

Joe Roulier

Civil Service LEADER

America's Largest Newspaper for Public Employees

Officers' Reports

— See Pages 8 & 9

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DELEGATES VOTE NEUTRALITY ON WILSON-CAREY GOV RACE



Gov. Malcolm Wilson, left, is escorted into convention hall by CSEA officers and political action committee members. Here the Governor is accompanied by CSEA president Theodore C. Wenzl and vice-president James Lennon. Identifiable behind them is executive vice-president Thomas H. McDonough.

Candidates' Views On Civil Service Found Similar

By MARVIN BAXLEY
KIAMESHA LAKE — With partisans of Governor Wilson and Congressman Carey both claiming that they could have won the endorsement if a vote had been taken, delegates to the Civil Service Employees Assn. convention last week followed the advice of their political action committee and decided to remain neutral in the upcoming gubernatorial election.

The stand of the political action committee was based on the
(Continued on Page 14)



Congressman Hugh Carey, center, moves down the hall with CSEA executive vice-president Thomas H. McDonough, left, and president Theodore C. Wenzl. Statewide CSEA officers and political action committee members met both candidates as they arrived at Concord and escorted them in to meet delegates.



BOTH CANDIDATES RECEIVED ENTHUSIASTIC STANDING OVATIONS AS THEY WERE ESCORTED INTO CONVENTION HALL.
Among the recognizable members of the audience are, front row, CSEA Board members Ethel Ross, Judiciary; Ernst Stroebel, Health; Cindy Egan, Executive, and Karen White, Social Services. Others nearby are John Vallee, Rensselaer County; Joseph Roulier, CSEA director of communications; Richard Grieco, Jefferson County; Jean Gray, Authorities; Paul St. John, Transportation, and Loretta Morelli, State.
In foreground are Attica chapter president John Beaver and vice-president Thomas Middlebrook. Behind them, from left in hit-and-miss order, are Ken and Jeri Cadieux, Nassau; Natalie Yaskow, Buffalo Psychiatric; Hazel Abrams, former CSEA vice-president, retired; Martha Owens, New York City, and Canute Bernard, Labor. Estimated 1,300 delegates crammed convention hall to hear the candidates.



Governor Wilson is surrounded by well-wishers as he leaves convention hall. Here he is shown embracing Ethel Ross (back to camera), Judiciary representative to CSEA Board of Directors, and Mildred Wands (partially obscured), Albany Region communications committee chairman.
(Leader photos by Ted Kaplan)

Don't Repeat This!

Inflation Issue Must Be Faced

THE next State administration and the next Legislature will have to face squarely the issue of equity and fairness to civil service employees, in the light of raging, double-digit inflation.

This will be so, whether the next Governor is Malcolm Wilson or Hugh L. Carey; whether the next Senate Majority Leader
(Continued on Page 6)



Congressman Carey reaches out to greet delegates who line the passageway as he leaves convention hall after outlining his views on various issues. With him are CSEA vice-president Richard Cleary, left, and statewide president Theodore C. Wenzl. Both candidates spoke on Wednesday morning, the fifth day of the convention.

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Political Action Recommendations
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Additional Convention Coverage, Photos

Texts Of Candidates' Speeches To CSEA

WILSON

KIAMESHA LAKE—Following is the speech Gov. Malcolm Wilson delivered Oct. 9 to the annual convention of the Civil Service Employees Assn. at the Hotel Concord.

"... It is always a pleasure to be here with you and to speak with you about your problems and the problems of those whom you represent — problems which we try mutually to work out to the satisfaction of all concerned. All of us work for the same people. It doesn't make any difference whether we're in the civil service or whether we're in elective office. We all work for the same people — the people of our state.

"... I've been in this government for almost 36 years and therefore no one recognizes more than I the contributions over the years of CSEA to good government and especially to good employer-employee relations. It's been my pleasure to participate in numerous major actions for the state service and especially the state employees place in the scheme of good government. Out of very many I would say that one example was the settlement of the incongruous salary and hours situation in 1959...

"Just let me say I am delighted to see more and more women in government. I really am. When I got that report from the task force which had been appointed by Governor Rockefeller... and found we had a large and increasing number of women in government, but there seemed to be some sort of invisible line at a level... and the relative number of women above that line dropped. I was really uptight, to use a colloquial expression, and so I directed all state agencies and departments to appoint a specific person charged with the responsibility in each department and agency of trying to bring about promotional opportunities for women into policy making positions and also to try to recruit women at those levels...

Man's World

"It has been atrocious that when a woman applied for credit... or even if she was applying for a license at one of the licensing agencies of the state she had to have a financial statement of her nearest male relative. She had to have in effect the consent of her husband or a nearest male relative in order to get credit, and that's disgraceful. We corrected it and now under the bill, which I recommended and signed into law, women have equal access to credit with men. Its been too long denied, and in case of any women here who didn't know that, I just want you to know you can go get a credit card without consulting the old man.

Another example of how we can do things working together was the work which was done by another small group, of which I was a member, which developed the first vesting program. It's hard for any of us now... to realize that there was no vesting program in retirement in the public sector. It was just incredible, and we provided it...

"And... until I changed it back when I was in the Assembly you couldn't carry your unemployment insurance benefits with you. You could work for XYZ Manufacturing Company for 30

years and then if you changed your job and went to the ABC Manufacturing Company and then you lost your job you couldn't get any unemployment insurance because you couldn't carry your credits. Well that was unfair in the private sector, it is unfair in the public sector and so we worked together and got vested.

"Now if time permitted... I could name many others, such as the increased salaries over the years, overtime pay, non-contributory retirement benefits through the take home pay programs of 1965.

Problem in 1965

"Some of you may remember the problem in 1965 when the revenues of the state and the burden of taxes made it very difficult to provide much-needed spending capacity for public employees and reinacted ITPH... I want to give credit... The innovative, imaginative concept of increasing the take home pay of our workers came right out of your salary negotiating committee headed by Sol Bendet... And we've had improved health insurance coverage and numerous employee retirement benefits.

"Now, ladies and gentlemen, under the Taylor Law, with formal negotiations, we've entered into a new era of employer-employee relations. Your new responsibilities and ours can be carried out successfully only if each of us assumes his public obligations and fulfills completely his responsibilities under the law. I am very glad to be able to say that CSEA has accepted this challenge and demonstrated beyond any doubt the value of our negotiating effort in state employee relations to good government.

"Now it's true that we continue to have problems. However, that's why we have laws and that's why we have organizations such as yours. I'd just like to review with you very briefly some major problems of mutual concern.

"Increasingly, you and others in the public service have pressed for the agency shop or something similar to it. Although effective union security arrangements are in widespread use in private employment, they have made little progress in the public sector. Many well-meaning persons have serious reservations on the adoption of the agency shop in public employment. As a matter of fact, some employee organizations, not CSEA, are opposed to it.

Free Riders

"But employee organizations in a public sector are called upon increasingly to perform services to people they represent in the bargaining unit, regardless of whether they are dues-paying members. And this raises very pointedly the fundamental question of equity, as to whether there should not be some mechanism established by law whereby, as a negotiable item in public employer-employee negotiations, a proper item could be provision for a change to be made... in our statutes so that a charge could be made to and paid by non-dues paying members for services rendered. To put it in colloquial language, there is a fundamental question of equity involved as to whether people should be able to go through a revolving door without doing

(Continued on Page 5)

CAREY

KIAMESHA LAKE—Following is the speech Rep. Hugh Carey, Democratic candidate for Governor, delivered Oct. 9 to the annual convention of the Civil Service Employees Assn. at the Hotel Concord.

Thank you, Dr. Ted Wenzl, and members of your executive committee of the board of directors and especially you voting delegates. I want everyone to vote this year. We never had more to vote for and we never had more to vote against. I wish everyone... will come forth and vote on Nov. 5. That's the most important thing I can say to you today.

"Please get out to vote on Nov. 5. Because with a huge turnout perhaps we can turn out of office some people who don't belong at the head of our state government.

"... Will Rogers once said what America needs is a good five cent cigar. What President Ford said last night is that what everybody must have is a big five percent surcharge. If you put the five percent surcharge on someone making \$7,500 a year, or a couple making \$15,000, they won't be able to afford a five-cent cigar.

"Looking at our cost of living and looking at our rate of taxation, I will have the privilege and the responsibility either as governor-elect or still as a servant of the people of being on the Committee of Ways and Means, that will tell the President, yes we want to sacrifice

and we are prepared to join the conservation and we're prepared to bite the bullet, but you cannot ask us to bear the sacrifice where inflation has already given too much of the burden of sacrifice to those who are on limited earnings and controlled pay, and simply cannot ward off the impact of inflation. Mr. Ford has given us the challenge and I return the challenge by asking those who can afford to pay, to pay a greater share of the cost of government, and let us leave those who cannot afford to pay.

"I ask for your support, the way the candidates for office are supposed to seek support. Not in secret backroom meetings, but openly. Not with a promise of any hidden deals, but with an attempt to tell you the kind of governor I would like to be, and specifically why I think a governor should deal face to face with the people who work for New York State right out in the open.

"When I first declared for governor, the experts in the polls said I could not win; that there was no way for a new contender, a challenger, to battle the combined forces of the leadership and the establishment. But the people decided to fool the experts. They decided that the idea of a united, independent Democratic party, putting together the people who work with their hands, and the people who work with their minds, was still an idea worth fighting for...

"The question you have to answer in your hearts and minds is what the leadership will need.

"For 14 years I believed, as John F. Kennedy believed in 1961, that public employees have

the right to organize and to bargain collectively. I don't see that a public eradicates or diminishes a worker's right to stand with his colleague to try and better his wages, hours, and working conditions.

"That was reflected in the legislation I helped sponsor four years ago to secure the right at the federal level. It's part of my philosophy of government, and I'm proud of it.

Need Compensation

"Secondly, I think that a union, an organization that bargains for employees has a right to seek support in terms of compensation from those members. A bargaining agent works for everybody. I do not agree that this means a free ride for anyone.

"Now Michigan gave us a President and I wish him well, and now and then you can get a good idea from Michigan, and I know that Michigan has established a college scholarship fund, with the payments of non-members dues, I think this is a possible solution among others to a clearly unfair situation.

"I think we can ensure that those who benefit from the work of a bargaining agent pay some share of the cost of the bargaining process. I think it's a good idea.

"Third, I said in this very hall that I hope the day will come when New York State will be known more for the quality of its Taylor Wines than the severity of its Taylor Laws. And we pay a high cost when we don't learn through experience. I think and I know our experience with the Taylor Law provisions, as they are, has proven the bankruptcy of the approach we have tried to take.

"I must tell you candidly that when it comes to essential employees, and particularly when we talk about law enforcement and public safety employees, there can be no right to withhold those essential services from the public. Those are matters of life and death, and none of us wants to do anything to reduce the security where we already have a danger to life and death, too often in society. We all agree on that. No one wants anything else in our society.

"But I cannot understand how the law can distinguish between employees purely on the basis of their employer. In a modern world where government and the

(Continued on Page 5)

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Escalator Tops Webster Raises

(From Leader Correspondent)

ROCHESTER—Under their first collective bargaining contract, which was negotiated by the Civil Service Employees Assn., highway and sewer department workers from the suburban town of Webster will gain increases in wage and fringe benefits totaling nearly 40 percent in two years.

