

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXVII, No. 32

Tuesday, April 6, 1971

Price 15 Cents

ALBANY NY 12224
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PR CSEA
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New Pay Chart

See Page 9

CSEA ORDERS STRIKE POLL

— Largest Demonstration Ever — Thousands of CSEA Members From M.H. Dept. Ring Capitol To Protest Agency's Budget Cuts

ALBANY — In what local newspapers here termed "the biggest demonstration in front of the Capitol to date," thousands of Civil Service Employees Assn. members, employed by the State Mental Hygiene Dept., churned around the Capitol building for more than an hour last Monday to protest departmental budget cuts.

From the sea of placards they bore, it was evident that the demonstration was not only against personnel cuts, but also a plea to preserve quality patient care. They were joined in the demonstration by CSEA members from several other State agencies. The demonstra-

tors came from all over the State by bus, train, plane and car.

Addressing the massed crowd from the steps of the Capitol, Dr. Theodore C. Wenzl, president of the Employees Association, said, "Let us fight to save the job of every single man and

woman on the State payroll. The patients need us, the State needs us and the people need

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Sullivan Chap. Winning Fight On Its Contract

MONTICELLO—The Sullivan County chapter of the Civil Service Employees Assn. is winning its battle to get the benefits of the original contract it negotiated with the Board of Supervisors earlier this year, *The Leader* has learned. The chapter had negotiated

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Inside The Leader

Mental Hygiene Employees React to Budget — See Page 3

Crack Down on Rival Unions Started — See Page 14

Thruway Aides Win Grievance — See Page 9

Out-of-Title Work Protested — See Page 9

Hard Battle On To Save Jobs

ALBANY—In a fierce and determined effort to save the jobs of an estimated four to eight thousand State workers, the Civil Service Employees Assn.'s delegate body late last week unanimously adopted a resolution calling for a strike vote among the entire State membership of the Employee Association.

Ballots will be sent out to each individual chapter of the organization within a week.

Along with the ballots will go information concerning anticipated violations of the State contracts resulting from the layoffs.

The 1,000 CSEA delegates were called to Albany after an emergency session of the State execu-

tive committee held earlier in the week became convinced that indiscriminate budget cuts and the accompanying wholesale firings would result in a breakdown in agreements negotiated between the State and the Employees Association.

CSEA president Theodore C. Wenzl told the delegates that "In my view, the whole civil service structure in the State has been shattered by a Legislature-made earthquake. Thousands of State workers are threatened with being buried in the rubble and it's up to our organization to rescue these victims."

Wenzl's opening remarks were immediately followed by a call from Solomon Bendet, second vice-president, to unite as a single body in any action that might be necessary. "If it comes to a strike, let's remember that

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Pay Raise Passes

ALBANY—The six percent pay raise negotiated by the Civil Service Employees Assn. for State employees in the four bargaining units it represents in collective bargaining, escaped unscathed from budgetary axing last week.

Fierce reaction by delegates at its convention last month plus strenuous behind-the-scenes work was credited for the failure of a proposal to delay the salary increases for a year.

The new salary schedule that went into effect is published on page 9.

Don't Repeat This!

The 'Domino' Theory And Budget Cutting

THE so-called "Domino Theory," much in favor with a certain kind of military and diplomat mentality, is based on the suppo-

(Continued on Page 3)



Theodore C. Wenzl, left, president of the Civil Service Employees Assn., the State's largest public employee union, tells Gov. Nelson Rockefeller of the deep-seated unrest among State employees brought on by the legislative proposal to fire several thousand State workers. The two leaders met the day after more than 3,000 Mental Hygiene Dept. workers demonstrated at the State Capitol against proposed budget cuts.

FROM THE FINEST



By **EDWARD J. KIERNAN**
Pres., N.Y.C. Patrolmen's Benevolent Assn.

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

Policemen Get Older Faster

WITH RECORD-BREAKING taxes and spiralling prices making the self-created nestegg an impossible dream for most working people, good retirement plans have become more and more widely recognized as an essential part of compensation in both the public and the private sectors.

FOR POLICEMEN, however, pension benefits have always represented more than a secure old age. From the beginning, police pensions have reflected community awareness of the special hazards accepted by the men and women who make their careers in law enforcement. For that reason, police pensions have historically offered benefits beyond those provided for other government employees.

IN RECENT years this gap has steadily narrowed, and retirement benefits pioneered by the emergency services have found their way into collective bargaining agreements negotiated by other civil service groups. It is essential that highly qualified employees continue to be attracted to every category of civil service, and this can happen only if the compensation keeps pace with the times and is at least equal to what is made available in private industry.

HOWEVER, IT IS equally important that the emergency services continue to demonstrate leadership in carving out

(Continued on Page 15)

Tri-Conference Workshop Set For Kutsher's Country Club, Monticello, April 18-20

The Metropolitan, Southern and Long Island Conferences will hold their annual Tri-Conference Workshop April 18, 19 and 20 at Kutsher's Country Club in Monticello.

Conference presidents Randolph V. Jacobs of the Metropolitan Conference, Nicholas Puzziferri of the Southern Conference and George Koch of the Long Island Conference said a major national figure is expected to keynote the affair. Early reservations are advisable.

Those planning to attend may send a reservation deposit of \$10 to Kutsher's Convention Office at Monticello, New York 12701. Rates are \$33 for double occupancy for Sunday, Sunday night and Monday. Participants staying until Tuesday may do so for \$11 additional.

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DON'T REPEAT THIS!

(Continued from Page 1)

sition that if one of a group of small countries falls to a major power, the others will also fall—automatically. This is what happens if you set up a row of dominos and knock one of them down.

Whether or not this theory has merit in military or diplomatic terms, it appears to have a useful interpretation as far as budget cutting goes. The theory we will attempt to demonstrate here is that as each major cut is made in the budget, the following effects are negative rather than positive in terms of saving money.

The "domino" we will set up first is a so-called economy move—the firing of thousands of State employees. As these employees "fall," they go off the State payroll and, presumably, will begin to draw unemployment benefits. These are tax exempt benefits, of course, which in turn means another lowering of State revenue.

The second "domino" falls when these benefits run out. Many of these workers would have to apply for welfare assistance—thus enlarging the cost of a program that has been under the heaviest attack. Understand?

In another area, the State Mental Hygiene Dept. budget was, at Leader presstime, being severely cut and a good many of the personnel layoffs being proposed would come from this department. Yet, as an in-depth report in an edition of the New York Times showed last week, the greater the personnel shortage in State institutions, the longer many patients require institutional care. The end result—the cost of patient care actually soars, not to mention the sad effect on these patients who might be receiving insufficient

care due to understaffing.

Examples of budget cutting in one area causing higher costs in another could go on and on.

No one doubts that the average taxpayer is groaning under the burdens placed on his paycheck these days. But the overall eagerness to cut the budget, shown by many members of the Legislature, is not backed up by any evidence that there is an equal awareness of the final effects of these cuts after the lawmakers wield the axe and then go home.

All we can say is that the States' shrunken budget had better work or some more "dom-

inos," in the form of overzealous Assemblymen and Senators, may fall if the folks back home decide late that haste did, indeed, make waste as far as they are concerned.

Nod To Sharwell

Governor Rockefeller has chosen Dr. William G. Sharwell of Bronxville as a trustee of Westchester Community College, for a term ending in 1979. Dr. Sharwell, vice-president operations for the New York Telephone Co. succeeds Earle W. Parsons of Pleasantville, whose term expired.

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669 Atlantic Street
Stamford, Conn.

Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and second-class postage paid, October 3, 1939, at the post office at Stamford, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$7.00 Per Year
Individual Copies, 15c

— In Mental Facilities —

Short-Staffed Now, McGowan Declares, Forecasting Dangers

(From Leader Correspondent)

BUFFALO—"A single staff cut in any hospital is a threat to patient care," declared William McGowan as he led three busloads of Western New York Mental Hygiene employees to the recent budget protest session in Albany.

McGowan, the Civil Service Employees Assn. Mental Hygiene representative for Western and Central New York, led a delegation from the West Seneca State School, Buffalo State Hospital, J.N. Adam State School and the Gowanda State Hospital.

"As a result of the 'job freeze' starting in December 1970, these situations have occurred," McGowan stated in enumerating three problems:

- The children's unit at the West Seneca School has a 25 percent vacancy rate in staff positions.

- West Seneca School has a 13.9 percent staff vacancy rate overall.

- At West Seneca, of the 749 ward attendant positions—the front-line workers—145 positions are unfilled as a result of the 'job freeze.'

"The proposed budget cuts in the Mental Hygiene Dept. will make the present understaffing look good in comparison," McGowan continued. "Patient welfare," he concluded, "will be affected due to understaffing."



A group of nursing attendants tell CSEA first vice-president Irving Flaumenbaum, third from left, of their concern over the threatened closing of the BSH nursing school. Left to right

are: Marie Conyers, attendant; Veronica Edwards, senior attendant; Flaumenbaum; Mary Gardner and Prevela Walker, attendants, and Ann Chandler, CSEA field rep.

Brooklyn State Hospital Employees Stage Protest On School Closing; Flaumenbaum Sees 'Real Crisis'

By BARRY L. COYNE

Confronted with the threatened shutdown of their school of nursing by the State, employees at Brooklyn State Hospital recently staged a protest meeting to put the State Legislature on notice that such a move will arouse strong hostility and irreparably hurt the surrounding communities.

Gathered at a hastily called meeting to deal with the crisis situation, nurses and other employees from the East Flatbush community heard three speakers explain the proportions of the decision made by Dr. Alan Miller, State Mental Hygiene commissioner, who has ordered Brooklyn State and five other hospitals to cease their nursing programs as a so-called austerity measure to rescue the Governor's faltering budget.

Arranged jointly by the Brooklyn State Hospital chapter of the Civil Service Employees Assn., the school faculty and its alumni association, the meeting heard Irving Flaumenbaum, Statewide first vice-president, tear into the inequity of the de-

partment retaining some 60 deputy commissioners, who receive approximately \$35,000 each, while attempting to reduce expenses by phasing out nurse education programs.

Declared Flaumenbaum, "The hospitals are already understaffed; they cannot cover more patients than is humanly possible . . . they will then quit because of the overwork, and then we'll have a real crisis on our hands!" The CSEA officer warned that only "the pressure of votes" would make any difference to the lawmakers and administrators who now act so insensitively.

Flaumenbaum also observed that the offered alternative—to send nursing students to Long

Island University instead — would simply double the cost while creating no additional nurses for the community. He underscored the factor of Brooklyn State's attracting local people, devoted to the neighborhood's health care betterment. He also called upon the Administration to concentrate on more realistic economy measures, pointing to the South Mall as a gross waste of public funds: "\$1½ billion so far—and not finished yet!"

A Bedford-Stuyvesant attorney, James W. Hutcheson, representing State Senator Thomas Fortune, protested that nursing was becoming "a dying profession" because of the State's lack of foresight. He pleaded that there were many local residents in the below-\$10,000 bracket who would be jeopardized by any imminent public hospital closing.

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Thousands Circle Capitol Protesting Budget Cuts

(Continued from Page 1)

us," he declared.

Wenzl told the crowd, "We will not tolerate any violations of our contract with the State of New York and I just don't mean in the area of money. Lay-offs could mean extra workloads, loss of promotions, cancelled vacations, out-of-title work and a host of other contract violations."

The crowd roared its approval when he stated, "The State must cut programs, not people."

Other Statewide officers on hand were Irving Flaumenbaum, first vice-president; Solomon Bendet, second vice-president; Hazel Abrams, third vice-president; George DeLong, fifth vice-president; Jack Gallagher, treasurer, and Dorothy McTavish, secretary.

The march around the Capitol was led by the CSEA's four Mental Hygiene Dept. representatives on the Board of Directors. They are: Mrs. Julia Duffy, Salvatore Butero, Mrs. Ann Besette and William McGowan.

