vanleuven J Avрил Park	70.6
128	Schuttig M Amsterdam	70.6
129	Jehli E Brentwood	70.6
130	Glenkowski J Troy	70.5
131	Mensing B Albany	70.3
132	Griffith P Bklyn	70.3
133	Clise B Albany	70.3
134	Tatro J Poughkeepsie	70.2
135	Phillips J Bx	70.2
136	McGuinness J Bklyn	70.1
137	Moore D Stillwater	70.1

## ASSISTANT DIRECTOR OF MEAT

INSPECTION G-26

PROM EXAM 34721

Test Held Sept. 21, '72

1	Gilmour J Delmar	86.7
2	Fish R Canisteo	84.0
3	Milks R Sodus Point	79.7

## SR HORTICULTURAL INSPCTR

PROM EXAM NO. 34794

Test Held June 3, '72

Est. Sept. 1, '72

1	Hinzmann R Napanoch	83.8
2	Sheehan T Newark	83.0
3	Filkins J Prattsburg	80.8
4	Deh P Elma	78.6
5	Cocca A Troy	78.6
6	Wilson T Newark	77.0
7	Pearl J Glens Falls	76.1
8	Brehm K Coram	74.7
9	Virkler R Barneveld	74.1
10	Palmer S Maybrook	72.8
11	Mello L Astoria	72.7
12	Davis M Buffalo	71.5

## DATA PROCESSG CONTROL CLK

EXAM 51116

Test Held May 13, '72

List Est. Sept. 19, '72

1	Betschek K Cheektowaga	87.9
2	Farnes C Buffalo	85.2
3	Hibschweiler J Buffalo	78.8
4	Hawkins B West Seneca	76.4

## SR CLERK TRANS MTCE

PROM EXAM 34783

Test Held June 3, 1972

List Est. Sept. 28, 1972

1	Cox D Pennellville	85.3
2	Bedell A Owego	85.1
3	Farry T Schenectady	85.1
4	Scott D Canandaigua E	82.8
5	Beyer M Hamburg	81.0
6	Fickelscherer E N Tonawanda	80.3
7	Kommer P Lyons	80.1
8	Harper C Fort Edwards	79.7
9	Hollister K Hornell	78.2
10	Wolff M Rochester	77.7
11	Seager J Albion	77.3
12	Koeser B Syracuse	77.2
13	Harley L Troy	77.2
14	Williams K Purdy Sta	77.1
15	Giordano S Corbetsvil	77.0
16	Roberts E Watkins Glen	77.0
17	Zimmermann M Elnora	76.6
18	Flanigan C Watervliet	76.4
19	Hayes S Binghamton	76.4
20	Robbins C Waterloo	76.3
21	Goddeau J Auburn	75.5
22	Lanning J Geneva	75.4
23	Forbes S Cohoes	74.9
24	Smith F Binghamton	74.6
25	Mulder M Albany	73.9
26	Lewosko S Frankfort	72.8
27	Zamrok J Tonawanda	72.4
28	Boltz B Portland	72.0
29	Greenfield J Hornell	71.8
30	Terranova K Rochester	71.3
31	Johnson G Bay Shore	71.2
32	Terranova D Depew	70.3

## LANDSCAPE ARCHITECT G-19

PROM EXAM 34741

Test Held April 22, 1972

List Est. Sept. 28, 1972

1	Barrow D E Syracuse	97.4
2	Tinney J Syracuse	89.8
3	Pihlblad D Bemus Point	88.0
4	Gersh L Kenmore	86.7
5	George M Poughkeepsie	84.2
6	Dunn R Gloversville	83.3
7	Zoski W Buffalo	79.3
8	Burnett R Saratoga Spg	78.3
9	Ciampa T Saratoga Spg	77.5
10	Wohlbach D Wappinger Fls	76.3
11	Buckley C Pt Jefferson	75.7
12	Ryan D Rensselaer	75.3
13	Diamond B Undilla	74.9
14	Marvel C Wading River	73.4
15	Tymczuk A Rhinebeck	73.0
16	Rienze D Coram	71.5
17	Sulitka D Jamesville	70.7

## ASSOCIATE LANDSCAPE ARCHITECT

PROM EXAM 34739

Test Held April 22, 1972

List Est. Sept. 28, 1972

1	Lewthwaite G Voorheesvil	86.0
2	McCready R Clarence	78.1
3	Newhard E Hopewell Jct	76.5
4	Stuckert W Bay Shore	76.3
5	Jensen J Latham	75.9
6	Wriden D Latham	74.5
7	Partelow L Loudonville	74.2
8	Benosky P Far Hills NJ	73.4

## ASSOCIATE ARCHITECT

PROM EXAM 34795

Test Held June 3, 1972

List Est. Sept. 28, 1972

1	Penn R Schenectady	88.4
2	Doreson N Albany	84.5
3	Davis H Albany	81.4
4	Gander E Albany	81.2
5	Thompson J Troy	80.9
6	Baker J Troy	76.5
7	Sekellick D W Sand Lake	76.0
8	Landreigan J Averill Park	73.2
9	Todorov T Schenectady	72.7

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ALBANY, N. Y. Phone IV 2-5474

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