"It's the best town contract in Monroe County," said Thomas Pomodoro, regional CSEA field representative and chief negotiator for the town workers.

A pay raise averaging 11 percent is provided in the first year of the contract, which was ratified unanimously by the Town Board and the 40 employees covered by the contract.

The second year of the contract will provide a wage increase of \$400 plus a cost-of-living escalator, the first ever for the employees. It will be based on the U.S. Department of Labor consumer price index for the Buffalo area.

Mr. Pomodoro said the \$400 pay hike represents a 4 percent pay raise for workers with an annual wage of \$10,000, for example. But if the cost of living jumps 10 percent, for instance, in 1975, the 1976 pay raise also would jump 10 percent in addition to the other increase.

He said the combined increases in raises and fringe benefits for 1975 equal gains of 15 percent. If the cost of living climbs 10

percent or more next year, the combined increases in pay and benefits for 1976 would equal 18 percent or more, he said.

Benefits include "a major increase" in Blue Cross-Blue Shield coverage, effective next Jan. 1, giving Webster workers "the best benefits the Rochester health insurance plan offers," Pomodoro said. Premiums are paid fully by the town.

Under terms of the contract's second year, employees with 25 years of service or more will be able to retire at half pay when they reach 55.

The contract also includes a "fair dismissal" clause. It stipulates that after one year of service, no employee can be dismissed without a hearing. The final step in the procedure will be final and binding arbitration.

Mr. Pomodoro and his negotiating team,—Ralph Stramennio, president of the Webster CSEA unit of the Monroe County chapter, and Robert Duthoy, unit vice-president—have been bargaining for three months with town officials. The town employees have been CSEA members for about one year.

Watertown Unit Seeks Personnel Dept. Setup

WATERTOWN—The City unit of the Civil Service Employees Assn.'s Jefferson chapter has petitioned the Watertown City Council with a proposal calling for a changeover from the municipal civil service commission to a personnel department headed by a personnel officer.

The petition, bearing signatures of 53 CSEA unit members, has been entered in the Council's official minutes without comment. Mayor Theodore Rand, however, has indicated that the CSEA unit's request would be considered for possible future action by the City Council.

Position Letter

Accompanying the CSEA unit's petition was a position letter signed by Richard Grieco, unit president, which said, in part, "The mandated existence of the independent Civil Service Commission, which is so deeply rooted in the past, has outlived its usefulness. Men, not legal framework, determine the quality of government!

The letter said the CSEA unit feels that a personnel department administered by a personnel officer would be a great asset to the City of Watertown in these areas: assist department heads in handling of grievances and complaints under the contract; interpret the meaning of employer-employee contract;

Set up safety-accident prevention programs; work in areas of recruitment, selection and appointment; administer employee development and training programs; encourage policies, programs, practices and procedures that will assure a current and future complement of fully qualified individuals for certification for employment;

Provide useful basic information and service to employees, employee representative operat-

ing departments and the general public to encourage better understanding of significant civil service and personnel procedures; secure effective cooperation of all management personnel toward constantly improving employee relations and personnel practices through programs, tools and techniques of good management, and increase productivity through a more effective utilization of work force and a coordinated staffing pattern.

Jefferson County has a personnel officer and it is known that the City Council, in the past, has informally discussed the possibility of establishing a personnel officer post to serve the city.

Binding Arbitration Issue In Ogdensburg

OGDENSBURG—Three Civil Service Employees Assn. units have lined up in support of the Ogdensburg Education Association, which seeks to have binding arbitration included in its contract with the Ogdensburg School District.

Joining in unsolicited support of the teachers' position are the St. Lawrence County chapter, CSEA, City of Ogdensburg salaried CSEA employees and the St. Lawrence Psychiatric Center, CSEA. The Ogdensburg Police Benevolent Association and Ogdensburg Labor Action Committee are also supporting the teachers.



STATEWIDE PROBATION COMMITTEE — Members of the CSEA statewide probation committee met to compile their report to delegates prior to CSEA convention. One of the most active of the statewide committees during the past year, the probation committee blasted Walter Dunbar, State Director of Probation, in its report, charging him with doing a less than satisfactory job in solving inconsistencies and inefficiencies in the operation of the State Department of Probation. Members of the committee are, from the left: Ellis Cathey Sr., Joseph Gilligan, Harold Fanning, John Whalen, James Mattel, Peter Grieco, Nels Carlson, CSEA staff coordinator, James Frisina, Alan Greenfield and committee chairman James Brady.

Monroe 5 Wins Promotion Fight

(From Leader Correspondent)

ROCHESTER—Five employees of the Monroe County Sheriff's Department, defended by the Civil Service Employees Assn., will receive their promotions.

Monroe County Sheriff William M. Lombard was ordered by State Supreme Court to restore the promotions of the five employees he demoted a few days after he took office last Jan. 1.

The men had been given the promotions by former Sheriff Albert W. Skinner three days before his term expired Dec. 31.

Justice John J. Conway ordered Sgt. William Sextone promoted to lieutenant and Deputies Albert Datandt, George W. Reese Jr., Richard C. Shott and David Steinmiller promoted to sergeants, all with back pay for the difference in rank.

Justice Conway termed the demotions by Sheriff Lombard disciplinary action prohibited by the state civil service law. He gave Mr. Lombard 60 days to appeal the decision before giving the five men new responsibilities.

Martin Koenig, president of the CSEA's Monroe chapter, said soon after the demotions that although the CSEA does not advocate patronage in the promoting of personnel, "these men nevertheless are members of the CSEA and we are representing them in the grievance procedure."

He said Bernard Winterman, county labor relations manager, agreed with the CSEA that the Sheriff's Department employees should be restored to their former positions.

"The CSEA wants the sheriff to abide by the county's position or have the county enforce the decision made by one of its own employees, Mr. Winterman," Mr. Koenig said then.

Because of Sheriff Lombard's refusal to implement the county decision, the CSEA filed petitions for hearings in state Supreme Court under Article 78 of the State Civil Service Law.

The petitions requested that Mr. Winterman, County Manager Lucien Morin, Sheriff Lombard and County Personnel Director Fred Lapple appear in court to answer the grievances.

There are 400 members of the chapter's Sheriff's Department unit, which Howard Rooksby serves as president. The county chapter has 4,000 members.

Nassau Ed Is Compiling Salary Data

HICKSVILLE—The salary and contract committee of the Nassau Educational chapter, Civil Service Employees Assn., met twice recently at chapter headquarters, 111 Old Country Rd., Hicksville, to begin work on a comprehensive salary guide.

The committee will report at the chapter board of directors meeting at noon, Oct. 19, at the Bounty Inn, Peninsula and Rockaway Blvd., Hewlett. Unit presidents are urged to submit their salary schedules and contracts to the chapter office or the board of directors' meeting.

The committee is headed by Muriel Chulsano, with Larry Visconti as co-chairman, and members Joan Bach, Charles Brown, Robert Vorel, John Bonagiuse, Amy Rosati, Peter Bellone, Robert Cicero, Doris Reardon, Joan Brazel and Miriam Stephens.

Chapter president Edward Perrott said discrepancies have been found in salary surveys of the Board of Cooperative Educational Services (BOCES), which are referred to them by boards of education. The educational chapter developed its committee to coordinate accurate data on the varied salaries and job descriptions of member units. A master chart will be prepared for informational purposes and will be available to unit negotiating committees.

Jefferson Unit Due 10% Hike Effective Jan. 1

(From Leader Correspondent)

WATERTOWN—The county unit of Jefferson chapter, Civil Service Employees Assn., has negotiated a 10 percent across-the-board pay increase, effective in January, under a one-year labor contract approved by the County Board of Supervisors.

The salary hikes, earlier ratified by the CSEA unit by an overwhelming vote, affect 476 county employees and will add an estimated \$320,000 to the county cost, plus \$30,424 in increments.

The package was negotiated by the CSEA unit, represented by LeRoy Kotary and president Peter G. Grieco, in talks with County Personnel-Director William S. Coleman. There is no reopening in the new, one-year pact.

In addition to the 10 percent pay increase, reflecting an average boost in pay of \$700, the agreement provides for an increase in the accumulation of sick leave to 180 days over a 12-year period; mileage allowance of 14 cents a mile with a provision that the rate would fluctuate one cent for each 12-cent change in the per gallon cost of gasoline and pay a minimum of two hours for employees recalled to duty in an emergency situation.

Monroe Plans Oct. 25 Dance

ROCHESTER — The annual dinner-dance for members and guests of the Monroe County chapter, Civil Service Employees Assn., will be held Oct. 25 at Logan's, 1420 Scottsville Rd. Cocktail hour will begin at 6:30 p.m. and dinner at 7:30 p.m. Len Hawley's Orchestra will provide music for dancing.

For more information and reservations, call Peggy Wool at 461-4440 by Oct. 18.

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

This Week's Key Answers

CIVIL SERVICE LEADER, Tuesday, October 15, 1974

EXAM 4061

JUNIOR PLANNER

Test Held September 28, 1974

Of the 561 candidates called to this exam, 349 appeared. Candidates who wish to file protests against these proposed key answers have until the 29th day of October, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1, C; 2, A; 3, A; 4, D; 5, D; 6, C; 7, B; 8, B; 9, D; 10, C; 11, D; 12, C; 13, B; 14, A; 15, D; 16, C; 17, D; 18, C; 19, A; 20, C; 21, A; 22, B; 23, D; 24, A; 25, B; 26, D; 27, A; 28, A; 29, A; 30, D; 31, B; 32, B; 33, C; 34, C; 35, A; 36, C; 37, A; 38, C; 39, A; 40, B; 41, C; 42, C; 43, A; 44, B; 45, B; 46, A; 47, D; 48, B; 49, D; 50, B; 51, A; 52, D; 53, A; 54, C; 55, D; 56, D; 57, B; 58, B; 59, C; 60, A; 61, B; 62, A; 63, C; 64, B; 65, B; 66, B; 67, B; 68, B; 69, D; 70, A; 71, D; 72, A; 73, B; 74, D; 75, C; 76, D; 77, A; 78, B; 79, B; 80, B; 81, D; 82, C; 83, D; 84, C; 85, D; 86, C; 87, A; 88, B; 89, C; 90, D; 91, B; 92, C; 93, C; 94, B; 95, D; 96, D; 97, C; 98, D; 99, C; 100, D.

EXAM 4594

PROMOTION TO TOWERMAN

Transit Authority

Test Held September 28, 1974

Of the 1,469 candidates called to this exam, 857 appeared. Candidates who wish to file protests against these proposed key answers have until October 29, 1974 to submit their protests, in writing, together with the evidence upon which such protests are based.

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

BOARD OF EXAMINERS EXAM

School Secretary (Day Schools)

Test Held June 18, 1974

Of the 1,322 candidates called to this exam, 1,112 appeared.