— By Patient —

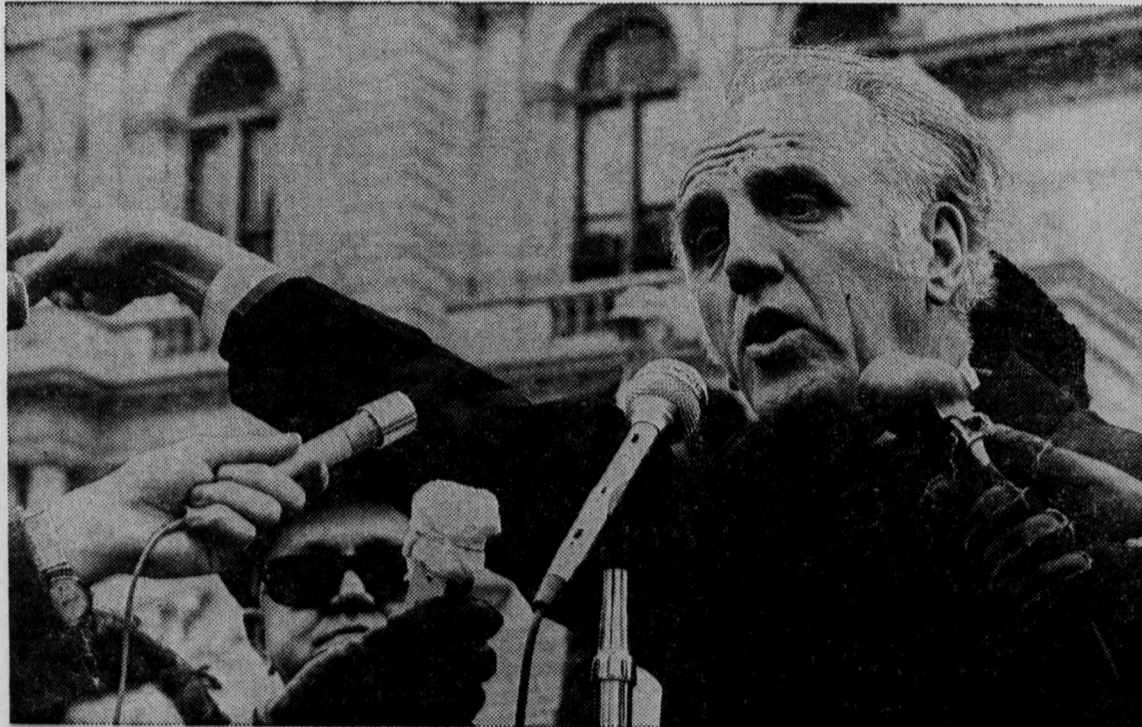
Hudson River Hosp. Attendant Succumbs Following Assault

Robert William Cullen, 37, an attendant at Hudson River State Hospital, died March 29 at St. Francis Hospital in Poughkeepsie following a fatal assault by a patient on an open ward.

A member of the Civil Service Employees Assn., Mr. Cullen was a lifelong resident of Poughkeepsie. He was veteran of the U.S. Marine Corps, serving in the Korean conflict.

Mr. Cullen is survived by his wife, Diane, also an attendant at the hospital; two daughters, Tracy Marie and Sally Anne; his mother, Mrs. Robinson Cullen, and four brothers and two sisters, all of Poughkeepsie.

Funeral services were held last Thursday and burial was in the Poughkeepsie Rural Cemetery.



'Let us fight to save the job of every single man and woman on the State payroll,' CSEA President Theodore C. Wenzl urges at CSEA demonstration against budget cuts. The protest was held in front of the State Capitol Building.

2 Fact-Finders Named For Pacts In Westchester

ALBANY—Frank McGowan of the New York City office of the State Public Employment Relations Board has been named to mediate the dispute between the Eastchester Union Free School District No. 2 (Westchester County) and the Civil Service Employees Assn. non-teaching Westchester chapter, PERB has announced.

Bruno Stein, labor economist from New York University, has been appointed fact-finder in the disputes between the Lakeland Central School District No. 1 (Westchester County) and the CSEA-cafeteria unit, and the Lakeland Central School District No. 1 and CSEA-custodial/clerical unit.

Broome Unit Members Hear Discussions On Credit Union & Contract

KIRKWOOD—Some 60 members of the Broome County unit, Civil Service Employees Assn., gathered recently at Danceland here to hear two County spokesmen advise them of where their money is coming from and what to do with any left over.

Featured speakers were Darrell Stone, a senior engineer with the County Department of Public Works and a member of the Broome County Federal Credit Union and Broome County Personnel Officer Kenneth Meade.

In his remarks, Stone outlined the advantages available to County employees participating in the credit union program and membership eligibility require-

ments.

Meade discussed the terms of the newly signed contract with the County and cited it as a "give-and-take proposition" on both sides. "No one," he said, "is ever 100 percent happy with a contract—be it labor or management. Your pact," he continued, "is, nonetheless, a good one with benefits to both sides paving the way for good labor-management relationships." Meade said the salary and fringe benefit provisions provided a good foundation for future talks. "There are problems," he said, "but they can and will be worked out."

Meade said that because various employee groups negotiate different contracts, benefits such as pension, hospital and sick provisions are not in alignment. "They should be equitable," he added, "and I hope they will be within the next few years."

Meade added that efforts were now under way to establish a full-fledged personnel department and expressed hopes that career programs will soon become an integral part of the County's operation. "This," he said, "is included in a full report with recommendations on this and other matters prepared last July."

CSEA members questioned the propriety of County Executive Edwin Crawford in deciding to delete one half-day from the personal leave time of each employee who failed to make it in to work during a recent 23-inch snowstorm. Unit president Joseph Gabor cited the decision as arbitrary and capricious, and contended the move was illegal. The time, he said, did not qualify as personal leave or compensatory time off and could, therefore, not be taken from either category. Gabor said the action is now being investigated more thoroughly.

Guests at the meeting included CSEA county field representative Richard Sroka and Binghamton State Hospital chapter president Leo Weingartner.

Central Barge Chap. Installs New Slate

BALDWINSVILLE—The Spring meeting of Canal employees region 3, sections 5 and 6, Central Barge Canal chapter CSEA, was held at the Moose Lodge here recently.

Election of officers was held at this meeting. Re-elected for a second term were: president, Chester Palega, and secretary, Francis R. Saleski. Newly elected officers include vice-president, Henry E. Zoll; treasurer, Albert G. Albro; second delegate, Francis R. Saleski, and alternate delegates, Edwin Ritter and Merlin LaVere.

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State Roster Covers 35 Computer, Lab Work Positions Lead Latest Promotion Series

When April 12 arrives, application period will end for 35 State promotional posts, all subject to written exams planned for May 22. Almost half of the group are interdepartmental, many involving either the computer sciences or laboratory technology.

Interdepartmental jobs are highlighted by these computer specialties: associate programmer, G-23; associate programmer/scientific, G-23; associate computer systems analyst, G-23; management positions in EDP, G-25, G-27; senior computer programmer, scientific, G-18; senior computer systems analyst, G-18.

Under the lab technology category, one will find: senior histology technician; senior lab technician; and senior lab technician in various specialties—biology, bacteriology, biophysics, clinical pathology, immunology; biochemistry, physiology and sanitary bacteriology. All are G-12 vacancies open to incumbent lab technicians, histology technicians and senior lab workers. A G-8 training aide title, also interdepartmental, asks for eligibles who are now at least G-3 clerks in any permanent title.

The remaining titles are presented in roster form, on the basis of title, grade and agency, also mentioning which incumbents may compete:

TITLE/GRADE/APPOINTING AGENCY	ELIGIBLE POSITIONS
Dir., Cap. Projects Bur./G-31/ DOT	Prin. Cap. Program Analyst, Prin. Program Coord. and Assoc. Transport. Analyst.
Motor Vehicle Inspec./G-13/ DOT	Motor Equip. Repairman, Motor Equip. Field Inspec. and Motor Equip. Test Mechanic.
Chief Bev. Control Inves./G-24/ ABC	Super BCI, Exec. Officer B or C, and Assoc. Auditor.
Sr. Bev. Control Inves./G-17/ ABC	BCI, Exec. Officer B or Asst. Auditor.
Super. Bev. Control Inves./G-20/ ABC	Sr. BCI, Exec. Officer D or Sr. Auditor.
Gen. Park & Pkwy. Foreman/G-14/ OPR	Park & Pkwy. Foreman, Park Supts. D, E or F, Asst. Super. of Operations; Sr. Engin. Tech., Engin. Tech., Sr. Draftsman, Draftsman.
Sr. Comp. Inves./G-15/ WCB	Comp. Investigator or Investigator.
Sr. P.W. Inves./G-16/ Labor	Public Work Wage Investigator.
Super P.W. Inves./G-20/ Labor	Sr. Public Work Wage Investigator.
Sr. Law Dept. Inves./G-21/ Law	Law Dept. Investigator.
Coord. of Aftercare/G-31/ DMH	MH Program Analyst, Psych. Social Wk. Supervisor III, or Prin. Psychologist.
Super License Inves./G-21/ State	Sr. License Inves., Sr. Inves., Bedding Consultant or Sr. Bingo Control Inves.
Sr. License Inves./G-17/ State	License Inves., Inves. or Bingo Inves.

In most cases, one year of seniority in the eligible title is prerequisite for admission to a State promotion test. Exam content is usually outlined on the exam bulletin, available in each agency's personnel unit on request. For more details, write the Department of Civil Service at 1220 Washington Ave., Albany 12226.

Rename Crangolin To Training Panel

Recently renamed is Alsace Crangolin of New Hartford as a member of the State Apprenticeship and Training Council, for a term ending in 1973. Members receive \$71 a day for each meeting called by the chairman and are reimbursed for transportation and other necessary expenses.

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STATE EXAMS SOON TO COME

As April arrives, attention will be given to some 20 interdepartmental jobs as well as more than two dozen departmental titles, each to have its promotional exam held April 24. The first group has auditor and janitorial posts included but is, by and large, clerical. Titles and grades follow:

Senior internal auditor, G-18; associate internal auditor, G-23; head janitor, G-12; chief janitor, G-16; also, principal clerk; principal clerk/payroll; principal clerk/personnel; principal clerk/purchase; principal file clerk; principal mail clerk, all G-11; principal statistics clerk; principal stores clerk; principal steno; prin. steno/law, all G-12; senior clerk/payroll; senior clerk purchase, both G-7.

Four titles exist in motor maintenance equipment work: assistant maintenance supervisor, G-15; field supervisor, G-15; foreman, G-14, and supervisor, G-19.

Ag & Markets has two openings, senior food bacteriologist and senior food chemist, both G-8, while DSC has a position of medical test assistant at G-7. Correction's foursome includes: deputy superintendent of correctional facility and superintendent of correction facility, male and female titles.

DOT needs a G-19 assistant civil engineer; also, motor equipment partsmen for its various regions. Education notes openings for two G-28 posts, supervisors of handicapped education and of educational guidance; also, principal editorial clerk and principal printing clerk, both G-11.

Vacancies exist in various Executive Dept. divisions, including: principal typist, G-11, Budget; parking services supervisor, G-23, OGS, and senior marine services representative, G-18, OPR. Health Dept. openings list associate sanitarian, G-20, and senior sanitarian, G-18. On the Labor Dept. roster: association industrial engineer, G-27; compensation investigator, G-12, and WCB administrative posts at G-27 and G-28.

Concluding the April promotional test series are these positions with SUNY: principal clerk/library, G-11; senior clerk/librarian, G-7; campus security officer, G-12; supervising campus security officer, G-15, and senior admitting clerk, G-8. The last title is confined only to the Upstate & Downstate Medical Centers.

Aside from the written tests, a number of State positions have orals scheduled for April or May. These titles fall almost totally into the management class, where applicants are questioned on the decision-making process as well as their respective specialties.

The current groups facing orals include: deputy superintendent, superintendent of correctional facility; supervisor, education of the handicapped; supervisor, educational guidance; workmen's compensation administrative positions; assistant, occupational education program planning; chief, bureau of health occupations education; director of housing planning; director transportation finance; senior municipal management specialist; supervisor, motor equipment research, and supervisor, occupation educ. planning.



BEACON GLOW — A feeling of pride radiated recently in Beacon, brought about by the successful completion of supervisory courses by a large number of Mattawean State Hospital personnel. To commemorate the occasion, each was given a "Certificate of Achievement." The group includes, in first row: Thelma Turner; Vera

Crist; Mabel Powell; Dr. Helen Zagaloff and Veronica Lonergan. Second row: Dr. W.C. Johnston, hospital director; Dr. Erdogan Takben; Herbert Kaplan; Robert Shutter; Albert Holmzer; Anthony Sparacio and Charles Burbridge. Third row: Roy Black, Carmen Piacente, Robert Alexis, John F. Sherlock, Felix Presutti, Charles White and John Hoffman.



NACC TEAM MEETS — Members of the Civil Service Employees Assn. Narcotics Addiction Control Commission negotiating team meet to discuss bargaining demands and suggestions in a recent pre-negotiations planning session held at the Silo Restaurant in Albany. Clockwise from left are: Salvatore Bonfante; James Stewart; Larry Natoli; Barbara Gallagher; Thomas J. Linden, CSEA collective bargaining specialist; Franklin Sahler, and Sally Borello.



COMMITTEE NAMED — Members of the Civil Service Employees Assn.'s new Division of Parks and Recreation departmental negotiating team meet with CSEA president Theodore C. Wenzl in Albany to discuss problems of the newly formed division, previously a part of the old Conservation Department. Seated, from left to right, are Mary Converse, Ruth Burch and William Rupp. Standing, left to right, are James Terry; Dr. Wenzl; Louis Colby, team chairman; F. Henry Galpin, CSEA assistant executive director; Bradley Moore, and Anthony Serianal.

Mediators Named For L.I. Schools

ALBANY—Mediators have been appointed by the New York State Public Employment Relations Board in contract disputes involving the Civil Service Employees Assn. and two Long Island school districts.

Named by PERB in the dispute between CSEA and the East Port School District Union Free School District No. 11 in Suffolk County was Herbert K. Lippman.

Frank McGowan was appointed as mediator in the dispute between CSEA and the Baldwin Union Free School District No. 10 in Nassau County.

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Civil Service LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

Bronx Office: 406 East 49th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

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Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y.—Charles Andrews—239 Wall St., Federal 8-8350

15c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, APRIL 6, 1971

An Unnecessary Death

ROBERT CULLEN is dead at the age of 37. He had dedicated his life to the service of his fellow man, as a Marine serving with the U. S. Marine Corps in Korea and, later, as an attendant at Hudson River State Hospital.