- 1, 1; 2, 1; 3, *; 4, 1; 5, 3; 6, 4; 7, 3; 8, 2; 9, 3; 10, 2; 11, 1; 12, 3; 13, 4; 14, 1; 15, 2; 16, 4; 17, 3; 18, 2; 19, 3; 20, 4; 21, 1; 22, 3; 23, 3; 24, 2; 25, 2; 26, 1; 27, 1; 28, 3; 29, 4; 30, 2; 31, 1; 32, 1; 33, 2; 34, 3; 35, 4; 36, 3; 37, 2; 38, 4; 39, 3; 40, 2; 41, 2; 42, 4; 43, 2; 44, 1; 45, 4; 46, 1; 47, 4; 48, 3; 49, 2; 50, 1; 51, 3; 52, 3; 53, 1; 54, 2; 55, 3; 56, 4; 57, 1; 58, 1; 59, 4; 60, 2; 61, 1; 62, 4; 63, 2; 64, 2; 65, 3; 66, 3; 67, 2; 68, 1; 69, 4; 70, 3; 71, 1; 72, 2; 73, 3; 74, 4; 75, 3; 76, 2; 77, 4; 78, 2; 79, 1; 80, 4; 81, 3; 82, 3; 83, 2; 84, 1; 85, 2; 86, 4; 87, 4; 88, 1; 89, 3; 90, 3; 91, 4; 92, 2; 93, 1; 94, 3; 95, 3; 96, 3; 97, 1; 98, 3; 99, 2; 100, 3; 101, 3; 102, 3; 103, 1; 104, 4; 105, 1; 106, 3; 107, 2; 108, 1;

- 109, 4; 110, 3; 111, 4; 112, 2; 113, 3; 114, 3; 115, 3; 116, 2; 117, 4; 118, 4; 119, 3; 120, 1; 121, 3; 122, 3; 123, 4; 124, 1; 125, 1; 126, 2; 127, 3; 128, 4; 129, 4; 130, 1. * Each applicant received credit for question 3.

BOARD OF EXAMINERS EXAM

School Secretary — Bilingual (Spanish)

Test Held June 18, 1974

Of the 39 candidates called to this exam, 31 appeared.

- 1, 1; 2, 1; 3, *; 4, 1; 5, 3; 6, 4; 7, 3; 8, 2; 9, 3; 10, 2; 11, 1; 12, 3; 13, 4; 14, 1; 15, 2; 16, 4; 17, 3; 18, 2; 19, 3; 20, 4; 21, 1; 22, 3; 23, 3; 24, 2; 25, 2;

- 121, 3; 122, 3; 123, 4; 124, 1; 125, 1; 126, 2; 127, 3; 128, 4; 129, 4; 130, 1.

* Each applicant received credit for question 3.

Final Key Answers

The city Civil Service Commission has rendered final the following key answers.

Attorney Trainee, Exam 2239—test held May 13, 1974.

Changes: No. 20, from D to B; No. 23, from C to B and/or C; No. 42, from C to B and/or C; No. 49, from A to A and/or D.

Prom. to Senior Special Officer, Exam 3562—test held Jan. 12, 1974. Changes: No. 34, from

C to C and/or D; No. 58, from D to C and/or D.

Prom to Sergeant, Exam 8528 (P.D. Sp. Mil. 2)—test held Nov. 10, 1973. Changes: No. 6, from D to Delete; No. 24, from C to Delete; No. 27, from B to Delete; No. 28, from C to A and/or C; No. 29, from A to A and/or D; No. 31, from C to D; No. 32, from C to Delete; No. 35, from B to B and/or D; No. 48, from A to A and/or D; No. 69, from C to Delete, and No. 70, from A to Delete.

Prom to Supvg. Special Officer, Exam 3631—test held Jan. 12, 1974—No. 34, from C to C and/or D; No. 73, from C to Delete.

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Texts Of Candidates' Speeches To CSEA

CIVIL SERVICE LEADER, Tuesday, October 15, 1974

CAREY

(Continued from Page 2)

private sector have moved closer and closer together, I do not believe that a right written into the law by Congress and the courts a generation ago can be written out of the law because the paycheck is signed by a comptroller instead of a corporate treasurer. It makes no sense.

"Fourth, I absolutely am fed

up with the kind of contempt that is expressed for the civil service by some fashionable social critics, while those same critics are utterly ignorant of the desire of civil servants to achieve more responsible and creative jobs. I know you are proud of this state or you wouldn't be working for it. I want to be proud of your services to the state every day of the week.

"More than a year ago, the

Governor of this state promised to review career ladders so that those who enter government service have a chance for upward mobility, to learn more, earn more and do more. That promise should have been kept and it will be kept.

"But what has happened in the last year and a half? A study group has been extended but there seems to be no understanding that the way to increase productivity is to reward that productivity. Not just with raises; they are very attractive but they're sometimes wiped out by inflation and surcharges, but rather with the responsibility, and with the recognition of when a good job is being done, that good job should be rewarded in terms of advancement. Of advancement for the reason that it's good to come home and tell your family that

(Continued on Page 11)

WILSON

(Continued from Page 2)

their share of the pushing and that seems to be the fundamental issue.

"It isn't going to be easy to prepare a statute that will deal with this problem on an equitable basis, but we have got to face the issue head-on. I've asked your counsel, Jack Rice, to submit a bill, a proposed bill, to my counsel, Mike Whiteman, for review and I'll be pleased to work with you in development and enactment of a bill fair to all concerned in the 1975 legislative session. I will speak briefly on another matter of mutual concern, and this is very important to all but it is especially important to the lower paid employees of our government. The development of career ladders is a matter of critical concern to my administration and certainly to you. Our administration and CSEA have worked together in this area for many years and are still working. I thought very frankly that two or three days ago we had reached a satisfactory agreement on one very important area of mutual concern, and I was sorry to hear last night that apparently there was not an agreement. I want that agreement reached fair to all and I want it done fast.

"We worked together in this area for many years. Our discussions have led to career ladders in nursing ward service, social work, occupational therapy and teaching. And these ladders have improved service to the public. That's the important thing. They have improved service to the public while offering the employees who are affected more meaningful promotional opportunities. "I think that really no problem of mutual concern has been more widely misunderstood. The development of meaningful career ladders is not an easy task now, career ladders should not be considered as a substitute for a pay raise . . .

Career Ladders

"This administration recognizes the impact on all of our citizens, including the public employees, of double-digit inflation, and the impact, particularly on lower earning employees. This should and will be dealt with in salary negotiations which will commence this fall. Career ladders have as their goal the restructuring of jobs to make the tasks more interesting and challenging, to offer increased opportunity for advancement and promotion and to reward employees who are required to assume greater responsibilities. Career ladder movement should never be considered in context of a pay raise. This is a separate thing, and there is not total understanding on that. Now, towards this end, my administration has given to CSEA this proposal which is restructuring the food service series involving changes in duties and compensation for over 1,700 employees. I thought that that was agreed upon. It wasn't. I hope it will be soon.

"We recognized the concept of a bridge title between clerical and professional titles to provide meaningful opportunities for employees in clerical and professional responsibilities. Right now, state agencies are being surveyed

to determine how they may most meaningfully utilize this concept which will result in increased promotional opportunities for clericals.

"My administration has proposed a restructuring of the tax examination function in the Departments of Taxation, Finance and Labor. Discussions are going on at the departmental level leading towards improved opportunities for employees in the tax examiner series.

"My administration is pursuing with you a meaningful apprenticeship program in the maintenance series.

"I would add that the Department of Transportation is presently working on a proposal to restructure the highway maintenance series, which proposal should be ready, at my instruction, in the very near future. "The state, this administration, and I recognize the importance of continuing to work with you in all of these areas.

Serving The Citizens

" . . . Abraham Lincoln said that the purpose of government is to do those things which the people cannot do for themselves or cannot do as well for themselves in their individual capacities. That's the basic purpose of government . . . Government exists to perform services for all its citizens, including its employees and the families of its employees, and the taxpayers support with taxes paid out of their hard earned wages. For the taxpayers, therefore, a work stoppage in government is a violation of justice because the taxpayers who have paid for the services would be denied that for which they paid. I think this connection that the services which are rendered to the public by each and every one of you and those of whom you represent are essential to the public welfare. Work stoppages occur, frankly, when the negotiating process breaks down. I believe we should concentrate our efforts on insuring a system which will not break down. We really can never expect satisfactory employer-employee relations without working together to establish conditions and procedures that assure harmonious settlement of differences. We may need to look again, for example, at provisions dealing with injunctive relief, and remediation and arbitration to see whether improvements can responsibly be made which are calculated to be sure harmonious settlement of differences. In this connection I discerned a deficiency in our present system which in my judgment is not completely conducive to fully harmonious employer-employee relations in the public sector. I refer to an area in which, in my judgement and I'm sure you share it, we do not have equal negotiating rights with a proper balance of interest on both parties. I am talking about the situations in which the employer fails to negotiate in good faith, but is not subject to sanctions or penalties. I don't want that to exist. I don't want the system to break down. I want equality, true equality, as nearly as we can reach it in an imperfect world, to try to equalize both sides of the negotiating table. Therefore, I'm instructing Mel Osterman (Director, Office of Employee Relations) to work with you and other interested

(Continued on Page 11)

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TUESDAY, OCTOBER 15, 1974

CSEA Neutrality

BOTH gubernatorial candidates can claim that they came out of the Civil Service Employees Assn. convention last week as winners.

On the one hand, the Democratic challenger, Congressman Hugh Carey, generated sufficient enthusiasm as a new contender in state politics to warrant serious consideration by the delegates. Yet, Gov. Malcolm Wilson, running for the state's top job for the first time in his own right, showed a residual strength gained from his 36 years of prior state service.

Thus, the Carey forces could take credit that their efforts at endorsement had resulted for the first time in prolonged debate about the advantages of breaking the long-standing CSEA tradition of non-alignment.

Wilson partisans, however, can take pride that despite some emotional disputes currently going on between the Administration and the 230,000-member Employees Association, a basic trust still exists that the disputes will be cleared up before the election.

By no means should the neutrality stance of the union be interpreted in terms of one candidate or the other. Although the vote was nearly three to one for neutrality, it was obvious that many supporters of both candidates voted for neutrality.

CSEA is increasingly taking a more militant stand on many issues affecting public employees. This was evidenced by the fact that both candidates took positions that showed a willingness to pursue agency shop, right to strike and career ladder agreements.

The militancy was also evidenced from the mere fact that the question of endorsement was seriously considered. Perhaps at a future time, now that the ice has been broken, actual endorsements will be made.

As a democratic organization, CSEA will follow its tradition of encouraging each member to vote his or her own convictions in the upcoming elections. Many of the issues are still developing, and all voters would be well advised to pay both candidates the same compliment that CSEA has made.

That compliment is to give each candidate the courtesy of a fair hearing right up to the election.

CSEA's political action committee spent countless hours in reaching its recommendation of neutrality. It will take the voter but a moment to cast his or her vote. The result will be an administration that all citizens of the state will live with for the next four years.

Questions and Answers



Q. I'm debating whether to retire soon or wait until next year when I'm 65. If I retire early, I understand I'll get smaller payments. How can I find out how much I'll get whenever I retire?

A. You should call, write, or visit any social security office. They can give you a pamphlet that explains how to estimate the amount of your monthly payment.

Q. I'm 16 and as far as I know I've never had a social security number. When I applied for one the other day, I was told it will be several weeks before I get it. Why?

A. All applications for social security numbers are now being screened against social security central files in Baltimore, Maryland, to make sure a second number is not issued to the same person.

Don't Repeat This!

(Continued from Page 1)
is Warren M. Anderson or an as yet undesignated Democrat; whether the next Assembly Speaker is Perry B. Duryea, Jr., or Stanley Steingut.

The fact is that the civil service employee is lagging far behind in the race against skyrocketing living costs. Under the leadership of the Civil Service Employees Assn., a determined effort will be made next year to bridge that gap. This is the message that was delivered to both Governor Wilson and Congressman Carey when they met with the CSEA delegates last week at their annual convention at the Concord Hotel.

Show Strength

In its bluntest terms, that message was that the civil service employees will not tolerate any proposals that will make them bear the greatest brunt of inflation. The muscle that civil service employees can exercise was clearly demonstrated last month at the Federal level. President Ford wanted to delay a modest 5.5 percent increase in federal salaries for a period of three months, from Oct. 1, 1974, to Jan. 1, 1975. By an overwhelming, bi-partisan vote, the U.S. Senate rejected the President's proposal.

CSEA is determined to forestall any such proposal by State and local officials in the coming year. There seems to be no question that the cost of government will increase next year. The price of fuel oil for heating public buildings, the cost of gasoline for public automotive equipment, and the cost of all supplies used by government will continue to rise during the coming months.

CSEA will not permit budget-conscious officials to balance the budget by destroying the hard-won gains made by public employees in the past years. So long as double-digit inflation continues to undermine the purchasing power of the public employees, so long will the public employers be obliged to provide comparable salary increases as a minimum to the public employees. This is a matter of equity and justice. Nothing less is fair and nothing less is tolerable.

Eye Taylor Law

The next State administration and the next Legislature should be ready for militant CSEA leadership to rectify all the shortcomings in the Taylor Law. Experience has demonstrated that the Taylor Law is one-sided, that it tips the collective bargaining table towards the public employer, and that it has created employee frustration and unrest. CSEA has over the years recommended necessary changes to provide equality at the bargaining table, in the interests of promoting employee morale and efficiency.

The Legislature has for too long stalled on legislation to provide for an "agency shop," so that all employees, who make gains under CSEA leadership, would contribute to meeting the cost burden incurred by CSEA in its research activities, in its collective-bargaining efforts and in its other services that it provides for the public employees.

CSEA emerged from its convention with the determination and vigor that heralds substantial progress in the months ahead.



Civil Service Law & You

By RICHARD GABA

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

Retirement System Balks

The Appellate Division, Fourth Department, recently dealt with the question of whether or not the Supreme Court had jurisdiction to determine an issue of liability for breach of contract between the New York State Teachers' Retirement System and the estate of a deceased teacher who was a member of the Retirement System.

The court in Special Term granted a motion for summary judgment to the plaintiff, executrix of the last will and testament of the deceased member, on her first cause of action to recover interest on the benefit which was due to the estate by reason of the testatrix's death. Special Term denied the defendant Retirement System's cross-motion for summary judgment to dismiss the complaint.

The deceased member died Dec. 25, 1970. The defendant Retirement System took the position that the designation of beneficiaries by the deceased was defective and ambiguous, and it refused to pay out moneys from the Retirement System without a court order, although it admitted owing almost \$57,000. In January 1972, the Erie County Surrogate directed defendant to pay the benefit with interest to the executrix. In March 1972, defendant paid the amount of principal but refused to pay the interest, and the plaintiff thereafter brought the action in Supreme Court for interest at the rate of 7½ percent from the date of death to the date of payment, amounting in all to over \$5,000.

The defendant claims that this is actually an action against the State of New York over which the Court of Claims has exclusive jurisdiction. The Appellate Division agreed and dismissed the action for lack of jurisdiction in the Supreme Court. In the court's view, the New York State Employees' Retirement System is a governmental agency clothed with the authority of the State and, therefore, the jurisdictional issue is determined in favor of the defendant.

Although there are differences between the New York State Employees' Retirement System and the Teachers' Retirement System, the court felt that the similarities are sufficient so that the action was required to be brought in the Court of Claims. **Belscher v. New York State Teachers' Retirement System**, 357 NYS 2d 241.

THE APPELLATE DIVISION, Fourth Department, decided in another case to reverse a determination of the New York State Public Employment Relations Board. PERB found that the Town of Clay committed improper practices by refusing to negotiate with an employee organization and by improperly interrogating employees of the Town's Highway Department. In this case, a union demanded recognition from the Town Supervisor who, after having signatures on authorization cards verified, notified the union that the Town was prepared to accept the union as the bargaining agent.

This was done without authorization from the Town Board. When the Supervisor advised the Town Board that he intended to recognize the union, the Town Board instructed him that under no circumstances would the union be recognized.

The union then, at a public meeting of the Town Board, requested recognition. However, no vote was taken. The union was instructed to wait until the following year to negotiate, as it was too late in the current year. No contract has ever been executed between the Town and the union.

The court pointed out that an employee organization may achieve representation status either by recognition or by certification. PERB issued its decision based on a finding that recognition resulted from the acquiescence of the Town Board in the actions of the Supervisor in recognizing the union.

The court held that the record of the PERB proceeding did not contain substantial evidence to sustain PERB's determination that the Town of Clay had recognized the union. The Supervisor, under the law, did not have express power to recognize the union and he did not have implied authority to bind the Town by acts which were in excess of his statutory powers.

The court, however, sustained the findings of PERB as to unlawful interrogation of Town employees. However, it remanded the matter to PERB for further proceedings to determine an appropriate order against the Town on that charge. **Town of Clay v. Helsby**, 357 NYS 2d 291.

City Employees Awarded For Winning Suggestions

The Employees' Suggestion Program, which is administered by the City Department of Personnel, and encourages city workers to submit ideas to improve efficiency and productivity, last week awarded 39 city employees cash awards totaling \$850. In addition, Certificates of Merit were granted to 23 city employees.

The awards to city employees totaling \$25 or more are:

Patrolman Robert McDonnell of Long Island received \$25 for his suggestion to start a voluntary Bicycle Registration Program at police precincts to reduce theft and assist in the recovery of stolen bicycles. The program had been initiated as a local project in one precinct, and is now city-wide.

The award winners in the Bronx are: Charles L. Bogdan of the Transportation Administration, who won \$25 for his idea to install plumbing devices to prevent freeze-ups on outside sanitary piping at Pelham Bridge; Minnie Brachman of the Health Services Administration, who won \$25 for her idea to use a rubber stamp to remind vendors to include requisition number on invoices; Detective Gregory P. Califano of the Police Department who won \$25 for his idea to install plexiglass partition shields in courtrooms, and Gerald Kramer, a confidential investigator for the Housing Development Administration, who won five awards (three \$50 awards and two Certificates of Merit) for his accounting suggestions to the Department of Rent and Housing Maintenance.

In Brooklyn the award winners are:

Sergeant Henry Blom of the Police Department, who won \$25 for his suggested procedure to prevent freeze-ups of radio motor patrol car sirens; motorman Manuel T. Booker of the Transit Authority, who won \$25 for his transit information signs at Grand Central Station, 59 St., and the 86 St. stations on the IRT Lexington Avenue line and civil engineering draftsman Martin Seigel of the Transit Authority, who won \$25 for his suggestion for field construction offices to be equipped with fire extinguishers.

The winners in Queens are: foreman Eugene A. Kramer of the Transportation Administration/Dept. of Highways, who won \$100 for his installation of an automatic calendar clock-thermostat at the Harlem River Bridge shop; Vincent C. Rubino of the Transit Authority, who won \$50 for his relocation and modification of sensing circuit relays on model (5305A and 5309A) buses; Vincent Sciarillo of the Transportation Administration, who won \$50 for his suggestion to install a buzzer warning sound system when trucks are backing up, and assistant Chief Charles L. West, who won \$50 for his suggesting use of print registry control sheets by the Transit Authority, instead of by an outside contractor.

And the other winner on Long Island is deputy chief Edward D. Kelsey of the Fire Department, who won \$25 for his modification of ladder apparatus for operation of the fire hose stang nozzle.

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Operators Of Office Machines Needed By State

The position of Office Machine Operator, for which there is no experience or educational requirement, is open for filing with the State Department of Civil Service. The salary is \$5,871.

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A written test to examine the candidates knowledge, skills and/or abilities in such areas as mechanical reasoning, spatial relationships, following directions and arithmetic, is to be held on Dec. 14.

The Dept. of Civil Service will give first consideration to successful candidates who are residents of the county in which the appointment is being made, except for those vacancies in Albany County.

The deadline for receipt of applications is Nov. 11.

For more details, request announcement no. 24-127 from the State Dept. of Civil Service (see page 15 of The Leader).

More state job opportunities can be found on the State Open Competitive Job Calendar.

Nuclear Analyst List

ALBANY—A principal nuclear power analyst eligible list, resulting from open competitive exam 24-436, was established Oct. 1 by the State Department of Civil Service. The list contains 6 names.

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Open Competitive State Job Calendar

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Written Exam November 23

Associate Chemist (Air Pollution)	\$17,429	23-651
Medical Facilities Auditor, Senior	\$13,404	24-116
Medical Facilities Auditor, Associate	\$17,429	24-117
Medical Facilities Auditor, Principal	\$21,545	24-118
Senior Stenographer	\$ 8,051	20-989

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

Public Administration Internships	\$11,164	27-460
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Applications Accepted Until November 11
Oral Exam In December

Asst Mgr. for Teacher's Retirement System Investment Accounts	\$17,420	27-462
Associate Adirondack Park Specialist	\$17,429	27-429
Associate in Higher Education Opportunity	\$20,428	27-459
Enterostomal Therapy Nurse, Supvg.	\$14,142	27-461

Applications Accepted Until November 11
Written Exams December 14

Associate Airport Dev. Specialist (no exam)	\$21,545	27-454
Buoy Light Tender	\$ 6,811	24-123
Canal Maintenance Foreman	\$ 9,546	24-124
Canal Structure Operator	\$ 7,616	24-125
Office Machine Operator (Various Specialties)	\$ 5,871	24-127
Senior Airport Dev. Specialist (no exam)	\$17,429	27-455
Senior Civil Engineer	\$17,429	24-128
Senior Environmental Analyst	\$13,404	24-129
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JACK GALLAGHER
Treasurer, CSEA

Treasurer's Report

The 1972-1973 CSEA fiscal year, which ended September 30, 1973, was filled with challenges, crises and clear won victories for New York State's largest public employee union.

First, though it affected only the Albany area primarily, one of the most dramatic episodes occurred when CSEA stopped the State administration cold in its unilateral attempt to impose a \$5.00 monthly parking fee for State workers using lots that were formerly free. The Public Employment Relations Board followed a National Labor Relations Board decision that parking was a negotiable item and that no changes can be made without prior negotiations with the employees' representatives. When the State forced the issue to arbitration, a second opinion backed up PERB's decision.