His widow shared the same dedication. She, too, is an attendant at the same hospital. She is left with two little daughters.

Robert Cullen died as the result of an attack by a mental patient on one of the hospital's many open wards.

We do not, of course, put any onus on this unfortunate patient.

Whether or not the attack would have occurred or the attacker subdued before the fatal injuries were inflicted had the hospital been fully staffed, is an unknown factor.

But to place other employees in jeopardy by foolishly cutting the budget in this area borders on criminal malfeasance on the part of the budget head-hunters.

The State's Mental Hygiene Dept. employees until recently had been proud of their part in making New York State the leader in treatment of the mentally ill.

We doubt that they will be as proud in the coming months if the staffing budget is cut to the point where the hospitals regress to being nothing more than the insane asylums of the past.

God forbid it ever happens.

SOCIAL SECURITY

Questions and Answers

Q. I am a widow with four young children. I expected my social security benefits to stop when I went to work full time. But I still get the same amount every month. Why?

A. With four young children, your family is still entitled to the maximum benefit amount based on your husband's earnings. Families with three or more survivors entitled to monthly benefits usually get this maximum. Since your four children continue to collect social security, your family keeps getting the same amount — the family maximum — whether you work or not. Stopping your check and increasing the amount paid to each of your children could cause an interruption in your payments. For this reason, and

to save administrative costs, the checks continue in your name.

Q. I've been getting social security checks since my husband died. My only child will be 18 in a few months. Since she plans to continue her education, I know she will keep getting social security benefits. But what happens to the check I've been getting?

A. The answer depends on your age and other factors. If you are over 60, benefits continue. Or, if you are between 50 and 60 and are disabled, you'd still get a check each month. Otherwise, your benefits will stop when your daughter reaches 18.

Q. I collect social security widow's benefits. I never worked myself. Will my survivors get a lump-sum payment when I pass away?

A. No. The lump-sum payment is only made after the worker's death, and the worker must have credit for a certain amount of work under social security.

Letters To The Editor Offers Solution To Re-Exam For Capt's Test

Editor, The Leader:

On Jan. 18, 1969, the Department of Personnel conducted a written examination for the rank of captain in the City's three police departments. The exam for the three departments was identical and consisted of 135 multiple-choice questions.

Two months after this examination was held, it was declared invalid and cancelled by the same agency that prepared it.

In explaining the action, Mr. Hoberman who was the City Personnel Director at the time, stated that the examiners of the Department of Personnel were not aware that 12 questions, constituting the entire sub-test on English usage, were readily available in a book which has been sold in the New York City area for a number of years. This, according to Mr. Hoberman, destroyed the competitive nature of the exam.

Because the matter is in litigation and will probably continue to be a subject of litigation for some time, I have written the following letter to the City Personnel Director Harry I. Bronstein, successor to Solomon Huberman, which I believe will be of interest to many readers of The Leader.

Dear Sir:

This letter is intended to bring to your attention an alternative measure concerning the matter of Katz vs. Hoberman.

A graceful alternative for all parties concerned would be a substitute examination consisting of 12 grammar questions administered to all those who participated in the Jan. 18, 1969, examination.

Legal opinions were obtained to determine whether impediments exist and I have been assured that there are none. I think that this alternative would be fair, just and less controversial.

This proposal was not suggested earlier because of doubts in the minds of a few that there were legal impediments via the matter of *CHIRONNA et al. v. WATSON et al.* (304 N.Y. 255, 107 N.E. 2d 289) decided July 15, 1952, by the Court of Appeals of New York. However, that case upon review does not affect this case in any form whatever.

Please consider this proposal and consult with your legal staff as I feel that there is much to be gained in this manner.

SALVATORE RUSSO
Lieutenant, NYCTPD
Captains Potential Association

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, April 6

9:30 a.m. (color) — Around the

Clock — "Gambling Enforce-

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Defining Types Of Schools

IN SEPTEMBER 1966, the New York City Board of Education began its program of "Intermediate Schools" with the opening of 14 pilot schools.

IN ORDER to allow for adequate staffing of the new intermediate schools, the Board of Regents of the State of New York amended the rules of the Commissioner of Education so as to permit the employment of certified teachers "for any teaching assignment, within the scope of the experiment, for which the teacher is deemed, by the Superintendent, or other legally authorized body, qualified by education and experience."

A VACANCY existed in the position of principal at one of the intermediate schools, and it was filled by the Board of Education by the appointment of an acting principal. This person did not hold a New York City license for junior high school principal nor did his name appear on any eligibility list for such a position. He was, however, certified by the New York State Education Dept. as an elementary school principal.

A PROCEEDING was commenced in Supreme Court, Kings County, by the Council of Supervisory Associations of the Public Schools of New York City against the Board of Education for the purpose of compelling the Board to make its selections of intermediate school principals from an existing eligible list originally promulgated for junior high school principals. The court held that the Board was not bound to select intermediate school principals from the junior high school lists, and therefore, dismissed the petition.

IN REACHING its conclusion, the court stated: "The intermediate school has not been created from the mold of the junior high school. Its philosophy curriculum and problems differ materially. Junior high schools were developed with the view that most students would not go on to a high school education.

"WITH THE progression of years and the broadening of perspective, more students advanced to high school education to the point where now it is the exception that one does not attain that level. Under these circumstances it was deemed necessary to prepare the student academically for high school and to adapt to a more relevant and dynamic curriculum, one which deals with the expanded horizons resulting from the vast changes in the social, political, economic and intellectual concepts and goals of this era.

"IN ADDITION, the intermediate school is designed to help change the City school patterns of racial integration. With the incoming of the fifth and sixth grade students into the intermediate school, the students' lesser maturity, learning ability, attention span and ability to adjust to a departmentalized program, create problems vastly different from those which arise with the more mature students in the seventh grade upward in junior high school. Staffing of personnel in significant positions to be able to cope with these problems and the new curriculum is a major undertaking.

"IN SUM, the intermediate school is a unique field of view in an experimental stage and is not a junior high school. Nor is it a junior high school as defined by the regulations of the Commissioner of Education and the by-laws of the Board of Education, which have been suspended in relation to experimentation with the intermediate schools. (See *Galstone v. Board of Education of City of New York*, 26 A.D. 2d 838, 274 N.Y.S. 2d 416.)

"THE ELIGIBLE list for principal of a junior high school arose, as previously stated, at a time when the intermediate school was not even planned by the Board of Education. The dates for the examination and the meeting of all the eligibility requirements for the junior high school principal license expired months prior to the putting in force of the new schools by the Board of Education's resolution. It is thus plain that the applicants for junior high school principal could not have been evaluated as to qualifications for a school as yet unborn in the minds of its planners. In addition, the plan itself reveals valid grounds for distinction between the two positions. It follows that the junior high school list was not intended to be the eligible list for intermediate school principal." (318 N.Y.S. 2d 220, Jan. 1971.)

Bills Before Legislature Affecting Civil Service

The Leader, this week, continues a listing of legislation affecting civil service employees which have been introduced into the State Legislature.

Bills which are both protection for, and adverse to, the civil service community are enumerated. A complete listing of the Senators and Assemblymen serving in Albany was published in recent editions. It will be repeated at intervals during the Legislative session in order that readers interested in specific pieces of legislation can contact their local legislators and the sponsors of the measures. The Senate bill listing is continued. However, in most cases, companion bills have been introduced in the State Assembly.

1993 LEWIS—Would require that New York City Transit Authority provide police protection on all omnibus lines either for teaching student in police sciences and its several branches, experiments and research therein and education and development on elementary, intermediate and advanced levels of persons interested in criminal justice sciences as career; creates advisory council and provides for administration and maintenance, and prescribes powers and duties of trustees. **Higher Education Com.**

2006 B. SMITH—Would establish at State University at Farmingdale, under supervision of State University trustees, State College for Administration of Justice at Farmingdale and administration and justice directly or through subsidiary public benefit corporation, including Manhattan and Bronx Surface Transit Operating Authority, by assigning radio motor patrol. **Authorities Com.**

2009 FLYNN—Would require commissioner to create bureau with responsibility to enforce provisions of Environmental Conservation Law. **Conservation Com.**

2013 FLYNN—Would exempt from jury service, auxiliary policemen as defined in S105 of defense emergency act. **Judiciary Com.**

2025 McGOWAN—Would establish 100 State scholarships to be awarded annually to police officers of municipal police dept. who at date of award and for one year next prior thereto, have been legal residents of State for attendance at community college herein approved by education commissioner, for advanced education in law enforcement methods, training and administration, which shall entitle holder to \$300 for one year; appropriates \$30,000. **Finance Com.**

2044 BERNSTEIN—Would require that every omnibus operated in intercity or suburban service where trip is more than 35 miles, be equipped with speed recording device of type approved by commission, to be calibrated by agent of commission at time of installation and each 30 days thereafter and as soon as possible after any accident in which such omnibus is involved or after operator thereof has been summoned for traffic violation while operating such omnibus. **Public Utilities Com.**

2045 GIUFFREDA—Would prescribe form of public notice of filing of school fire inspection report, to fix publication requirements, and to provide for meeting with respect to any alleged deficiencies. **Education Com.**

2053 MARCHI—Would provide for minimum sustenance supplemental retirement allowance for persons who retired before Jan. 1, 1968, as member of City Employees', City Teachers' or Board of Education Retirement System and receiving retirement allowance, to be paid commencing Jan. 1972, subject

to credit for minimum of 15 years of City service with annual retirement allowance less than \$4,000 a year, at rate of 1/2 of difference between annual retirement calculated without optional modification and \$4,000. **NY City Com.**

2054 MARCHI—Would prohibit person from being appointed to office or position as police commissioner, officer or law enforcement employee in State or political subdivision or to continue employment therein, who organizes or with knowledge of purposes thereof, becomes active member in organization advocating govt. overthrow by force or violence, practices discrimination because of race, color, national origin or ancestry or advocates genocide or organizes or becomes member of organization training its members in armed guerilla warfare, riot or civil insurrection. **Civil Service Com.**

2059 THALER—Would require that pension shall be recomputed with respect to disability pension benefits payable by reason of ordinary involuntary retirement of member of Police Pension Fund who had at least 15 years of service and whose retirement became effective between March 1, and March 31, 1959, and if determined that he is receiving less than if he had completed 20 years of service, he shall receive additional amount necessary to increase allowance to amount he would have received; requires that application be filed within 30 days hereafter. **NY City Com.**

2061 GIUFFREDA—Would define creditable service with respect to commissioner and deputy commissioners of Suffolk Co. police force for retirement purposes, as including service before Jan. 1, 1960 as full time duly appointed officer of parole board in executive dept., or probation officer of any judicial district of State or regular deputy sheriff engaged in criminal law enforcement services. **Civil Service Com.**

2063 LEVY—Would require that school district providing transportation for handicapped and mentally retarded children to and from special classes, shall also provide that in addition to driver, there shall be adult attendant where there are 10 or more such children in vehicle. **Education Com.**

2074 LANGLEY—Would provide that credit for World War II service by member of State Employees' Retirement System shall be based on time of entry into retirement system instead of into State service, with deposit into annuity savings fund to be made on or before March 31, 1972, instead of 1971, or commencing no later than such date if in installments. **Civil Service Com.**

2075 LEVY—Would require that petition for nomination of union free school district candidates for members of board of education, shall be filed with

clerk not later than 20th instead of 14th day preceding school meeting or election. **Education Com.**

2082 PRESENT—Would strike out requirement that aid to disabled shall be provided in intermediate care facility or in residential facility for mentally retarded, only if and so long as Federal aid is available therefor. **Social Service Com.**

2086 SANTUCCI—Would require New York City Transit Authority to carry and transport at one-third of regular fare, any resident of State who is 65 or over between 10 a.m. and 4 p.m. and between 7 p.m. and midnight on Monday thru Friday and at all hours on Saturdays, Sundays and holidays, with State aid for total amount of fares reduced thereby. **Authorities Com.**

2090 CALANDRA—Would provide that if payment of City Fire Dept. members on negotiated agreement entered into between agent, officer or board of City and representatives of fire dept., for moneys due for salary increases or other negotiated benefits, is not made within 60 days of notice of acceptance, interest of six percent shall accrue to each member from such date, and in case of pay for overtime or recall time, payments shall be made within 60 days of accrual date, or within time specified in negotiated agreement, with interest at six percent from such date. **Cities Com.**

2093 KNORR—Would allow representatives of City Firemen's Pension Fund member who dies during service or retires after July 1, 1970, annual sum of 20 percent of annual salary earned by member on date of death, or if death occurs after

retirement, 20 percent of salary earned on retirement date, instead of \$600. **NY City Com.**

2094 MARCHI, GALIBER—Would grant member of City Employees' Retirement System whose membership was terminated by attaining membership in City Fire Dept. Pension Fund, Art. 1B, and who had withdrawn contributions to City system, credit in such fire fund for prior creditable City service by paying thereto, contributions required to have been paid in Employees' Retirement System for such service, within one year, with such prior service counted as service as firemen only for determining amount of pension or retirement allowance. **NY City Com.**

2103 GALIBER—Would strike out provision that employer may withhold wages of employee serving as juror, during period of jury service, and to require employer to pay wages during period of service, less fee or compensation paid to employee for serving as juror. **Judiciary Com.**

2109 McGOWAN—Would allow widow of deceased State retired teacher who retired before July 1, 1961, and elected to receive benefits with continued benefits to widow, monthly supplemental pension which when added to monthly retirement allowance or pension shall equal \$200 and for those receiving primary benefits under social security and disability insurance, monthly supplement to total \$175. **Civil Service Com.**

2110 McGOWAN—Would provide that with respect to industrial life and industrial accident and health insurance contracts, on or after 30th day after effective date hereof, no life, non-cancellable disability, hospital

expense insurance contract in New York, shall lapse because of default in payment of premium during strike of insurance agents employed by insurance carrier doing business in State, if collection of premium was, at or before commencement of strike, duty, charge or obligation of insurance agents, according to records, books, instructions, practice or organization of carrier, and insurance agents are represented for purposes of collective bargaining by labor organization recognized or certified or having been party to collective bargaining agreement with carrier; defines lapse, premium strike and term during strike. **Insurance Com.**

2111 McGowan—Would provide that with respect to limitations of expenses of life insurance and annuity business and

(Continued on Page 10)

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. — Shirley Jefferson, Plaintiff, against James Jefferson, Defendant. — Index No. 3585-71. — Plaintiff designates Bronx County as the place of trial. — ACTION FOR ABSOLUTE DIVORCE. — Summons. — Plaintiff resides at 1685 Bryant Avenue, County of Bronx.