Next, CSEA smashed the Service Employees International Union, and AFL-CIO affiliate, in its attempts to unseat CSEA as representatives for workers in the State Institutional and Professional, Scientific, and Technical bargaining units. The CSEA clobbered SEIU 14,970 to 5,434 in the Institutional voting which was unique in that both on-site in person ballots and mail ballots were used. In the Professional, Scientific and Technical unit, the tally was 13,524 for CSEA and 6,212 for the challenger.

CSEA did not rest on its laurels but took its further enhanced clout straight to the bargaining table to work out new contracts for all its State employee members.

But the road to a good contract was not smooth. First, PERB hit CSEA's dues deduction privilege for the "illegal strike" of Easter 1972. The PERB decision called for suspension of the checkoff privilege in accordance with Taylor Law penalties against employee organizations that violate the law's no-strike clause. CSEA lost dues deduction for ten months in the Institutional unit and three months in each of the other three State units it represents.

CSEA moved quickly to prevent any loss of income that could have forced a cut-back in needed membership services. The old system of direct payment was once again put into use. As usual, some members "forgot" to pay, but the majority bridged the gap, and CSEA is presently reminding the few "forgetful" people that their dues are overdue.

Then the State's Permanent Commission on Public Employee Pensions and Retirement Systems issued its regressive recommendations to the Legislature. CSEA and all other public employee unions were outraged.

The Pension Commission recommended a single retirement system for all employees, removal of pensions from the bargaining table and integration of Social Security payments in computing pension benefits. CSEA objected strongly.

After a statewide coalition of public employee unions failed to stop the pen-

Statement of Assets, Liabilities and Fund Balances at September 30, 1973

GENERAL FUNDS

Assets:	
Cash, including interest bearing accounts and certificates	\$2,214,176
Investment in Federal Intermediate Credit Banks at cost (market \$328,466)	327,718
Dues receivable	766,720
Due from Insurance Fund	76,089
Other receivables, deposits and prepayments	26,740
Land and buildings, executive headquarters, at cost—Note 3	1,106,659
Equipment, at cost less accumulated depreciation	112,495
Total Assets	\$4,630,597

LIABILITIES AND FUND BALANCES

Liabilities:	
Accounts payable, taxes withheld and accrued items	\$ 312,364
Due to Chapters for share of dues	1,285,348
Provision for employees pension plan—Note 4	406,022
Dues collected in advance	168,397
Mortgage payable—Note 3	215,721
Total Liabilities	\$2,387,852
General Fund Balances:	
Fund for general operations and working capital	839,321
Fund for contingency	150,108
Fund for building and equipment investment	992,792
Fund for additions to building and equipment	119,918
Fund for replacement of building—Note 1	140,606
Total General Fund Balances	2,242,745
Total Liabilities and Fund Balances	\$4,630,597

Statement of Income, Expense and Change in Fund Balance for the year ended September 30, 1973

GENERAL FUNDS

Income:	
Dues—net after refunds to Chapters	
State	\$3,729,494
County and associate	2,719,580
	\$6,449,074
Insurance Fund reimbursement of expenses—Note 2	370,882
Less: life insurance premiums refunded	27,281
	343,601
Interest earned	59,931
Income from other sources	16,079
Total Income	6,868,685
Expenses:	
Salaries, payroll taxes and other personal services	2,301,111
Employees' pension costs	371,081
Employees' group life insurance	23,764
Administrative travel, lodging and meals	431,443
Officers, directors and committees expenses	338,493
Civil Service Leader (mailed weekly to approximately 205,000 members)	899,240
Printing and communications	315,885
Legal services	571,881
Data processing services and equipment rental	288,076
General expense	62,680
Building maintenance	78,090
Mortgage interest	13,446
New York City office—expenses other than payroll	6,710
Public relations programs	68,963
Travel allowance to Chapters	39,368
Regional offices, conferences and County workshops	54,861
Annual and special delegate meetings	24,788
Biennial officer election expenses	170,590
Organizational costs	138,310
* Additions to fund for building and equipment investment representing purchases of equipment during year	5,464
Total Expenses	6,204,244
Excess of Income Over Expenses Transferred to General Operations and Working Capital	\$ 664,441

Statement of Changes in Fund Balances for the year ended September 30, 1973

	General Operations and Working Capital	Contingency	Building and Equipment Investment	Additions to Building and Equipment	Fund for Replacement of Building	Total General Funds
Balance—October 1, 1972	\$398,674	\$ 0	\$986,962	\$ 94,080	\$108,973	\$1,588,689
Changes:						
Income from operations	664,441	108	0	5,838	6,633	677,020
Appropriations between funds	(223,794)	150,000	28,794	20,000	25,000	0
Equipment purchased	0	0	5,464	0	0	5,464
Depreciation on equipment	0	0	(28,428)	0	0	(28,428)
Balance—September 30, 1973	\$839,321	\$150,108	\$992,792	\$119,918	\$140,606	\$2,242,745

sion reform program from being considered by the Legislature, CSEA, in order to defend its members, went it alone and began to turn the tide against the pension reform by showing through research that the Pension Commission had failed to deal with the true economics of the matter.

Eventually a compromise pension fair to both sides was reached, with future pension negotiations to be on a coal-

tion basis beginning in 1976.

All during this time of crisis, CSEA had remained at the bargaining table with the State hammering out a new three-year contract that provided a 12 percent raise for all employees over the first two years—6½ percent on April 1, 1973; 5½ percent on April 1, 1974—and a reopener on salary for the final years of the contract.

While CSEA faced these numerous

challenges in its State Division, similar patterns of activity on a smaller scale were going on in an endless network of local government CSEA groups stretching all across the State. Negotiating units varying in size from thousands of employees down to a handful were all moving forward relentlessly under the CSEA banner seeking better employee benefits at the bargaining table.

(Continued on Page 9)

President's Report

It is inevitable that politics, political action and related matters will be among the primary areas of concern of delegates to this annual meeting, since it so closely precedes the November general elections. Political affairs will not, however, occupy a disproportionate share of attention — there are many ongoing important matters within CSEA which will demand careful consideration, direction and action at this time as well.

CSEA, by virtue of its size and penetration into all levels of government through New York State, is certainly a very significant factor with regard to political activities. We must keep in mind that any action taken in the area of politics at this convention will have lasting effect. Whatever decisions are made here are vital to our membership. We are entrusted with the responsibility of selecting the course of action which is most beneficial to that membership. Above all, we should keep cool in a real hot setting.

Aside from the issues of statewide politics, we must give extreme consideration to and take decisive action on other items of vital importance. First and foremost is the ominous spectre of runaway inflation.

We must do everything possible to make certain that the rank-and-file government worker is protected from sacrificing unduly, compared with other employment sectors. Inflation is not to be conquered at the expense of the lower-paid government employees. It is time for the top leaders to lead the fight against inflation by doing the things necessary, to show by example and not by talk.

In the State sector of CSEA, the upcoming reopener on salary items in the present three-year contract is of critical importance. CSEA has the task of not only achieving a realistic increase for the third year to protect State employees against the ravaging inflation which is upon us, but also of making up for the unforeseen erosion in the purchasing power of the dollar during the first two years of the present contract.

And while inflation looms as a major threat to us, it in no way minimizes our concern for the importance of such things as the provision for an agency shop, the need for re-examining

weaknesses in the grievance procedures, updating insurance and retirement provisions, and the establishment and implementation of career ladders.

Our work is obviously cut out for us — let's get on with it!



THEODORE C. WENZL
President, CSEA



DOROTHY MacTAVISH
Secretary, CSEA

Secretary's Report

Although it has not been past practice for the CSEA Secretary to submit a formal report to the delegates, at the time of the last Annual Meeting several Delegates asked me to do so, stating that they would like to know exactly what role the statewide secretary has as an officer in the overall functioning of the Association.

Therefore, for this reason, I shall try to relate my duties and activities as briefly as possible.

First of all, I would like to point out that the office of Secretary of the Association is unique in that it has a working arrangement that is different from that of any other officer.

There is the duty of recording the proceedings of all meetings, including those of the officers, the Board of Directors, State Executive Committee, delegates and chapter presidents, and furnishing Headquarters with a rapid and accurate transcript of the proceedings of each of these meetings. These minutes are then duplicated and distributed to staff and sent out to members of the Board of Directors.

This I have done for every meeting this past year with the exception of two Board of Directors' meetings and State Executive Committee meetings when I was hospitalized this past summer. Two of the Association secretaries — namely Jean Charters and Elaine Hopke — pinch-hitted for me on these two occasions, for which I was most grateful. The transcribing and typing of these minutes must be done at my home, and this consumes many hours of time on evenings and weekends inasmuch as I hold a full-time secretarial job with the State Education Department.

In addition, a verbatim record of Delegate, Board of Directors, State Executive, and County Executive meetings are made by an outside reporting service, and these minutes are maintained in CSEA Headquarters. Delegates and Board of Directors minutes are also taped to provide an immediate verbatim record until such time as the typed record is received from the outside reporting service.

Also, as Statewide Secretary, I travel widely throughout the state attending your various meetings and functions, installing officers of chapters on occasion, and performing numerous other duties of the office. As for the routine duties such as affixing my signature to many new charters throughout the year, signing a large number of papers and documents at headquarters, getting information for the correspondence I must answer to the members, etc., this is most convenient for me as my office in the Education Department is only one short block from CSEA Headquarters, and I am able to use my lunch hours to perform these duties there.

Nevertheless, the Secretary is one of the top 10 officers of the Association, with a voice in policy-making, decision-making, etc.

As you see, the Secretary holds an important spot in the make-up of the Association, and I enjoy working most diligently for the membership of CSEA in this most responsible office.

I would like the members and delegates to know that I have fully recovered from the serious illness and surgery which incapacitated me for a few months this past summer, and I will continue to work hard for all of you during this next year of my term of office so that together we can have the best year that CSEA has ever known.

Treasurer's Report

(Continued from Page 8)

Field staff organizers zeroed in on many local government work forces during the course of the year, enrolling

blocks of new members and installing CSEA as the exclusive bargaining agent. In the one year period, more than 16,000 new members signed up in the

County Division of CSEA.

CSEA, itself, was changing during this period as restructuring moved closer to actuality.

As the fiscal year ended, it was clear that the turbulent era in public employee relations that began with the

Taylor Law was still very much with us. CSEA had taken its share of knocks over the twelve months' period, but, as usual, it had also won more than its share of the rounds.

It was equally clear to the various government jurisdictions and to rival unions that CSEA was alive and well, and if there were any chinks in its armor, they certainly weren't showing.

Like any growing union, CSEA has its share of disagreement and of infighting among its own members. So far for us, the overall effect of this normal American activity has been healthful. We think our basic common sense and respect for the organization will allow us to continue in this climate of democratic disagreement within, while displaying a united, forward thrust to the outside world.

Insurance Fund—for Insured Members Only

Statement of Assets, Liabilities and Fund Balances at September 30, 1973

Assets:		
Cash, including savings accounts and certificates of deposit	\$265,039	
Due from insurance underwriter	93,476	
Total Assets		<u>\$358,515</u>
LIABILITIES AND FUND BALANCE		
Liabilities:		
Premiums received from members in advance	\$ 84,073	
Premiums payable to insurance companies	122,164	
Due to General Fund	76,089	
Total Liabilities		<u>\$282,326</u>
Fund balance:		
Restricted for members insured under the group plan		<u>76,189</u>
Total Liabilities and Fund Balance		<u>\$358,515</u>

Statement of Income and Expense for the year ended September 30, 1973

Income:		
Refund from insurance company	\$369,268	
Interest earned	23,016	
Total Income		<u>\$392,284</u>
Expense:		
Reimbursement to General Fund of costs of maintaining the group life insurance program—Note 2		<u>370,882</u>
Excess of Income transferred to Fund Balance		21,402
Fund Balance—October 1, 1972		<u>54,787</u>
Fund Balance—September 30, 1973		<u>\$ 76,189</u>

Financial Statement Notes

Note 1—Accounting Policies

Accounting policies conform to the fund accounting method for nonprofit organizations in accordance with generally accepted accounting principles. The Association reports on and maintains its records on the accrual basis of accounting, separating the accounts and records for the general fund and the insurance fund.

The insurance fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, The Civil Service Employees Association, Inc.

The Association maintains individual records with respect to members who participate in the Group Life Plan and Supplementary Life Plan underwritten

(Continued on Page 14)

State Promotional Job Calendar

Applications Accepted To October 15 Written Exams November 2-3

Interdepartmental Promotion Exams

Senior Stenographer	G-9	35-603
Senior Stenographer (Law)	G-9	35-604
Supvg. Toll Collector	*	35-622
Toll Section Supervisor	*	35-623

*Salary varies with agency.

Correctional Services

Senior Commissary Clerk	G-9	35-593
Principal Commissioner Clerk	G-12	35-594

Health

Associate Medical Facilities Auditor	G-23	35-601
Principal Medical Facilities Auditor	G-27	35-602
Senior Medical Facilities Auditor	G-18	35-600
Senior Sanitary Chemist	G-18	35-595

Labor

Senior Chemist (Industrial Hygiene)	G-18	35-611
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Applications Accepted To November 4 Written Exam December 14

Interdepartmental

Senior Civil Engineer	G-23	35-616
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Departmental

Administrative Aide	G-11	35-581
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Agriculture & Markets

Supv. Dairy Products Inspector	G-19	35-624
Senior Dairy Products Inspector	G-16	35-625
Supv. Farm Products Inspector	G-19	35-626
Senior Farm Products Inspector	G-16	35-627
Supervising Food Inspector	G-16	35-628
Senior Food Inspector	G-16	35-629
Senior Horticultural Inspector	G-16	35-630
Chief Meat Inspector	G-21	35-631
Supervising Meat Inspector	G-19	35-632
Senior Meat Inspector	G-16	35-633
Associate Marketing Rep.	G-19	35-651
Senior Marketing Representative	G-15	35-652
Chief Marketing Representative	G-22	39-036

(Oral exam held in Dec. 1974)

Audit & Control

Principal Retirement Benefit Examiner	G-20	35-641
Associate Retirement Benefits Examiner	G-17	35-642
Senior Retirement Benefits Examiner	G-14	35-643
Retirement Benefits Examiner	G-11	35-644

Correctional Services

Correction Captain	G-24	35-635
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Dept. Of Transportation

Canal General Foreman	G-17	35-647
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Environmental Services

Senior Environmental Analyst	G-18	35-655
Principal Fish & Wildlife Technician	G-14	35-657
Senior Fish & Wildlife Technician	G-10	35-658
Associate Director, Div. of Pure Water	G-34	39-044

(Oral exam held in Dec. 1974)

Executive

Supervising Natural Disaster Civil Defense Representative	G-22	39.046
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(Oral exam held in Nov. 1974)

Health (Exch. of Hospitals)

Senior Radiological Chemist	G-18	35-663
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(Labor (State Insurance Fund)

Associate Underwriter	G-21	35-636
Senior Underwriter	G-18	35-637
Underwriter	G-14	35-638
Principal Underwriter	G-24	39-045

(Oral exam held in Nov. 1974)

Teachers Retirement

Sr. Retirement Benefits Examiner	G-14	35-645
Retirement Benefits Examiner	G-11	35-646

Continuous Recruitment

Senior Hydraulic Engineer	G-23	30-202
Assistant Hydraulic Engineer	G-19	30-203

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

Regional offices of the Dept. of Civil Services are located at the World Trade Center, Tower 2, 55th floor, Manhattan 10047, 488-4248; State Office Campus, Albany, N. Y. 12226; and Suite 750, 1 W. Genesee St., Buffalo 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

FIRE FLIES

by Paul Thayer

According to unimpeachable sources, the heart fibrillations which Commissioner John T. O'Hagan suffered several years ago and which sent him to Bellevue Hospital for about a week, will serve as his ticket to three-quarters retirement for him. According to another equally well-informed source who is in a position to know about such things, the Commissioner has been informed privately that as of January 1, 1975 it would be well to seek other employment.

It is true of course that his reappointment was based on his promise to save a considerable amount of money by instituting certain reforms within the Fire Department. At the time, that prospect was very desirable to City Hall and although a numbing shock to the rank-and-file, as to this writer, the impossible happened and Mr. O'Hagan remained.

When an enraged membership treated Mr. Abe Beame, the spanking brand-new Mayor, to his first vociferous picket line calling for Commissioner O'Hagan's scalp, we hear, the Commissioner was called in and asked what the hell goes on here? Beame was under the impression that all was hotsy-totsy between the troops and the Commissioner and the picket line was something he needed like a hole in the head, especially so soon after taking office!

Either Mayor Beame was insulated against the gripes and reports coming into the various Democratic Club Houses around the City, or he just chose to ignore their significance. In my own case, last July, when the Commissioner tried to muzzle me for the contents of this column, he told a reporter who interviewed him that he declared me persona non grata because he didn't want me falling off some roof!

The volume of complaints to the District Leaders has now become a crescendo and O'Hagan has been tagged as bad news. The invite to travel as of January 1 is the result.

The expected replacement for John T. O'Hagan is Hon. Raymond P. Nolan who loves the Fire Department and was formerly a Deputy Fire Commissioner. His big downfall as far as O'Hagan is concerned is that he is too popular with the men and would be incapable of riding herd on the firefighters as his version of a good Commissioner should. I guess that this just goes to prove the old adage that some people learn how to be nice early in life and others go to their graves never discovering the therapeutic value of honey.

There is another factor involved here which has considerable significance. It seems that the Hon. Ray Nolan grew up with the Hon. Hugh Carey. In fact they went to the same school and knelt side by side to make their First Communion together at the altar of St. Augustin's Church in Brooklyn. What with the suggestion of a five percent increase in income tax for the

find themselves, it would not be surprising to find Ray Nolan's buddy, Hugh Carey, in the Governor's Mansion come January 1, and that might just help sweeten the pudding a bit more!

Well gentlemen . . . there it is as I see it.

It seems that the Commissioner and various V.I.P.s went to Times Square the other week to temporarily change the name of the area to Fire Prevention Square in honor of Fire Prevention Week. The big name on the list of speakers was Congresswoman Bella Abzug. Obviously nobody got around to telling her that she was supposed to talk

(Continued on Page 15)

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Texts Of Candidates' Speeches To CSEA

WILSON

(Continued from Page 5)

groups to develop a specific proposal in this regard for action, not words, at the 1975 legislative session to equalize both sides of the negotiating table. . . . Now just one footnote more than a footnote I've said before, and I say again ladies and gentlemen. "No government can function

effectively unless the citizens respect the government and an average citizen has his and her contact with government . . . dealing with the men and women of the civil service, you and those whom you represent. The citizens' respect for government is enhanced or diminished in accordance with the manner in which you, representing the government, relate to the individual

citizen. Therefore, I want to thank you and those whom you represent for the diligence, the efficiency and the courtesy for which you deal with the citizen. You are making a major contribution to government and respect for government, and that's an immense contribution. Your Governor, and your friend, wants to thank you and those whom you represent."

CAREY

(Continued from Page 5)

the state you work for has seen you move forward and you've moved productivity forward in the State.

"But I did not come here simply to tell you what I will do for you. I ask you to help in the work that must be done throughout New York. I cannot simply ask for your help in the next four weeks because if I am elected, I will need your help in the next four years. We will have to work together to open up the Legislature, to stop the manipulation of that body in which special interests always seem to write the laws while the people always seem to be shut out except for paying the costs of the bills.

"We will have to work together to change this criminal justice system which cannot stop crimes, deter criminals, or rehabilitate the young before they become professional lawbreakers. And that means a fight that must be won to take the clubhouses out of the courthouses and to put the judges on the bench for what they know and not for who they know.

"And I'm saying the same thing today that I said last week to those who labor in organized labor. We will have to work to-

gether to change the way we spend our money, less for malls and commissions and no-show jobs, and more for child care and health for the senior citizens and support for the Mitchell-Lama rent program.

"That's the way to help people, not just erect monuments to those who like their images to bar the skyline.

"We do not shrink from the challenge of four years, we welcome it. You heard those words when they were said by President John F. Kennedy and he told us there are two parties in this country — the party of hope, and the party of fear. I fear not.

"I see the next four years as a chance to build, a chance to go forward. It's going to take a lot of work to scrape the barnacles off the Ship of State, but it can be done.

"With your help, if we get out the vote, if we turn on the people, if we march together for a new kind of New York that will lead this country once again. November 5th can start the effort that you and I can make together to make the Empire State once again the leader in the 50 states. It's worth every moment of your time and dedication.

"I want to thank you for what you've given to New York. I ask you now to give me a chance. Thank you very much."

State Eligible Lists

EXAM 35500
ASST RETIRE BENEFITS EXMR
Test Held June 1, 1974
List Est July 29, 1974