To the above named Defendant: You are hereby summoned to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, Bronx, New York, February 10, 1971.

HOWARD F. TRUSSEL, Attorney for Plaintiff, Office and Post Office Address: THE LEGAL AID SOCIETY, 1029 East 163rd Street, Bronx, New York 10459. (Walter S. Jennings, of Counsel.)

TO: JAMES JEFFERSON The foregoing summons is served upon you by publication pursuant to an order of the Honorable Max Bloom, a Justice of the Supreme Court of the State of New York, dated the 9th day of March, 1971, and filed with the complaint and other papers, in the office of the Clerk of the County of the Bronx, at Bronx, New York, New York.

The object of this action is for a divorce, based on the ground of abandonment of the plaintiff by the defendant for a period of two or more years.

Dated: Bronx, New York, March 23, 1971.

HOWARD F. TRUSSEL, Attorney for Plaintiff, Office & P.O. Address: The Legal Aid Society, 1029 East 163rd Street, Bronx, New York 10459. (Walter S. Jennings, of Counsel.)

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX.

DOTTICE THOMAS, Plaintiff against VICTOR THOMAS, Defendant. — Index No. 5839/1970. Plaintiff designates Bronx County as the place of trial. The basis of the venue is residence of plaintiff.

SUMMONS WITH NOTICE. — Plaintiff resides at 754 Oakland Place, County of Bronx. — ACTION FOR A DIVORCE.

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

Dated, New York, Oct. 28th, 1970.

JACOB BELLER, Attorney for Plaintiff, Office and Post Office Address 1451 E. Gun Hill Road, Bronx, New York 10469 379-1233

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds Abandonment of the plaintiff for more than two years.

TO: VICTOR THOMAS The foregoing summons is served upon you by publication pursuant to an order of HON. MAX BLOOM, Justice of the Supreme Court of the State of New York, dated March 9th, 1971, and filed with the supporting papers in the office of the Clerk of Bronx County, at Bronx, New York.

Dated, New York, March 12th, 1971. JACOB BELLER, Esq. Attorney for Plaintiff, Office and Post Office Address 1451 E. Gun Hill Road, Bronx, New York 10469 379-1233

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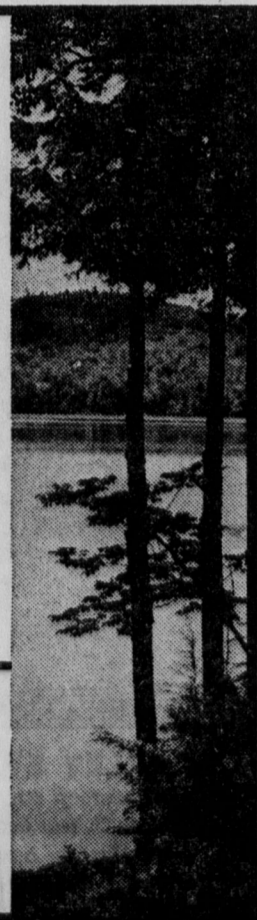
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CSEA Aids 4 Members Win Job Rating Revision From Region 10, D of T

CENTRAL ISLIP—Four Department of Transportation employees in Region 10 here have successfully changed their job ratings from "unsatisfactory" to "satisfactory" with the help of the Civil Service Employees Assn.

CSEA field service assistant Roger Cilli told The Leader that in representing the men at a hearing of the Performance Hearing Board, he proved that certain irregularities existed in the performance ratings.

Cilli said, "The person who rated the workers had been transferred to Region 10 from another area in August 1970, and so was not qualified to rate these men for the whole year. Furthermore, the men were never advised periodically of the performance rating rules.

"CSEA went to bat for these employees," Cilli said, "because the ratings of 'unsatisfactory' were indeed unfair to them. We don't want to see any employees get a raw deal, and in this case, it is clear that the unsatisfactory ratings were not deserved."

Back Overtime Won For Newburgh T'wy Workers By CSEA

NEWBURGH — The Civil Service Employees Assn. has won a major grievance, involving overtime in behalf of several Thruway employees who work out of the Newburgh Maintenance Shop.

The employees were called in to work overtime on several Saturdays, CSEA sources said, and told they would work for eight hours, be paid for eight hours and receive a meal allowance.

The employees, however, worked only six hours on each Saturday, and were denied a meal allowance.

Howard Mance, CSEA shop steward at the Newburgh Maintenance Shop, initiated a grievance against the Authority, assisted by Al Vitanza of the New York Division. Vito Dandrea, Thruway representative on CSEA's Board of Directors, represented the affected employees through all four stages of the grievance, with the help of Mance and Vitanza.

The Thruway Board ruled March 15 that the men would be paid for eight hours' work for each Saturday worked and would also receive the meal allowance that they originally were denied. They will receive the back pay in their April 21 paychecks, Thruway sources said.

Mangum Made Judge; Orlando To Bench

ALBANY—Robert J. Mangum, State commissioner of human rights, and former State Supreme Court Justice Adolph C. Orlando have been nominated by the Governor to become Judges of the State Court of Claims. Mangum was named to succeed retiring Judge Caroline Simon for a term expiring next March 30. Judge Orlando was named to succeed retiring Judge Gustave G. Rosenberg for a term expiring June 2, 1978.

Dobstaff & Milling Demand W. Seneca Update Pay Study

(From Leader Correspondent)

WEST SENECA — The president of the West Seneca unit of the Civil Service Employees Assn. has appealed along with a CSEA field representative for an adjustment in the "job inequities" in a two-year-old wage study program.

Robert Dobstaff, president of the 100-member unit, made the appeal to the Town Board with the help of Robert A. Milling, field representative in Erie and Niagara Counties.

The wage study was undertaken by the town at the prompting of the CSEA, but, the CSEA officials argued, salaries contained in the study have been outdated with time.

The Town legislators, meeting behind closed doors, agreed that "apparent inequities" existed and pledged to consider adjusting the "most glaring inequities."

Lanigan Lines Up Public Health Post

Governor Rockefeller has announced the appointment of Charles T. Lanigan of Glenmont to the State Public Health Council for a six-year term.

Lanigan, currently chairman of the Republican State Committee, was a member of the Health Planning Commission during his term as director of the State Office of Planning Coordination, a post he held from 1967 until 1969.



A-G ADMINISTERS OATH: Taking the oath of office from State Attorney-General Louis J. Lefkowitz are the incoming officers of the Columbia Assn. of State Employees, Inc. From left are: Lefkowitz; Michael V. Magro, Association president; Alexander J. Severi, board

chairman; Frank Garofolo and John Alliegro, vice-presidents; James Princiotta, counsel; Antoinette Infortunate, vice-president; Vera Windle, recording secretary; Pasquale Longarzo, treasurer; Domineck Polimeni, vice-president, and Michael Bartolomeo, sergeant-at-arms.

Binghamton School Unit Honors 4 Retirees At Annual Banquet

(From Leader Correspondent)

JOHNSON CITY — More than 400 Civil Service Employees Assn. members, friends, officials and dignitaries paid homage to four Binghamton school employees recently retired who, among them, had served their school district for more than 124 years.

The occasion was the third annual dinner-dance hosted by CSEA's Binghamton City School District unit, under the direction of president Steve Caruso.

Foremost among the retirees was Mrs. Genevieve Driscoll, an employee of the District for more than 46 years and a member of the CSEA unit since its inception in 1960.

Mrs. Driscoll has served the School District under four superintendents to rise to become manager of the District's book room.

In addition, she has served the

Binghamton City School unit as its ad-hoc committee member during its birth in the District, as a member of the salary committee, the nominating committee and the salary and benefit committee as chairman.

More than 70 special guests joined the others present as CSEA officials from State president Dr. Theodore Wenzl to local CSEA representatives paid tribute to her years of service as a civil servant and member of the CSEA.

Also honored for their long and devoted service were Matilda Hein, purchasing agent, who retired in 1970 after almost 38 years; Mrs. Mary Mack, Binghamton Central High School matron, and painter Angelo Scimbe, who also retired last year—Mrs. Mack with over 28 years; Scimbe with almost 13 years.

All were honored with checks and certificates from CSEA of-

ficials in recognition of their devotion to duty and keys to the City of Binghamton by Mayor Alfred Libous.

In addition, Mrs. Driscoll was presented with a bouquet of flowers from the unit by Caruso, a special unit gift of luggage, and mementos from several other friends.

In his remarks, Binghamton School Superintendent Richard McLean told the audience that in honoring the retirees, those present were in reality "honoring themselves, because we are all parts of the same project. The School District," he said, "cannot function without people like you."

Mrs. Driscoll and the other retirees were also praised by Wenzl and Libous for their past achievements and devotion, not only to the CSEA, but to the children whom they serve.

Speaking for those honored, Mrs. Driscoll told the audience: "This is a moving, wonderful experience." In quiet, almost whispering tones, Mrs. Driscoll added that she "never dreamed such a thing could ever happen to me and I'm not sure I'm not dreaming now."

"The past," she said, "has been filled with rewards and represents a dazzling kaleidoscope of memories." She added her thanks "for the memories."

Plan Apr. 7 Parley With OGS Officials

ALBANY — The Civil Service Employees Assn.'s negotiating team for employees of the Office of General Services (OGS) will meet tomorrow, April 7, at 1:30 p.m. with agency officials.

The session will be held at 143 Washington Ave., Albany, preceded by a luncheon for members of the CSEA team at the Ambassador Restaurant, 27 Elk St., Albany, at noon.

Members of the CSEA team are Douglas Barr, Yvonne Mitchell, Andrew Valenti, Elaine Ret, Walter Coulter, Gregory Tobin and Boris Kramarchyk. CSEA collective bargaining specialist John J. Naughton Jr. is assisting the team in negotiations.



HR PARLEY STARTS — The State Division of Human Rights has begun its round of bargaining with the negotiating team of the Civil Service Employees Assn. chapter. Seated, from left, are: Commissioner Florence V. Lucas; executive director Frank Feno; Arnold L. Steigman,

executive officer, and Paula Didio, personnel officer. CSEA bargainers, standing, are: W. Reuben Goring, Sal Guariseo, delegate; Ben Witherspoon, field representative; Anson W. Wright, associate program analyst, and Tom W. Barron, senior field representative. Participants review an outline of ground rules for negotiations.

CSEA Wins Overtime Grievance Tax Examiners Demand' Against Thruway Authority; No State Immediately End Part-Time Fill-Ins For Jury Duty Out-of-Title Assignment

CIVIL SERVICE LEADER, Tuesday, April 6, 1971

UTICA — Full-time Thruway employees will now be called in to work on an overtime basis when replacements are needed for employees who are on jury duty, due to a favorable decision handed down by Edward Jones, the hearing officer at a third-stage grievance procedure initiated by the Civil Service Employees Assn.

The grievance was filed by CSEA because the Thruway Authority refused to consider jury duty as administrative leave, thereby authorizing the hiring of part-time or short-term employees to fill in for employees called up for jury duty. CSEA contended that jury duty has always been included under administrative leave, and was therefore covered by the "past practices" clause of the CSEA-Thruway contract. CSEA also held that under administrative leave, regular full-time employees must be called in on an overtime basis to fill in for the employee who is absent because of jury duty.

The hearing officer also stated that he would recommend to William E. Tinney, the assistant executive director for employee relations for the Thruway Authority, that civil defense leave and time off for civil service examinations would also be considered as administrative leave.

George Bastedo, president of the Syracuse Thruway Division CSEA chapter, who with Carmen Chambrone, shop steward, processed the grievance, said, "In my opinion, it was a very wise decision on the part of the hearing officer to include these other areas of authorized leave in his recommendations to the Authority. We brought them up at this hearing merely as references for this particular case, but had planned to pursue them as separate grievance counts in the near future. As it is, both CSEA and the Authority have been saved a good deal of time and expense by putting them forward now.