1 Scott Charles A Albany	100.1
2 Wayman Nancy A Duaneburg	98.3
3 Barr Louis A Schenectady	98.2
4 Zimmerman John Scotia	98.1
5 Finnegan B A E Greenbush	96.4
6 Kaufman George Delmar	96.1
6A Verburg Thomas Loudonville	96.1
7 Lynch Michael D	96.0
8 Suidam G E Brooklyn	96.0
9 (Vacant)	
10 Merrishew Sheril Delanson	95.4
11 Erno Robert J Latham	94.7
12 Mariano Leslie Troy	94.4
13 Neary John A Schenectady	94.3
14 McCauley Lionel Albany	94.2
15 Kerr Michelle R Buffalo	94.1
16 Fisher Arlene K Plattsburgh	94.0
17 Clark Harry R Albany	94.0
18 Stumpf Treasa V Holley	94.0
19 Hawkes C A Schenectady	94.0
20 Downey Michael Amsterdam	93.3
21 O'Neil Jacquelyn Troy	92.1
22 Ronesi James W Stillwater	92.4
23 Simmons Karen J Berne	92.2
24 Cohn Fred D Albany	92.2
25 Dassenbrock J M Schenectady	92.2
26 Bier Katherine Little Neck	92.0
27 Poissella Joan P Depew	90.7
28 Freeman Mary C Ballston Lk	90.6
29 Smith Kathryn A Niskayuna	90.5
30 Fobare Martin I Troy	90.4
31 Murray M M Troy	90.4
32 Kabanek Bonnie Schenectady	90.3
33 Yook Loretta M Mechanicville	90.3
34 Delehan Mary Albany	90.2
35 Mohr Jay T Schenectady	90.2
36 North Jonathan Schenectady	90.2
37 Denny Donald B Buffalo	90.1
38 Lindale Mildred Niverville	90.1
39 Kuziora Nancy L Buffalo	90.1
40 Fox Berel Brooklyn	90.1
41 McIntyre Linda Albany	90.1
42 Deforge James M Troy	90.0
43 Sentiwany M J Ballston Spa	90.0
44 Sherman Mary A Albany	90.0
45 Esposito W L Bix Hills	89.7
46 Gerber Allen A Buffalo	89.5
47 Schutker W E Buffalo	89.5
48 Larrabee Irene Amsterdam	89.4
49 Gatrulli M M NYC	89.4
50 Felter Louise E Latham	88.8
51 Chandler Gail J Buffalo	88.5
52 Gleason Richard Albany	88.4
53 Abrams Liada A Northville	88.4
54 Clough Louis Schenectady	88.3
55 Traynor Patrick Cohoes	88.3
56 Havis Mark S Guilford	88.3
57 Seilliman Sue A Albany	88.2
58 Dillella Mary Albany	88.2
59 Considine E D Troy	88.2
60 Butterlee E Latham	88.2
61 Sussner Wayne C Selkirk	88.0
62 Franze Charles Albany	87.8
63 Kelly Mary E Albany	87.8
64 Meek Arlene M Rensselaer	87.4
65 Schaible James Schenectady	87.3
66 Martino Joseph Schenectady	87.2
67 Grovenger S K Cohoes	87.2
68 Anderson F R Buffalo	86.8
69 Parks David W Nassau	86.8
70 Devoe Evelyn B Mechanicville	86.7
71 Cureton Sylvia Waterford	86.7
72 Klueger Leon Brooklyn	86.7
73 Goodman Meyer L I City	86.7
74 Ruso Charles A Guilford	86.7
75 Brown Margaret Albany	86.7
76 Morrison Linda Latham	86.7
77 Debonis Paul B Troy	86.6
78 Thomas Virginia Athens	86.6
79 Dassenbrock John Schenectady	86.6
80 Gardiner John S Potsdam	86.6
81 Bergman Maxine Watervliet	86.5
82 Frank Patrick Albany	86.3
83 Davignon C F Mechanicville	86.2
84 Thackrah M M Glenmont	86.0
85 Sarsfield John Delmar	86.0
86 Breen Joan A Schenectady	85.8
87 Fryc Deborah L Amsterdam	85.4
88 Carlino Frank J Troy	85.3
89 Willette J I Schenectady	85.3
90 Linsey Marcia Albany	85.2
91 Levine Margaret Albany	85.2
92 Bianca Maureen Albany	85.2
92A Fernet Dennis P Saratoga Spg	85.1
93 Galinski F A Albany	85.0
95 Fates Frank P Schenectady	84.8
96 Williams P J Albany	84.7
97 Stoney William Albany	84.5
98 Colloton Peter Nassau	84.3
99 Polenz A M Schenectady	84.3
100 Richburg Joan E Albany	84.2
101 Lawson Ina R Elmhurst	83.9
102 Dolly Richard A Albany	83.7
103 Sifer John T Loudonville	83.7
104 Riggs Donald L Scotia	83.7
105 Lisitsky F A Watervliet	83.7
106 Halpin Mary K Troy	83.6
107 Ahern William P Troy	83.6
108 Hoefs Robert H Amsterdam	83.6
109 Gary Victoria A Schenectady	83.6
110 Arnold Caroline West Lebanon	83.5
111 Gaynor Thomas J Troy	83.1
112 Rivera Eva L Bronx	82.8
113 Urrey Betsy E Middleburgh	82.7
114 Northrup John J Amsterdam	82.5
115 Laserson Irving Cozona	82.5
116 Onfil Mary E Colonie	82.5

NMU Actions Goad Offers On Smithtown

SMITHTOWN—Employees in two "toe-hold" pockets represented by the National Maritime Union in Suffolk County have offered to help the Civil Service Employees Assn. fight a takeover bid in Smithtown.

Civil service workers in the Huntington Town Highway Dept. and Patchogue Village blue-collar units, represented by NMU, have contacted CSEA with complaints about the representation they have received. So angered by this NMU action were the employees that they have volunteered to go to Smithtown, where a challenge election may be ordered.

CSEA is awaiting the results of lengthy hearings before Public Employment Relations Board hearing examiner Zachary Wellman on the NMU's bid for a representation election.

Huntington Highway Dept. employees told CSEA that NMU had railroaded through a contract that offered them an unenforceable promise of pension improvements after the expiration of the contract — and, according to CSEA officials, after the statutory time for negotiations for improved pensions benefits.

"In all my years in labor, I've never heard anything like it," declared CSEA regional field supervisor Edwin J. Cleary.

In addition, employees in the Patchogue Village blue-collar group represented by the NMU reported that they have been working for a year without a contract since being represented by the sailors' union.

As a result of the NMU challenge negotiations for Smithtown employees have been stalled. The town ducked the CSEA demands for a start on negotiations claiming that the pending challenge prevents the town from bargaining. CSEA officials were considering filing an unfair labor practices charge in order to get negotiations started.

Employees in Smithtown have started calling the challenging union, "Not Much of a Union."

Nassau Dance Due

MINEOLA—The 26th annual dinner-dance of the Nassau chapter of the Civil Service Employees Assn. is set for Oct. 19 at the Malibu Club, Lido Beach. The event features a cocktail hour-and-one-half, full-course dinner, dancing and floor show, according to Ralph Natale, chairman of the committee. Attendance is limited to 600.

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

Rockland Members Invited To Oct. 24 Info Session

MT. IVY — Rockland County Civil Service Employees Assn. president John Mauro has slated an innovative "stand-up informational meeting" for CSEA members Oct. 24 at 7:30 p.m. at the Ivy Manor, Rt. 202, Mt. Ivy.

The program of the meeting is to allow members to speak with CSEA officers and staff, and with representatives of CSEA insurance, legal assistance and retirement programs about specific problems. Members will hear brief presentations by each of the representatives concerning the various CSEA programs and services.

Open For Questions

Attending the meeting will be: CSEA Southern Region president James Lennon; Ernie Wagner, who will answer questions about the retirement program; John Collins, who will speak on Blue Cross-Blue Shield insurance; Jack Carey, CSEA assistant director for state and regional attorney Martin Cornell, who will discuss disciplinary proceedings, legal assistance programs, grievances and other legal services; Steve Wagner, who will speak on the GHI-GHDI insurance; Marvin Baxley, editor of The Leader, who will discuss CSEA news and the newspaper, and Tom Collins, who will discuss the membership ID program.

Also, political candidates endorsed by the Rockland County CSEA are expected to attend.

Representing statewide CSEA officers will be director Joseph Lochner and executive vice-president Thomas McDonough.

Chapter Presidents

Participating chapter presidents will include: Martin Langer, of Rockland State Hospital; Vi Svensson, of Helen Hayes Rehabilitation Hospital; John Clark, of Letchworth Village; Walter Anger, of the Palisades Interstate Park Commission; Lewis Lingle, of the Thruway

Authority, and Mr. Mauro, of Rockland County.

However, all members and prospective members of CSEA are invited to attend.

The CSEA will also be represented at the meeting by Southern Region field supervisor Tom Luposello, field representative Larry Scanlon and public relations associate Geni Abrams.

Several members of the CSEA Board of Directors will be at the meeting to answer questions about the statewide operation. They are Victor Pesci, Ernie Strobel, Jean Gray and Nick Puzifferri.

Tables will be set up with piles of literature concerning union benefits and programs, to supplement the information given by the CSEA officers and staff. Refreshments will be served.

Veterans Day Nov. 11

New York City municipal offices will close for Veterans Day on Nov. 11.

The City joins with all State offices and banks in closing Nov. 11.

Dr. Dodds Honored

ALBANY—Dr. Jean W. Dodds, an associate research scientist in the State Health Department's Albany Division of Laboratories and Research, has been named Outstanding Woman Veterinarian of 1974 by the National Women's Veterinary Medical Association. The award, bestowed at the recent meeting of the American Veterinary Medical Assn. in Denver, honored Dr. Dodds for her studies in hemophilia and other bleeding disorders in dogs.

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Ford Authorizes 5.5% Pay Hike; Stresses Concern For Taxpayer

President Ford finally authorized the October pay raise of 5.52% for all federal employees on Oct. 1. The pay hike which will cost the government \$2.2 million will begin for most civilians with the Oct. 13 pay period.

Mr. Ford's effort to delay the pay raise until Jan. 1975 was stymied when the Senate overturned the President's proposal for a deferral. Mr. Ford asked for the deferral, which would have saved \$700 million, as part of his efforts to stem inflation.

Presidential advisors had recommended that a raise of 5.52 percent was required in order to keep the federal employee's sal-

aries on par with private industry's. By law the salaries of federal employees must be kept comparable to those in the private sector.

The President also received two other recommendations. A pay increase of 7.22 percent was recommended by a non-government committee of experts in pay policy. The federal employees union also submitted their recommendation calling for an 8.4 percent increase.

In a statement released on his authorization of the 5.52 percent increase, the President explained his decision for the lowest recommendation. The President said that while "federal employees, like all other citizens, are suffering financially from the current high level of inflation," his sympathy for them had to "be balanced by concern for the taxpayers who pay the bills."

A number of civil servants and military personnel were angered by this statement. The White House received a flurry of calls from employees who were quick to remind the President that they too are taxpayers and that they considered the raise of 5.52 percent a conservative increase.

Cost of Living Increase

Federal retirees — and those who leave the government by Dec. 31 — are due another cost-of-living raise of at least 5.3 percent. If living costs, as they have been, continue going up, the boost could climb to as high as 6 or even 7 percent. The raises are effective Jan. 1 and payable in Feb.

Transit Workers Win Art Awards In Subway Show

This week is the last chance for straphangers to see the 17th annual Transit Authority Art Association exhibition of work by present and former Transit Authority employees.

On display in the station mezzanine at 57 St. and Avenue of the Americas are some 160 works in a variety of media by 35 artists who include motormen, conductors, a railroad clerk, a computer programmer, an architect, a railroad watchman and a transit policeman. The show will remain open through Oct. 19.

The first prize in Oils went to Ronald Lucas, a conductor with the T.A.; the second prize went to Joseph Sodaitis, an architect with the T.A.

The first prize in Water Colors went to Yetta Lustig, a senior clerk, and the second prize went to Jane Atlas, a senior computer programmer.

The first prize in Portraits went to Yetta Lustig, and the second prize went to E.C. Spencer, a draftsman with the T.A.

The first prize in Transit Subjects went to Morris Charson, who is retired, and second prize went to John P. O'Connor, a motorman.

The first prize in Graphics went to Gilbert Reiter, a civil engineer, and the second prize went to Ronald Lucas.

And the first prize in the Miscellaneous Category went to Walter E. Bolznanski, who is retired, and the second prize in the same category went to Morris Charson.

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NORTH TOWN PHASE II ASSOCIATES, 32 Broadway, N.Y.C. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on August 28, 1974. Business: Provide capital for complete construction of, hold the beneficial interest in and operate and manage an urban rental project. General Partners: North Town Phase II Houses, Inc., 1345 Ave. of Americas, NYC; Sovereign Construction Co., Ltd., East 81, State Highway 4, Paramus, N.J. Limited Partner, Cash Contribution and Share of Profits: R. L. Management Corp., 32 Broadway, NYC, \$100,000, 95% Term: October 30, 1972 until December 31, 2025 unless sooner terminated. No additional contributions agreed to be made. Contributions to be returned upon admission of additional limited partners. Limited partner shall not substitute an assignee in its place without consent of the general partners. General partners may admit additional partners. No priority among limited partners as to contributions or as to compensation by way of income. Upon withdrawal of a general partner the remaining general partner shall have right to continue the business. Limited partner shall not demand property other than cash in return for its contribution.

LEGAL NOTICE

THE HOSANNA COMPANY. — Substance of Certificate of Limited Partnership of The Hosanna Company subscribed and acknowledged by all partners and filed in New York County Clerk's Office on September 19, 1974. Name and location: The Hosanna Company, 240 West 47th Street, NYC. Business: To produce and exploit a dramatic production entitled HOSANNA, and exploit rights held in connection therewith. GENERAL PARTNER: Norman Kean, 280 Riverside Drive, NYC. LIMITED PARTNERS, places of residence and contributions: Tarragon Theatre, 30 Bridgman Ave., Toronto, Can., \$30,000.00; La Compagnie Des Deux Chaînes Inc., 3823 Melrose, Montreal, Can., \$10,000.00; Norman Kean, 280 Riverside Drive, NYC, \$10,000.00. Each limited partner shall receive that proportion of 50% of the net profits of the partnership as his original contribution bears to the total capital thereof. Partnership commences upon filing of Certificate of Limited Partnership in County Clerk's Office and terminates on such date as the general partner designates. Limited partner's liability for losses, debts or obligations is limited to cash capital contributed by him. Limited partners' contributions shall be repaid if partnership has \$10,000.00 cash reserve after payment or provision for payment of all liabilities. All cash in excess thereof shall be paid at least monthly.

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It's Neutrality

(Continued from Page 1)
candidates' past performances as well as the current campaign.

It had been thought by many persons that the emotions aroused by the controversy over a food service career ladder would result in an endorsement for the Democratic candidate, Hugh Carey. However, in his speech, the Governor continued to state his willingness to continue discussions on the career ladders, even though Mental Hygiene delegates had turned down the latest Administration offer.

Both candidates expressed an open mind on such other vital topics as the agency shop and the right to strike for public employees.

On the career ladders, Governor Wilson noted that the state recognizes the need to work with CSEA on the development of career ladders for workers in the food service, tax examiners, maintenance and highway transportation series.

He cited their value to make jobs more interesting and challenging, to provide opportunity for advancement and to give awards for meritorious service.

Congressman Carey promised to follow through on whatever program is developed by the current Administration and CSEA.

He amplified his stand by saying that productivity should be rewarded with advancement. He noted that salaries are important, but much of the increases are wiped out by inflation, taxes and surcharges. The career ladder, at least, provides a chance for employees to feel that they are advancing in their careers. He cited the need for employees and their families to feel pride that their efforts are being recognized.

The Democratic challenger, discussing the Agency Shop, rejected the idea of a "free ride" for non-members. He cited, as example, the State of Michigan, where fees from non-members are used for scholarship funds.

Governor Wilson, on the same topic, pointed out that organizations in the public sector are being called upon increasingly to provide services for non-dues-paying employees. "It isn't going to be easy to work out a plan that will be equitable," he said. He noted, however, that he had asked CSEA to submit a program that "we can agree on, and I will work for it in the '75 legislative session."

The Governor, running for the state's top office for the first time as the Republic nominee, also spoke on the strike issue. He called work stoppages in government as an injustice to the public who pays for its services.

He did explain, however, that he felt there are inequities in the balance between employers and employees in negotiations. He noted that he had instructed Melvin Osterman, director of the Office of Employee Relations, to "work with you and others in working out a system that we can take action on in the 1975 legislative session."

Congressman Carey expressed the view that strikes be recognized in all but the most vital services such as fire and police protection. He expressed the view that public employees are entitled to the same rights as employees in the private sector.

Final vote on the issue of endorsement was 1,339 for neutrality, 555 for endorsement of one or the other of the candidates, and 32 abstentions.

① CSEA calendar ①

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

OCTOBER

- 16—Oswald Heck Developmental Center chapter meeting.
- 16—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 16—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, 1 M & T Plaza, Buffalo.
- 16—Board of Directors special meeting: 10 a.m., CSEA Headquarters, 33 Elk St., Albany.
- 17—Southern Region 3 executive board meeting: 8 p.m., Holiday Inn, Newburgh.
- 18—SUNY at Albany chapter meeting: 5:30 p.m., Silo Restaurant, Western Ave., Albany.
- 18-19—Syracuse Region 5 meeting: Ramada Inn, Ithaca.
- 18-19—Western Region 6 meeting: Trenholm East Inn, Exit 44, Thruway, Canandaigua.
- 19—Nassau Educational chapter board of directors meeting: noon, Bounty Inn, Rockaway and Peninsula Blvds., Hewlett.
- 19—Nassau chapter annual dinner-dance: Malibu Club, Lido Beach.
- 21—West Seneca Developmental Center chapter meeting: 8 p.m., VFW Post Hall, 299 Leydecker Rd., West Seneca.
- 22—Tax and Finance chapter "Meet the Candidates Night": 4:30 p.m. Bldg. 3 cafeteria, State Campus, Albany.
- 22—Long Island Armory Employees chapter meeting: noon, Huntington Armory.
- 23—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, auditorium, Chestnut and Broad Sts., Rochester.
- 24—Thruway Unit 1 meeting: 7 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 24—Metro Armories chapter membership meeting: 2 p.m., Staten Island Armory, 321 Manor Rd., Staten Island.
- 24—Rockland County chapters' Standup Informational Session: 7:30 p.m., Ivy Manor, Rt. 202, Mt. Ivy.
- 25—SUNY at Buffalo chapter 10th anniversary dinner: 6:30 p.m., Sheraton East, Cheektowaga.
- 25—Department of Transportation Region 10 chapter dinner-dance: 8 p.m., Holiday Manor, 345 Hicksville Rd., Bethpage.
- 25—Black River chapter Halloween party: 9 a.m.-1 a.m., Brownville Parish Center.

There's No Tax On Fun (Yet)



CSEA's Albany Taxation and Finance chapter descended on Krause's Halfmoon Beach at Crescent early last month for an annual clam steam and steak roast. In this photo, Walker Miller, holding the microphone at center, gets people lined up for a balloon toss.

Financial Notes

(Continued from Page 9)
by the Travelers Life Insurance Company and Mutual of New York. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed, and thereafter transmitted to the underwriter's agent in original form. Only monies received in the Association's name are deposited in Association bank accounts.

Investment in land, buildings and equipment is stated at historical cost.

Depreciation is computed for equipment on the straight-line method, based upon estimated useful lives varying from 5 to 10 years. No depreciation is provided on the investment in buildings. In lieu of depreciation for the headquarters building, the Board of Directors approved an annual appropriation from the general fund of \$25,000 for forty (40) years to fund replacement of this building.

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method and it is the Association's policy to fund pension costs accrued. Past-service costs under the plan are being funded over a 27-year period.

Note 2—Group Life Insurance Reimbursement of Expenses

Cost studies for the five years ended September 30, 1973 for determining the costs of handling the group life insurance program have not been completed or approved. The effect of these studies generally is to increase General Fund Income and Balance of Fund for general operations and working capital, and to decrease Insurance Fund income and Balance of Insurance Fund by a similar amount.

Note 3—Executive Headquarters and Mortgage Debt

The excessive headquarters property at 33 Elk Street, Albany, New York is pledged as security for a twenty-year, 5 3/4% mortgage with National Savings Bank, Albany, New York. The mortgage agreement requires annual payments of \$42,340 for interest and principal.

Note 4—Employees' Retirement Plan

The unfunded past-service cost liability was increased at Dec. 15, 1969, to \$885,116. The liability is being amortized over a twenty-seven year period from Dec. 15, 1969, and requires an annual payment of \$53,482.



Chapter secretary Santa Orsino and president Jack Daley look pleased as they survey the turnout of 700 members and guests.



Chapter president Jack Daley awards the door prize of a portable TV set to Wanda Tester, of the Corporation Tax Bureau.



An understandably popular game was passing a football between the knees.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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

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(Continued from Page 10) -
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got off a raving, ranting spiel
about women's lib as the Com-
missioner and party stood beet
red, wondering if Bella had blown
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CSEA State Executive Committee chairman Victor Pesci, standing left, looks to audience for questions on remarks made by statewide vice-president Solomon Bendet, at microphone. Seated are statewide secretary Dorothy MacTavish and State Executive Committee vice-chairman Jack Dougherty, Jr.



Many intense meetings were held at convention by delegates from Mental Hygiene on the food services career ladder. Shown here at meeting of MH representatives and chapter presidents are, from left, Anna Bessette, Richard Snyder; Jimmy Barge; William McGowan, MH committee chairman; Robert Guild, collective bargaining specialist; James Moore, and Greg Szurnicki, MH committee vice-chairman.

CONVENTION ACTION



Nassau chapter was one of many that caucused before casting votes on whether to endorse one of the gubernatorial candidates. Here delegates gather around chapter' first vice-president Ralph Natale, holding papers.

(Leader photo by Ted Kaplan)



In foreground, Clinton County chapter delegation listens to discussion while, behind them, Metropolitan Division of Employment officers confer. Seated, from left, are Jeanne Kelso, Saranac unit president; Fran Bessette, Clinton chapter president; Phyllis Duval, chapter treasurer, and Sue Healey, chapter secretary. Standing, from left, are William DeMartino, DoFE chapter president; Thomas Periman, chapter vice-president, and John C. Rice, CSEA associate counsel.



Sullivan County chapter officials bring CSEA staff members up to date on developments on the anticipated challenge election in their county. From left are Southern Region 3 supervisor Thomas Luposello, Sullivan Social Services unit president Nelson Durland, Sullivan chapter president Earl Bivins and field representative Lee Frank.



Officers of Suffolk County chapter, leaders of third largest chapter in CSEA organization, attend County Division meeting. From left are secretary Pat Cruz, fifth vice-president Ed Valder, third vice-president Frank Parker, treasurer Dorothy Goetz, second vice-president Frank Giordano, president James Corbin and first vice-president William Arthur.



Saturday evening session of County chapter delegates included discussion of "State Workers' Rights and Workmen's Compensation" led by George Burch, standing right, director of field offices, NYS Workmen's Compensation Board. Others, from left, are County Executive Committee vice-chairman Howard Cropsey; CSEA vice-president Irving Flaumenbaum, County chairman Salvatore Mogavero, and Social Security branch manager Thomas Morris.



Delegates were required to present identification at door in order to gain entrance to business sessions. Here assistant sergeants-at-arms Tony Vericella, at doorway, and Ernestine Lafayette check badges as delegates file in to hear speeches by the two principal candidates for Governor.