"I have found Vito Dandrea, chairman of the special CSEA committee on Authorities, to be the greatest help in the planning stages as well as in the presentation of the case at the hearing, and that he has contributed much toward bringing them to a successful conclusion."

Joseph P. Ready, CSEA collective bargaining specialist who aided the Utica employees in the processing of their grievance, said, "It is a real possibility that Jones' determination in this hearing could set a major precedent for all future cases involving administrative leave, since a complete definition of administrative leave has never been set down."

Apr. 15 Session Pending For Insur. Fund Team

The State Insurance Fund Negotiating team of the Civil Service Employees Assn., Inc. will meet Thursday, April 15, at 9:30 a.m. at 199 Church St. here.

Members of the committee are: Vincent F. Rubano, Grace Hillery, Casey Wilbert, Nat Goldstein, Helen Bynum, W. F. Call, Adele Padgett and Randolph V. Jacobs.

W. Reuben Goring, CSEA collective bargaining specialist, is assisting the team in negotiations with the Insurance Fund.

N. Tonawanda CSEA Unit Leading The Way For All City Contracts

(From Leader Correspondent)

NORTH TONAWANDA — Declaring that "CSEA again was the first to sign a contract and lead two other groups bargaining with the City for a settlement," leaders of the Civil Service Employees Assn. approved a two-year contract for 100 municipal employees of this Niagara County community. Robert A. Milling, field representative who guided the negotiations for the CSEA, said the settlement proved that other municipal employee units "are waiting until CSEA settles and then following the CSEA lead with alarming regularity."

The contract provides a 7½-percent across-the-board pay raise the first year and a 7 percent across-the-board hike the second year, with \$550 minimums both years.

It also calls for added Blue Cross and Blue Shield benefits and better vacation policies than contained in the previous contract.

The contract also includes an additional holiday for workers,

Lancaster Highway Employees Gain 15% Pay Hike In New Pact

(From Leader Correspondent)

LANCASTER — More than 50 Highway Dept. employees in this Erie County community have approved a Civil Service Employees Assn.-negotiated contract calling for pay hikes of 7¼ percent each of the contract's two years—a total of 15 percent over the contract life.

The pay hikes work out to a 25-cent-an-hour pay hike the first year and a 26-cent-an-hour the second year.

Increased health benefits, better retirement plan and a \$20,000 death benefit were also contained in the contract.

Other benefits included an increase to three the number of personal days, higher pay rate for temporary work in higher job classifications, expansion of accumulated sick days allowed to 90 days the first year and 120 days the second year, a seniority policy for use in promotions and overtime, elimination of week end standby duty and town printing of the contract for distribution to CSEA members.

Ronald Raczkowski, president of the unit, was the chief bargainer.

plus a longevity scale of \$150 per year after 10 years' service, \$200 per year after 15 years' service and \$250 per year after 20 years' service.

The City also agreed to a job inequity study requested by the CSEA, an insurance deduction benefit, improved probation system, return seniority for less than one-year absence and improved notification system for time off.

Edward Selover, president and the unit's chief negotiator, complimented the bargaining team for "the first time in my long association with the CSEA that I saw a contract ratified without a single dissenting vote."

An irate group of State tax examiners met recently in an emergency session with Solomon Bendet, president of the New York City chapter, Civil Service Employees Assn., to protest the "illegal downgrading of our duties" to those of tax collectors.

CSEA Successful In Member's Defense On Dual-Pay Charge

ALBANY — Civil Service Employees Assn. assistant executive director F. Henry Galpin has cited a favorable decision handed down recently in a case handled under CSEA's legal assistance program as "Just one more example reaffirming the vast importance of this program."

CSEA regional attorney Earl Boyle, of Boyle & Grosso, defended the CSEA member, and proved him innocent of certain charges before the case came to a hearing.

A senior boys work supervisor in the New York State Division for Youth, the member was charged by the Division with accepting pay from an employer involved in the Division's work program while on duty supervising boys employed under the program.

The charges were dismissed after Boyle presented clear evidence that they had no basis in fact, and that the Division

"While we are receiving the salary of our permanent title, we have been transferred to duties which required us to call upon delinquent tax accounts—clearly out-of-title work." Further, some examiners charged that they were being required to perform the duties of collecting sales taxes from cigarette dealers, a job which generally calls for the assignment of armed peace officers.

Two resolutions which were passed by the delegation urged that:

- The CSEA be requested to institute a legal proceeding immediately to stop the out-of-title work on the grounds that no emergency exists and that pending the outcome of the suit a temporary injunction be secured;
- A grievance be instituted immediately with the Office of Employer Relations charging a breach of contract in connection with this situation.

employee had received pay from the employer in question, but only for hours worked when he was not on duty for the Division for Youth.

SALARY GRADES SCHEDULE NEW YORK STATE CLASSIFIED SERVICE

(Covering competitive, non-competitive, and labor class positions in the classified civil service) EFFECTIVE APRIL 1, 1971

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	RATES OF COMPENSATION					Longevity Step	Extra Longevity Step
				First Year	Second Year	Third Year	Fourth Year	Fifth Year		
1	\$4,595	\$5,451	\$214	\$4,595	\$4,809	\$5,023	\$5,237	\$5,451	\$5,665	\$5,879
2	4,781	5,677	224	4,781	5,005	5,229	5,453	5,677	5,901	6,125
3	5,023	5,967	236	5,023	5,259	5,495	5,731	5,967	6,203	6,439
4	5,262	6,254	248	5,262	5,510	5,758	6,006	6,254	6,502	6,750
5	5,520	6,564	261	5,520	5,781	6,042	6,303	6,564	6,825	7,086
6	5,829	6,921	273	5,829	6,102	6,375	6,648	6,921	7,194	7,467
7	6,164	7,304	285	6,164	6,449	6,734	7,019	7,304	7,589	7,874
8	6,518	7,702	296	6,518	6,814	7,110	7,406	7,702	7,998	8,294
9	6,890	8,130	310	6,890	7,200	7,510	7,820	8,130	8,440	8,750
10	7,294	8,590	324	7,294	7,618	7,942	8,266	8,590	8,914	9,238
11	7,729	9,081	338	7,729	8,067	8,405	8,743	9,081	9,419	9,757
12	8,170	9,582	353	8,170	8,523	8,876	9,229	9,582	9,935	10,288
13	8,659	10,135	369	8,659	9,028	9,397	9,766	10,135	10,504	10,873
14	9,167	10,711	386	9,167	9,553	9,939	10,325	10,711	11,097	11,483
15	9,701	11,309	402	9,701	10,103	10,505	10,907	11,309	11,711	12,113
16	10,255	11,935	420	10,255	10,675	11,095	11,515	11,935	12,355	12,775
17	10,844	12,608	441	10,844	11,285	11,726	12,167	12,608	13,049	13,490
18	11,471	13,327	464	11,471	11,935	12,399	12,863	13,327	13,791	14,255
19	12,103	14,043	485	12,103	12,588	13,073	13,558	14,043	14,528	15,013
20	12,734	14,762	507	12,734	13,241	13,748	14,255	14,762	15,269	15,776
21	13,422	15,538	529	13,422	13,951	14,480	15,009	15,538	16,067	16,596
22	14,154	16,362	552	14,154	14,706	15,258	15,810	16,362	16,914	17,466
23	14,915	17,219	576	14,915	15,491	16,067	16,643	17,219	17,795	18,371
24	15,719	18,111	598	15,719	16,317	16,915	17,513	18,111	18,709	19,307
25	16,599	19,091	623	16,599	17,222	17,845	18,468	19,091	19,714	20,337
26	17,483	20,079	649	17,483	18,132	18,781	19,430	20,079	20,728	21,377
27	18,438	21,126	672	18,438	19,110	19,782	20,454	21,126	21,798	22,470
28	19,420	22,208	697	19,420	20,117	20,814	21,511	22,208	22,905	23,602
29	20,453	23,349	724	20,453	21,177	21,901	22,625	23,349	24,073	24,797
30	21,534	24,526	748	21,534	22,282	23,030	23,778	24,526	25,274	26,022
31	22,691	25,787	774	22,691	23,465	24,239	25,013	25,787	26,561	27,335
32	23,913	27,109	799	23,913	24,712	25,511	26,310	27,109	27,908	28,707
33	25,221	28,509	822	25,221	26,043	26,865	27,687	28,509	29,331	30,153
34	26,577	29,969	848	26,577	27,425	28,273	29,121	29,969	30,817	31,666
35	27,966	31,454	872	27,966	28,838	29,710	30,582	31,454	32,326	33,198
36	29,384	32,972	897	29,384	30,281	31,178	32,075	32,972	33,869	34,766
37	30,932	34,624	923	30,932	31,855	32,778	33,701	34,624	35,547	36,470
38	28,840+									

+ Additional annual increment provided to employees who have rendered continuous and satisfactory service for five years after having attained the maximum salary of their grade.
 + Second additional annual increment provided to employees who have rendered continuous and satisfactory service for ten years after having attained the maximum salary of their grade.

Bills Before Legislature

(Continued from Page 7)

debit life insurance, total field expense limit and total debit life insurance expense limit shall not affect, qualify or limit right of labor organization within meaning of Labor Management Relations Act, 1947, which represents employees in industry affecting commerce and employer whose activities affect commerce, from negotiating for or reaching agreements which would be valid if there were no total field expense limit provided herein upon rates of pay and wages to be paid insurance agents, including rates of commission for sale of life insurance. **Insurance Com.**

2119 FLYNN — Would strike out provisions that credit for certain service as fireman, policeman or officer shall be credited only as police or fire service with respect to firemen, policemen, or officers of fire dept. or police force electing to contribute to policemen's and firemen's retirement system on basis of optional 25 year retirement plan. **Civil Service Com.**

2120 FLYNN — Would authorize employer, in addition to any other benefit described herein relating to optional 20 year retirement plan for certain firemen

and policemen, to adopt resolution and file certified copy with comptroller whereby, upon completion of more than 20 years of service and upon retirement after filing date, each member contributing on basis hereof shall receive for each completed year of service in excess of 20, but not more than 10 such years, additional pension equal to 1/60th of final average salary. **Civil Service Com.**

2124 FERRARO — Would require NY City Transit Authority to employ and assign at least one change attendant at all entrances and exits to stations 24 hours a day. **Authorities Com.**

2125 FERRARO — Would require that eligible list for appointment to position of assistant to principal-supervision of music in junior high schools in NY City promulgated on April 27, 1967, be extended until April 27, 1972. **Education Com.**

2126 FERRARO — Would require that Secretary of Senate and Clerk of Assembly cause to be published, verbatim transcript of full proceedings of each daily session of Senate and Assembly in such form as may be provided by rules of each House, with secretary and clerk to make available additional copies to any NY citizen, desiring, if citizen pays fee to cover copying, handling and mailing costs; appropriates \$200,000. **Finance Com.**

2135 OHRENSTEIN — Would require that every uniformed member of police force and every plainclothes police officer of force assigned to crowd control duty, be furnished identification tag by comr. upon which name and rank of officer shall be inscribed, with size and lettering of tag to be prescribed by comr., and to make other provisions as

to display thereof. **NY City Com.**

2138 OHRENSTEIN — Would create legislative interns commission of 4 members, none of whom to be members or employees of Legislature, with Speaker and Minority Leader of Assembly, president pro tem and minority leader of Senate, to each appoint one member, which shall designate 20 legislative interns, with five to be assigned to office of speaker, five to office of president pro tem of Senate, and five each to Minority Leaders of Senate and Assembly, respectively. **Finance Com.**

2142 BOOKSON, BLOOM — Would require employer to permit every devout employee to stay away from place of employment and to refrain from engaging in any activity related to employment, on holy day of employee's faith, or to allow him to cease performance of duties and leave place of employment in time to arrive home or place of worship before commencement of holy day; makes other provisions as to prohibiting discrimination, and as to notice in advance as to such holy day. **Codes Com.**

2147 FERRARO — Would provide that provisions authorizing member of City Employees' Retirement System to be credited with period of City service previous to beginning of his present membership through process of double deductions paid into annuity savings fund, shall apply to service as member of Legislature of NY while representing Senate or Assembly District situated within NY City before Jan. 1, 1972, instead of 1959. **NY City Com.**

2148 FERRARO — Would re-

quire that eligible list for appointment to position of assistant to principal-supervision of social studies in junior high schools in NY City promulgated on April 12, 1967, be extended until April 12, 1972. **Education Com.**

2157 McGOWAN — Would declare that fiscal and financial records, agreements and contracts of every authority and commission continued and created by public authorities law, are public records and shall be open subject to reasonable regulations to be prescribed by officer with custody, to inspection of any citizen. **Authorities Com.**

2159 McGOWAN — Would authorize administrative officer in charge of State institution to request chief executive officer of municipality in county where institution is located, to assign and make available for duty and use on such State property, any part of forces and equipment of municipal police dept., with municipal officer authorized to grant such request, and with state to assume liability for damages arising out of any act performed in rendering such aid and reimburse municipality for moneys paid for salaries and other expenses. **Cities Com.**

2162 McGOWAN — Would require that whenever prisoner is transferred from State penal institution to city or county hospital or other institution for medical care, State shall pay to city or county operating such hospital or institution, actual per day cost for such medical care in addition to reimbursement provided in Section 601-c. **Crime Com.**

2177 OHRENSTEIN — Would require police comr. in NY City, to provide for training of members of force on probationary status for special assignments to

serve only on tours of duty in case of strikes, riot, conflagrations, demonstrations, marches, parades or similar occasions when large crowds assemble, or other emergencies, or on election day, or for changing tours of duty so that members may be continued on duty for such hours as may be necessary, with probationary force members to be held in reserve. **Health Com.**

2187 BOOKSON — Would deny pension and retirement system benefits for State and municipal officers and employees for criminal misappropriation of public funds or property, for felony as to conduct of office or employment, or for crime involving violation of oath of office, and to fix other provisions as to retention of retirement rights and information on application. **Civil Service Com.**

2189 BOOKSON — Would require that records of state, local govts., public authorities and other public corporations, and all depts., agencies and instrumentalities thereof, shall be public records open to inspection, with certain exceptions as specified. **Finance Com.**

2208 GREENBERG — Would create within State University of New York, New York State Institute on Management of the Arts, which shall provide center for research, training and information on arts and management sciences, and may conduct classes both credit and noncredit therein, organize, inter-disciplinary groups of scholars, convoke seminars involving scholars and managers, establish central library, publish books and periodicals, and provide such assistance as may be requested by cultural institutions in State in improving management and operations; appropriates \$100,000. **Finance Com.**

2209 GORDON — Would authorize fiscal officer of municipal corporation to deduct from compensation of employee who purchases from insurance company authorized to do business in State, insurance contract providing for annuity payments to employee, amount for payment of premiums as may be specified in writing filed with such officer, and to transmit same to insurer. **Cities Com.**

2218 CONKLIN — Would provide that in case policeman of City of 200,000 or more is killed or dies from injuries received in performance of duties, widow, or if none, dependent children or parents shall be paid \$25,000 by City, in addition to other benefits. **Cities Com.**

2218 CONKLIN — Would require that accumulated and unused terminal leave time, accrued vacation, vacation time and overtime, or recall time standing to credit of member of City police force at time of death, shall be paid to member's estate or nominated beneficiary, at annual rate of salary payable to member on date of death; excepts members of State Policemen's and Firemen's Retirement System. **Cities Com.**

220 CONKLIN — Would define final compensation for retirement benefits for policemen in cities, as annual compensation earnable for services as policeman on date of retirement, instead of average annual salary or wages for services earned from date of minimum period to date of retirement. **Cities Com.**

2221 CONKLIN — Would allow member of City Police Pension Fund for each additional year of

(Continued on Page 15)

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Civil Service T.V.

(Continued from Page 6)

- ment." NYC Police Dept. training series.
- 1:00 p.m. — American Govt. — "The Buck Stops Here."
- 1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 4, "Comprehensive Care, Part III." Refresher course for nurse.
- 3:30 p.m.—Staten Island Today.
- 5:30 p.m.—Saving the City's Landmarks — H. Goldstone, chairman, Landmarks Commission.
- 7:00 p.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

Wednesday, April 7

- 9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.
- 1:00 p.m. — American Government—"Invitation to Conflict."
- 1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
- 2:30 p.m.—Police Commissioner Reports—NYC Police Dept.
- 3:00 p.m.—Return to Nursing—No. 5, "The Nursing Care Plan." Refresher course for nurses.
- 7:00 p.m. (color)—On the Job—NYC Fire Dept. training program.
- 8:00 p.m.—Urban Challenge — NYC Human Rights Comm. Eleanor Holmes Norton.

Thursday, April 8

- 9:30 a.m. (color)—Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
- 2:30 p.m.—Police Commissioner Reports—NYC Police Dept.
- 3:00 p.m.—Return to Nursing—No. 5, "The Nursing Care Plan." Refresher course for nurses.
- 7:00 p.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

Friday, April 9

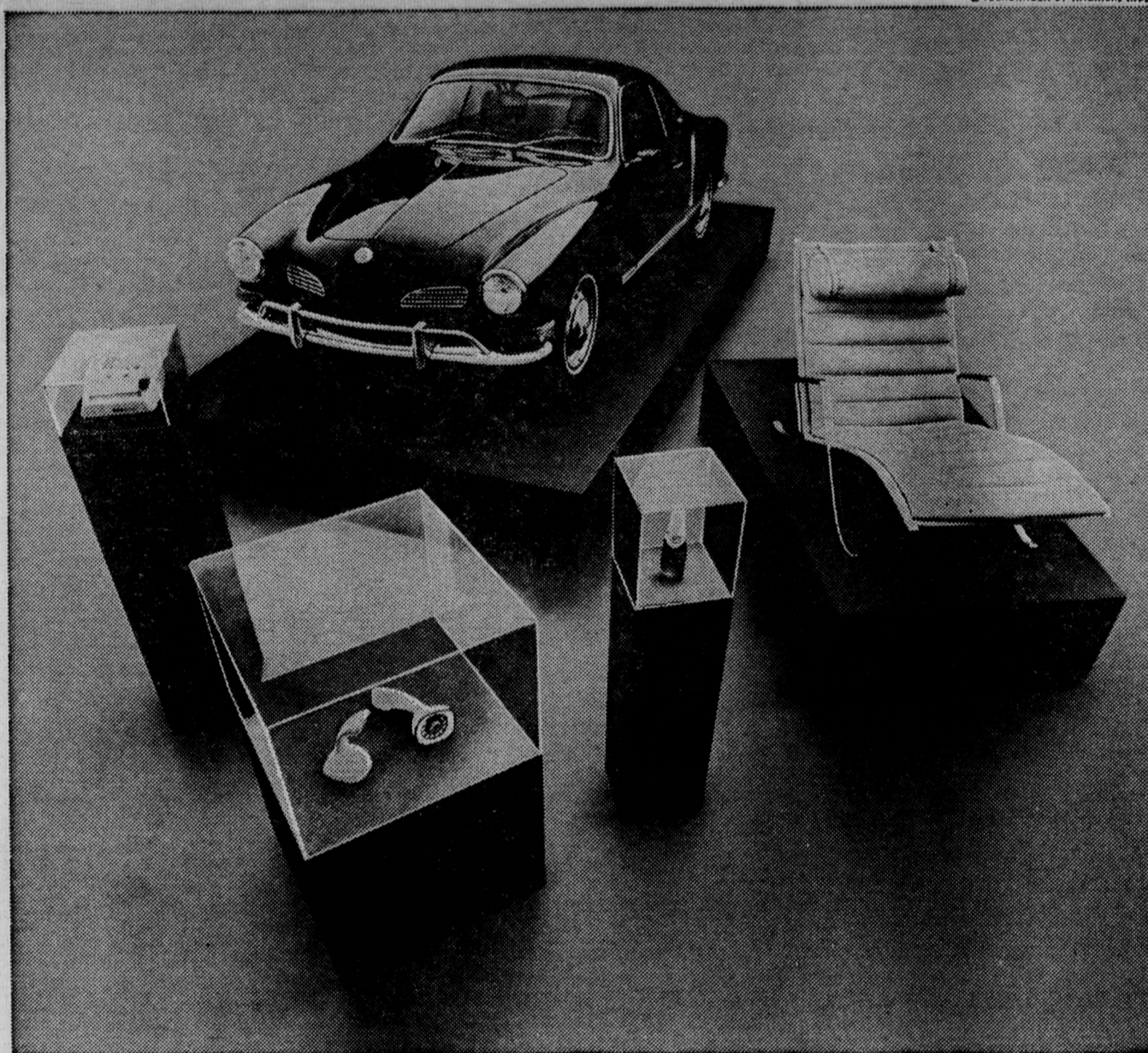
- 9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.
- 11:00 p.m. (color) — Community Feedback — "Role of Police in a Democratic Society."
- 1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
- 10 p.m. — Urban Challenge — NYC Human Rights Comm.—Eleanor Holmes Norton.

Saturday, April 10

- 1:00 p.m.—Community Action: "Social Services."
- 10:30 p.m. (color) — With Mayor Lindsay — Weekly interview with the Mayor.

Monday, April 12

- 9:30 a.m. (color) — Around the Clock — "Gambling Enforcement Review." NYC Police Dept. training series.
- 2:30 p.m.—Police Commissioner Reports — NYC Police Dept. series.
- 3:00 p.m.—Return to Nursing—No. 6, "Medications." Refresher course for nurses.
- 7:00 p.m. (color)—On the Job—"Apparatus Incidents." NYC Fire Dept. training series.



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Bless you.

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 Bayside Bay Volkswagen Corp.
 Binghamton Roger Kresge, Inc.
 Bronx Avoxe Corporation
 Bronx Bruckner Volkswagen, Inc.
 Bronx Jerome Volkswagen, Inc.
 Brooklyn Aldan Volkswagen, Inc.
 Brooklyn Economy Volkswagen, Inc.
 Brooklyn Kingsboro Motors Corp.
 Brooklyn Volkswagen of Bay Ridge, Inc.
 Buffalo Butler Volkswagen, Inc.
 Buffalo Jim Kelly's, Inc.
 Cortland Cortland Foreign Motors
 Elmsford Howard Holmes, Inc.
 Forest Hills Luby Volkswagen, Inc.
 Fulton Fulton Volkswagen, Inc.
 Geneva Dochak Motors, Inc.
 Glens Falls Bromley Imports, Inc.
 Hamburg Hal Casey Motors, Inc.
 Harmon Jim McGlone Motors, Inc.
 Hempstead Small Cars, Inc.
 Hicksville Walters-Donaldson, Inc.
 Hornell Suburban Motors, Inc.
 Horseheads G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.
 Huntington Fearn Motors, Inc.
 Ithaca Ripley Motor Corp.
 Jamaica Manes Volkswagen, Inc.
 Jamestown Stateside Motors, Inc.
 Johnstown Vant Volkswagen, Inc.
 Kingston Amerling Volkswagen, Inc.
 Latham Academy Motors, Inc.
 Lockport Volkswagen Village, Inc.
 Massena Seaway Volkswagen, Inc.
 Merrick Saker Motor Corp., Ltd.
 Middle Island Robert Weiss Volkswagen, Inc.
 Middletown Glen Volkswagen Corp.
 Monticello Philipp Volkswagen, Ltd.
 Mount Kisco North County Volkswagen, Inc.
 New Hyde Park Auslander Volkswagen, Inc.
 New Rochelle County Automotive Co., Inc.
 New York City Volkswagen Bristol Motors, Inc.
 New York City Volkswagen Fifth Avenue, Inc.
 Newburgh F & C Motors, Inc.
 Niagara Falls Amendola Motors, Inc.
 No. Lawrence Volkswagen Five Towns, Inc.
 Oceanside Island Volkswagen, Inc.
 Olean Volkswagen of Olean, Inc.
 Oneonta John Eckert, Inc.
 Plattsburgh Celeste Motors, Inc.
 Poughkeepsie R. E. Ahmed Motors, Ltd.
 Queens Village Weis Volkswagen, Inc.

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



Eligibles On State and County Lists

183 Hartnett M Cortland	79.7
184 Fauci T Hicksville	79.6
185 Gerber P Wayland	79.5
186 Tarantino A Setauket	79.5
187 Randt J Stony Point	79.4
188 Castellano R Frankfurt	79.3
189 Rest H Albany	79.3
190 Murd Robert S Baldwin Pl	79.3
191 Lindemann D Chatham	79.3
192 Osborne A Schenectady	79.2
193 Nichter E Buffalo	79.2
194 Whelan M Bx	79.2
195 Mellentine F Tonawanda	79.1
196 Bernstein I Bklyn	79.1
197 Hoenzsch F Brockport	79.0
198 Robb E Brockport	79.0
199 Burnett S Sand Lake	79.0
200 Ledoux J Albany	79.0
201 Talbot W Eastchester	79.0
202 Anderson V Bklyn	78.8
203 Cole M Syracuse	78.8
204 Lomanto A Farmingdale	78.8
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206 Martin E Delmar	78.7
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209 Dwyer J Waterford	78.5
210 Elias V Syracuse	78.5
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212 Jellison G Guilderland	78.5
213 Luscomb H Albany	78.3
214 Rago A Buffalo	78.3
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241 Olejnik J Albany	77.0
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243 Dunn B Leicester	76.9
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248 Morse S Kelly Cors	76.7
249 Terrillion M Carthage	76.7
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257 McGraw A Loudonville	76.4
258 Sliker E Sonyea	76.4
259 Morczek M Rome	76.4
260 Kreamer J Hamburg	76.4
261 Chicoine K Troy	76.3
262 Tresselt G Buffalo	76.3
263 Dowd I Scotia	76.3

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141 Booth T Wawarsing	78.7
142 Johnson K Pine Island	78.6
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144 Nicholson R Marcy	78.5
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149 Scott F Maryland	78.3
150 Vannostrand L Dover Plains	78.2
151 Leonard E Tupper Lake	78.2
152 McAllister O Holley	78.1
153 Stebbins O Wellsville	78.1
154 Pebler J Earlton	78.0
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4 Gresham D Stony Brook	91.5
15 Thorp L Stony Brook	91.5
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17 Patrick L Leicester	90.8
18 Chanda J Depew	90.5
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20 Wesely G Greenlawn	90.5
21 Carroll P Albany	90.1
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88 Rine G West Seneca	83.9
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11 Hoenzsch R Albany	93.0
12 Haynes E Oneonta	92.6
13 Pound A Syracuse	92.2

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Where to Apply For Public Jobs

The following directions are where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8700.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT's QT, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

After 5 p.m., telephone: (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain applications only in person at the offices of the New York State Employment Service.

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

The Job Market

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Further information and application forms may be obtained from John Crowley, U.S. Naval Station, 136 Flushing Ave., Brooklyn, N. Y. Phone number is 625-4500, extension 598.

Penchant For Purchase

Among candidates for purchase inspector, 24 will be recipients of list notices from the City.

at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

There are many job opportunities in the health field. For example, Registered Nurses are in great demand for both the evening and night shifts. The annual wage is \$8,400 to \$9,900 plus a differential from \$1,500 to \$2,200 for night shift . . . There are also positions for Licensed Dental Hygienists at \$125 to \$165 a week.

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In Brooklyn, employers need Auto Body Fender Repairers who own their own tools to do metal work on auto bodies at \$120 to \$150 a week . . . In addition, Auto Mechanics are wanted for major and minor repairs on autos and trucks. No transmission experience required. Applicants must have their own tools and a driver's license. The job openings are in service stations, garages and dealerships. The pay range is \$110 to \$150 a week.

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Employees of the Hudson River State Hospital, Poughkeepsie, are shown boarding a bus last week for a trip to Albany where they joined other State hospital workers protesting proposed cuts in the Mental Hygiene budget. The cuts, according to Nellie Davis, right, the president of the Civil Service Employees Assn. chapter, would affect salaries, educational leaves for employees and youth opportunity programs.



Frank Bazan, left, recreation therapist at the hospital, tells meeting chairman Daniel Camoia how deeply the cutback in funds would affect rehabilitative services. Camoia also doubles as Republican district leader of the 41st A.D.

CSEA Cracks Down On Rival Union Tactics

(From Leader Correspondent)

BUFFALO — The Erie County chapter of the Civil Service Employees Assn. has cracked down on two fronts against the rival American Federation of State, County & Municipal Employees.

At the insistence of the CSEA chapter, Erie County legal officials removed a non-approved AFSCME bulletin board from the Erie County Home & Infirmary and started investigating an apparently forged signature on a AFSCME dues check-off card.

George Clark, Sr., president of the 5,000-member chapter, spearheaded the two-pronged attack on the rival union.

He took action on the bulletin board when it was reported that AFSCME had placed a bulletin at the Home and Infirmary that the union did not win at the bargaining table.

Illegal Bulletin Board

Clark further noted that the rival union used the illegal bulletin board to display communications he considered detrimental to the CSEA.

After repeated telephone calls to the County legal offices, County Attorney Robert Casey ordered the AFSCME bulletin board taken down.

Robert A. Milling, CSEA field representative, contacted by Clark, complained to the County that the rival union "was enjoying a privilege they had not bargained for and, besides, they were abusing the privilege."

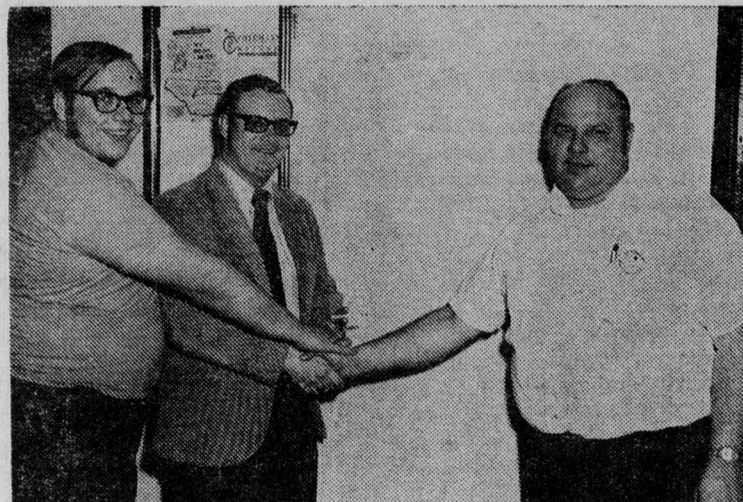
Says Signature Not Hers

In the case of the apparently forged card, Clark acted with Milling's help after Elizabeth Steinwandel, an institutional aide at the Home and Infirmary represented by AFSCME, complained that union dues were being taken from her pay without her authorization.

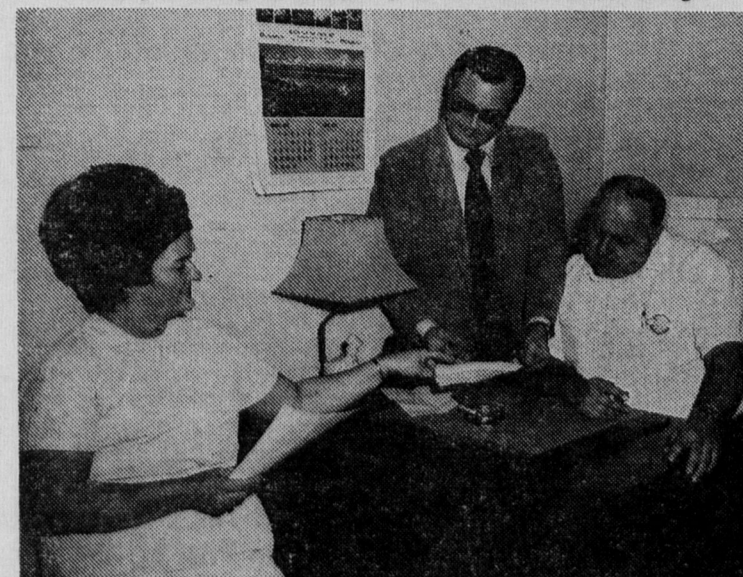
Further investigation by Milling resulted in her contention that the signature authorizing her dues to AFSCME did not belong to her.

Again, Casey ordered an immediate investigation into forgery charges.

"The Erie County chapter is fed up with the heavy-handed tactics of AFSCME," Clark said



George Clark Jr., left, president of the Erie County Home & Infirmary Unit of the Erie County chapter of the Civil Service Employees Assn., shakes hands with Robert A. Milling, CSEA field representative, center, and George Clark, Sr., his father, president of the Erie County chapter. The men stand in front of the empty space on an infirmary wall where a non-approved bulletin board of the American Federation of State, County & Municipal Workers once hung.



Elizabeth Steinwandel, left, examines with Robert A. Milling, center, and George Clark, Sr., seated, her apparently forged signature on a dues check-off card for the American Federation of State, County & Municipal Workers.

in commenting on the two incidents.

"We intend," he continued, "to take a much firmer stance in the face of their unorthodox methods of trying to cover up

their inadequacy to settle a contract."

AFSCME has not reached contract agreement with the County and their negotiations have gone to fact-finding.

Brooklyn State Meeting

(Continued from Page 3)

"Where do these people turn to?" he asked in a forewarning of possible things to come.

His appeal drove home one theme in particular: the need for unity. "Unless you all get together," remarked Hutcheson, "the people couldn't give a tinker's damn."

Also speaking was Otis Dike, Jr., a senior nursing student, who declared: "Every nursing student getting the shaft now — will take it out on somebody." Blasting the threatened shutdown and its demoralizing effect on those now studying, Dike said: "Now, this 'sane' society is condemning me, when I'm almost finished. No, I'm not concerned with the statistics. I just don't have any faith in them. It's very degrading."

The chairman of the meeting,

Daniel Camoia, charged that the State's move to end the school of nursing "is against the interests of the people," and drew a contrast with the neighboring Kings County Hospital, in which he estimated 80 percent of its students were from out-of-state. "They return home and use New York State. We, however, have

Sullivan Chapter Winning Contract

(Continued from Page 1)

benefits that included time-and-a-half for Public Works Dept. employees who worked outside of the 8 a.m. to 4:30 p.m. shift and provided a meal allowance for snow removal workers.

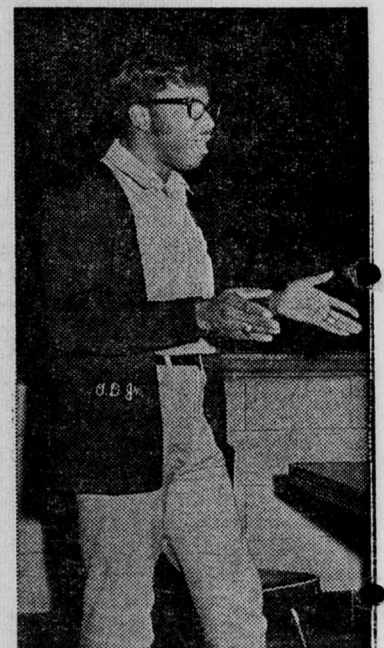
However, when the written contract came back from the supervisors, it was completely different from the contract it had negotiated and ratified, according to James Galligan, chapter president.

Both sides were at complete loggerheads on the issue when Sullivan County chapter delegates reported their plight to 1,500 CSEA members and delegates attending a convention at the Concord Hotel which is in Sullivan County. The incensed delegates immediately voted unanimously to ban any further conventions from being held in Sullivan County and asked other labor organizations throughout the State to follow its lead.

Within hours, the Sullivan supervisors met hastily and agreed to get the original intentions of the negotiations functioning.

As a result, the issues of time-and-a-half and meal allowance have already been settled and it is expected that remaining issues will be fully implemented soon, Galligan said.

**To Keep Informed,
Follow The Leader.**



Otis Dike, Jr., senior at the nursing school, denounced the administrators at the Mental Hygiene Dept. for showing contempt for the East Flatbush community. He called the Department's treatment "very degrading and frustrating" and said the State was robbing him of an education.

our roots in the community." He pointed out that the present class has 97 students, many of whom are black or Puerto Rican and reflect the composition of the multiracial neighborhood.

The program also heard from Lawrence Carrington, alumni association head and an instructor at the school, and Mrs. Margaret Cole, principal of BSH's school of nursing. Helping to coordinate the program, also were Mildred Ambio, nursing representative to the CSEA, and Pat Colette, second vice-president of the Brooklyn State Hospital chapter. Ann Chandler, CSEA field representative, is performing liaison duties with CSEA Headquarters in Albany.

Bill Affecting Civil Service

(Continued from Page 10)

service beyond required minimum, pension of 1/60th of annual compensation earnable on date of retirement, times number of years of service from date of eligibility to actual retirement date, instead of 1/60th of average annual earnings. **NY City Com.**

2222 CONKLIN—Would fix as condition of approval for right of retired person to be employed in public service, fact that if he will earn more than \$12,000, instead of \$1,000 annually, there are not readily available persons qualified to perform duties of particular position. **Civil Service Com.**

2224 CONKLIN—Would provide that veteran who served in U.S. armed forces during World War II and who was honorably discharged, shall be entitled to pension credit for time spent on such duty in any retirement system maintained by City or State, of which he becomes member, subject to certain conditions as to City residence and contribution to system and credit of not less than 15 years of member or restored a member service. **Defense Com.**

2227 MARINO—Would require town board to appoint head of any department of town govt. established or created by town law, as principal executive officer thereof who shall be in unclassified service, and to be known as director, if not otherwise designated by town board; makes other provisions as to salaries and appointment of deputies. **Town and Counties Com.**

2228 MARINO—Would permit town board of first class town, by local law, to create, modify or discontinued depts. of town govts., and to assign additional functions or duties to other depts. or agency, but not to discontinue or assign functions or duties to be performed by officer serving in elective office;

makes other provisions as to heads of depts. and deputies. **Towns and Counties Com.**

2228 ZARETZKI—Would provide that person who has served at least 20 years as substitute attendance teacher or officer shall be deemed to have necessary qualifications for, and shall be issued license as attendance teacher or officer, and be entitled to tenure and credit in appropriate pension or retirement System for service as such substitute, subject to contributing lump sum amount he would have otherwise contribute if service had been creditable at time rendered. **Education Com.**

2231 GIUFFREDA—Would include death of fireman or policeman, in provision applying to injury or impairment, which occurs on or before Aug. 31, 1971, resulting from injuries to or impairment of heart, caused by or in performance of duty, for benefit under State retirement provisions, and to allow application for benefits or accidental disability retirement before Dec. 31, 1971, instead of 1970.

2237 GIOFFRE—Would authorize governing board of municipality maintaining police dept., to contract for police protection for all or portion of city, town or village with governing board of such city, town or village; makes other relative provisions as to appointment of advisory member, loss of property or expense incurred in carrying out contract terms and required public hearing. **Cities Com.**

2238 GIUFFREDA—Would extend to persons employed in any five dept. of city, town, village or fire district provision which state that persons employed in paid fire dept. of such municipality or district, shall not be deemed holding civil or local office within meaning of provisions hereof relating to qualifications for such office holding, and to make other similar change. **Finance Com.**

2243 GORDON—Would provide that policeman or fireman assigned to tour of duty beginning at 12 A.M., on same day he is take promotional examination, shall not be required to work on such day, with no policeman or fireman by reason hereof, to receive reduction in total weekly compensation. **Civil Service Com.**

2244 GORDON—Would provide that where member of State Police or Firemen Retirement System does not elect to assume additional costs attributable to prior fire or police service in force or dept. other than force of dept, of which he is member at time of retirement, member may pay additional costs attributable thereto at any time prior

Stockmeister And Scelsi Reappointed To C.S. Commission

Governor Rockefeller has announced the reappointments of Michael N. Scelsi of New York City and Charles F. Stockmeister of Rochester as commissioners of the State Civil Service Commission.

Scelsi was named to fill the technical vacancy created by the expiration of Stockmeister's term on the Commission last Feb. 1. Scelsi's new term expires in 1977. Stockmeister was named to serve out Scelsi's old term, which expires in 1975.

to retirement. **Civil Service Com.**

2250 ROLISON—Would include in definition of criminal tampering, first degree, damaging or tampering with fire alarm system operated by municipality or fire corporation or fire district. **Codes Com.**

2251 W. SMITH—Would provide that payment of regular salary or wages because of injuries or illness incurred in performance of duties, shall be discontinued as to any paid fireman who is permanently disabled and is granted accidental disability retirement, with fire commissioner, board of fire commissioners, or similar officer or board authorized to apply for retirement allowance or pension if application therefor is not made by fireman; makes other provisions as to payment of difference between regular salary and pensions payable to him, and as to allowing him to perform light duty under certain conditions. **Cities Com.**

2258 POWERS, THALER, STEWART, BOOKSON, BRONSTON, SCHWARTZ—Would authorize school district to establish workmen's compensation reserve fund of such district, in same manner as municipal corporation or fire district. **Cities Com.**

2264 McGOWAN—Would allow credit for service in World War II under State Employees' or State Policemen's and Firemen's Retirement System, of person who was not resident of State at time of entrance into armed forces, if he rendered at least 10 years of creditable service since discharge from service. **Civil Service Com.**

2273 B. SMITH—Would provide that in computing attendance, school district employing eight or more teachers shall determine number of school days during each of eight or 10 reporting periods, on which board that average daily attendance of education shall determine that average daily attendance has been substantially reduced because of strike or other concerted stoppage of work or slowdown by public employees and deduct aggregate attendance on such days and days when it shall have been determined by education board, attendance was substantially below average daily attendance on account of strike, slowdown or work stoppage by public employees, with education commissioner allowed to disregard reduction because of such days. **Education Com.**

2284 CALANDRA—Would provide that title of persons appointed to Supreme Court, first and second judicial depts., or to civil or criminal court of New York City, or family court therein, as uniformed or senior court officer, shall hereafter be entitled court policemen, and unit known as uniformed force thereof shall be entitled court police, with every member to have powers of policemen. **Judiciary Com.**

2286 FERRARO, SCHWARTZ, MEYERSON, LEWIS, GALIBER—Would require that there shall be created under New York City board of education in each decentralized school district, office of continuing education for program of educationally oriented recreation services and adult education programs for children, teenagers and adults throughout calendar year, with licensed teachers, and para-professionals to assist. **NY City Com.**



Officers of Mental Hygiene Employees Assn. listen attentively as Civil Service Employees Assn. president Theodore C. Wenzl sympathizes with MHEA delegates' distress over threatened cutbacks in Mental Hygiene services. Seated from left are Pauline Fitchpatrick, third vice-president; Richard Snyder, first vice-president; Irene Hillis, president, and Doris Blust Pierpont, secretary-treasurer. MHEA also presented a gift to Mrs. Pierpont at the meeting, in recognition of her recent marriage.

Bridge & Tunnel Officer List

(Cont'd from Previous Editions)

801 John P Walsh, William S Dixon, Jose A Martinez, Hector M Monroig, Charles E Frye, Ronald F Carrington, Henry Fogle, William H Caruthers, Leroy Manuel, Salvatore Dangelo, James W McKenzie, Joseph K Kenney, William J Kelly, Felix P Nater, Ulyses Threadgill Jr, Anthony J Antonellis, Marvin T Jankee, Lawrence Duffy, William T Stovall, George Skrastins.

821 Daniel J Conroy, Larry Farber, David Jimenez, Norman Rakusin, Gennaro S Milo, Harold F Wortham, Elliott A Brooks, Samuel Ramirez, Frank Ruffini, James N Brown, Victor L Satlov, Philip A Lupica, Arthur V Brown, Hector M Cortes, John A Rubelro, Alan M Dryer, Millard Pugh, Richard Mazer, Andrew D Pisano, Gerard J Castiglione.

841 Matthew D Ballard, Robert J Tortora, Bruce Perlmutter, David L Farnham, Leonard I Abraham, Hilton H Yearwood, Kenneth L Davis, Joel E Kreitzman, Fred A Grant, Vincent J Mannino Jr, John C Henry, John E Coury, David A Prescott, Anthony J Cormio, Raymond A Petosa, Joel G Dougherty, Roy D Gambrell, Richard M Zelma, Robert P Gibson, Joseph W Collins.

861 John A Magee, David P Stevens Jr, Larry J Harvey, Hugh R Williams, Thomas G Pecora, Johnnie Keller Jr, Michael N Barbano, Albert T Gal-

lina Jr, Michael J Ventriglia, Conrad J Swistun, Edward McKeon, Reinald Matias, Thomas D McNulty, Francisco Rodriguez, Angelo J Caruso Thomas R Gaw, Harry R Field, Nicholas A Caputo Jr, Victor L Gautler, Theodore Smleya.

(To Be Continued)

Maint. Career Ladder Panel Plans Session To Review Proposals

A luncheon meeting of the maintenance career ladder committee, Civil Service Employees Assn., will be held at 12:30 p.m. on April 7, at the Ambassador Restaurant in Albany. On the agenda, a review of the concepts of the maintenance career ladder as previously submitted by the committee. Research assistant Aaron Wagner will help explain the proposals.

Slate Apr. 12 Meet For HR Negotiators

The Division of Human Rights negotiating committee of the Civil Service Employees Assn. will meet here Monday, April 12, at 9:30 a.m. at the CSEA office at 270 Broadway.

Members of the CSEA committee are Salvatore Guarisco, Anson Wright, Thomas Barron and Benjamin Witherspoon Sr. CSEA collective bargaining specialist W. Reuben Goring is assisting the team in negotiations.

From The Finest

(Continued from Page 2)

pension improvements. First of all, the historic reason is still true: an exceptional retirement plan reminds one of the best inducements in helping convince a prospective recruit that he should choose a high-risk, high-tension service instead of one that offers a more normal way of life. Second, a plan that provides for substantially increased benefits for every year of service after minimum retirement will result in greater retention of able, experienced personnel, which provides both an economic and a manpower "plus" to the community.

DWARFING ALL the other reasons, of course, is the sad fact that a man who offers himself as a walking target by patrolling the streets of New York today gets older faster than any other worker in town. For both moral and practical reasons, we think the community should reward that kind of dedication with the most meaningful of promises: the chance to try a different kind of life when the long tour of duty is done.

On Request:

Revised Chapter Officers Manual

ALBANY — The Civil Service Employees Assn.'s director of education E. Norbert Zahm has announced that the newly prepared changes for the CSEA Chapter Officers' Manual are ready for distribution.

Zahm noted, however, that many chapters have not yet sent the manual's "chapter officers data sheet"—a green form which constitutes the first page of the Chapter Officers' Manual — to CSEA Headquarters.

"Since it is imperative that all chapters receive these changes in the manual," Zahm said, "I would urge every chapter to make sure that all of these forms are in to Headquarters as soon as possible."

Turn To Thorn For SIF Post

Governor Rockefeller has noted the appointment of Craig Thorn III of Hudson as a member of the State Insurance Fund for a term ending in 1973. He was named to succeed Howard Farkas of Cold Spring, whose term expired last Dec. 30.



CSEA Members Mass In Front Of Capitol To Protest Mental Hygiene Dept. Cuts

Strike Poll Mandated

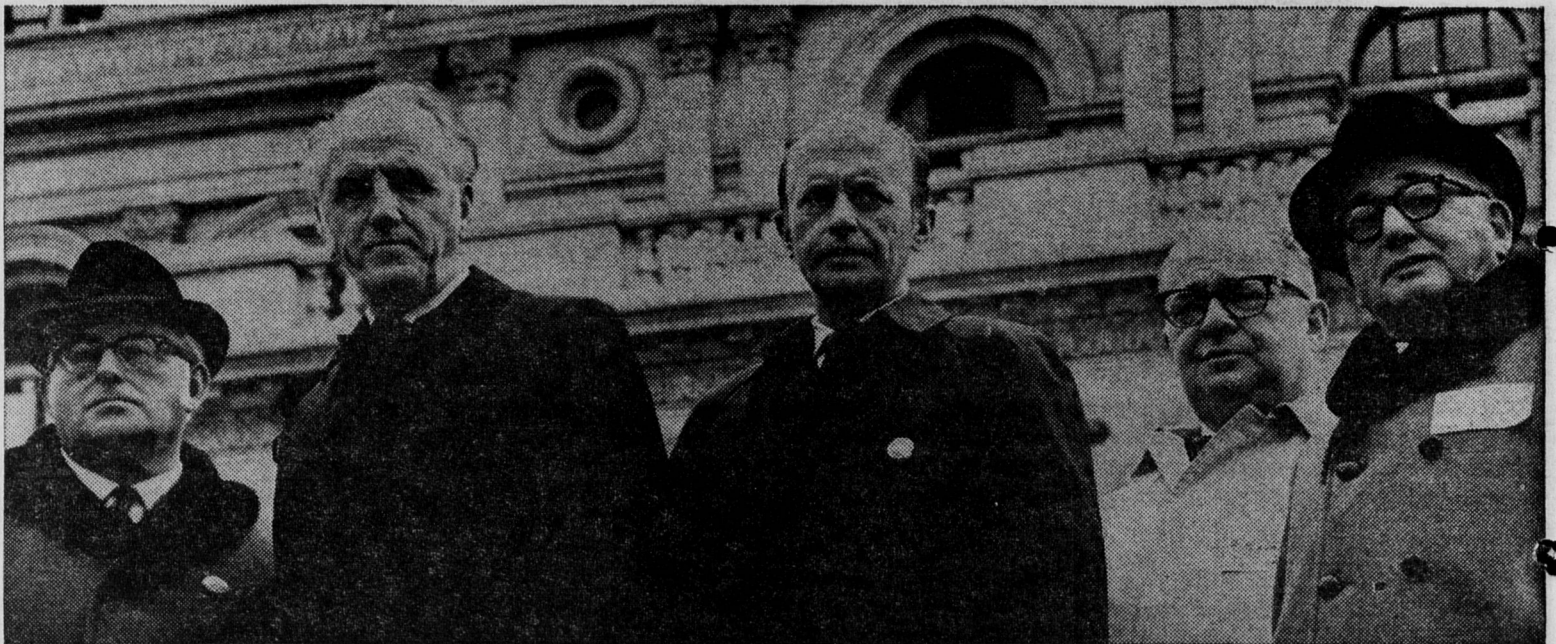
(Continued from Page 1)

if we don't hang together, we'll hang separately."

A somber warning of what the future might bring was sounded by Mike Morgan, a delegate from the Civil Defense Commission, whose agency was completely wiped out in the new budget. "If you let us go down the drain now," he said, "thousands of you are sure to go down soon after." His words were echoed by reports that several other agencies had also been swept out of existence. After Morgan's plea, Agnes Miller, of the Suffolk Psychiatric Hospital proposed that any strike action that might be needed for any group of State workers be actively supported by the entire Statewide CSEA membership.

When the delegates took an actual vote on the resolution on the strike poll, Mrs. Ann Bessette, a Mental Hygiene Dept. representative on the Board of Directors announced immediately that Mental Hygiene delegates would vote in a solid bloc to support the resolution — and they did. Adoption of the resolution became unanimous when Irving Flaumenbaum, CSEA first vice-president, declared "The County delegate vote is 100 percent in support of the action taken by you State delegates. We're going to be a good union and keep the motto 'All for one, and one for all.'"

At Leader presstime, CSEA headquarters staff were already beginning to probe deeply into the budget to determine where, when and how a rumored four to eight thousand State workers would be fired because of economies forced on agencies through the budget slashing that took place here last week.



The grim faces of these CSEA leaders reflect the seriousness of the current crisis. Seen at the Albany demonstration are, from left, George DeLong, fifth vice president; CSEA president Theodore C. Wenzl; Jack Gallagher, treasurer; Irving Flaumenbaum, first vice president, and Solomon Bendet, second vice president.

DSP Officers Talks At Impasse

At leader presstime, it was learned that an impasse has been declared in negotiations between the State Police Officers bargaining unit, represented by the Civil Service Employees Assn., and the Division of State Police.

CSEA collective bargaining specialist Bernard J. Ryan said that mediator was being selected for the dispute.

Levine Takes Role On A-Energy Unit

State Industrial Commissioner Louis L. Levine of North Valley Stream has been named to the State Atomic Energy Council. Members of the Council serve in that capacity without salary and at the pleasure of the Governor.



CSEA's four Mental Hygiene Dept. representatives on the board of directors help lead the demonstration. They are, from left, Salvatore Butero, Mrs. Julia Duffy, Mrs. Ann Bessette and William McGowan. The demonstrators were joined by CSEA members from other departments as well.