

Civil Service LEADER

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Joe Pawler

Holiday Happenings

— See Pages 8 & 9



THE REAL THING — Beth Huber tugs on Santa's beard and discovers it's the real thing while Gigi Farry, daughter of Mr. and Mrs. Kevin Farry, perches on the old gentleman's other knee. If Beth's hug looks special, it's because the man behind the whiskers is her grandpa, Fred Huber, president of the Buffalo chapter of the Civil Service Employees Assn. Mr. Huber plays Santa Claus each Christmas and his real beard helps convince the children that he's real. Story on Page 8.

(Leader photo by Hugo Unger)

Wenzl Forecast: Coming Year '75, 'May Be Busiest'

ALBANY—The Civil Service Employees Assn. will be entering "what could be the busiest year of our history," according to Theodore C. Wenzl, president of the 227,000-member union.

The statement was made by the CSEA chief in a year's end interview with the Civil Service Leader, in which he outlined a wide-ranging schedule of major activities already set for the year ahead, as well as a strong possibility of challenges for bargaining rights in one or more state employee negotiating units.

"We'll be starting off in high gear," Dr. Wenzl said, referring to coming negotiations for 147,000 state workers set to begin early in January. The talks will

be in the form of a reopener covering salaries, health insurance, disciplinary procedure, and agency shop for the third year of the present three-year contract.

Difficulties Foreseen

"Negotiations are never easy, but these will be more difficult than usual because of the current strange economic climate, coupled with the presence of an entirely new team facing us across the bargaining table," Dr. Wenzl continued. He expressed confidence, however, noting that "the figures are on our side, as far as salaries are concerned."

The CSEA president also stressed the importance of winning an agency shop, pointing out that representation costs are increasing sharply, "like everything else, and therefore it makes sense that all the employees represented should pay their share."

Dr. Wenzl also noted that not only would major state negotiations start off the year, "but we'll be right back there at the bargaining table for state workers again as the year draws to a close." He was referring to the fact that the present contracts for CSEA's four state bargaining units will expire on March 31, 1976, and will require full-scale negotiations for new pacts to begin in early winter, the normal

(Continued on Page 8)

Stress Employee Programs At DOT Seminar

ORISKANY—More than 90 Civil Service Employees Assn. representatives from the ten Department of Transportation regions and the Main Office chapter returned from the second annual CSEA-DOT Labor Seminar last month with a greater understanding of recent de-

velopments and improvements in employee-related programs as formulated by CSEA and DOT management.

Chairman for the workshop, held Nov. 14-16, 1974, at the Horizon Hotel, Oriskany, was Timothy J. McInerney, president of the DOT region 1 chapter, CSEA, and head of CSEA's spe-

cial DOT committee. Mr. McInerney described the event as "informational, innovative and well-received" by the participants, including guests from other state agencies, CSEA regional presidents, collective bargaining specialists from CSEA and DOT regional personnel officers.

Highlight of the Nov. 15 ses-

sion was a televised film of a mock disciplinary case. The dramatization, shown on television monitors, was a re-enactment of actual circumstances that led to misconduct charges for several DOT employees. The film examined contract discipline procedure, the role of CSEA as

(Continued on Page 14)

Won't Stand For Layoffs Of State Workers: Bendet

MANHATTAN—Solomon Bendet, president of the Civil Service Employees Assn.'s New York City Region 2, told members of the regional executive committee that "we are not going to stand for layoffs of state employees."

Responding to rumors that continue to swirl about Governor-elect Hugh Carey's recent request to Governor Wilson for a job freeze, Mr. Bendet said:

"We don't know whether Governor-elect Carey is referring to exempt jobs or to Civil Service positions. I hope he is not referring to Civil Service positions—

all of which are essential jobs required to deliver necessary programs for the people of the State of New York. The matter will be taken up with Governor-elect Carey at the upcoming negotiations."

Mr. Bendet went on to state (Continued on Page 9)

Jan. 1 Increment In Nassau

MINEOLA — Increments will be paid immediately on the start of the new year and all terms of a new contract under negotiation will be made retroactive to the start of the year, under an agreement between Nassau County Executive Ralph G. Caso and Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

"It means that everything we have will continue in force until

we are through with negotiations," Mr. Flaumenbaum announced, including the payment of increments due in January. The agreement also assured that all terms of a new contract will be retroactive to Jan. 1.

It appeared clear that no contract settlement could be reached before the start of the new year. CSEA is presenting evidence before a panel of fact-finders in support of its demand for a significant salary adjustment for 1975.



INSTITUTIONAL TEAM — Members of the Civil Service Employees Assn. Institutional Services bargaining team hold a brief conference on the staircase before joining the other three bargaining teams to plan the demands for the third year of the CSEA State contracts. On the top step are, from left, George Mosley and Clarence Laufer. In front of them are Greg Rowley; Robert Guild, CSEA collective bargaining specialist; Genevieve Clark and Howard Jackson. Other team members are Ronnie Smith, committee chairman; James Moore, Pat Timineri, Marjorie Reeves, Elaine Mootry and Samuel Gagnon.



Federal, State Laws Safeguard Pension Rights

THE civil service employees were presented with a fine Christmas gift by Secretary of Labor Peter J. Brennan when he declared illegal the plan in New York City to force the retirement at age 63 of the City's public employees.

Tenure of office and accumulated pension rights have been the single most powerful incentive in the recruitment and retention of dedicated public em-

(Continued on Page 6)

Westchester Honors Its Workers

WHITE PLAINS—Twenty-five-year service awards were presented to 28 Westchester County employees by County Executive Alfred B. DeBello this month at a special ceremony at the Health and Social Services Building here.

Recipients of the 25-year service awards for 1974 are: Sheriff's Department, Kurt J. Fennhahn, of Croton, and John Vlad, of North White Plains; Health Department, Rosalie V. Flannery, of Irvington; Purchasing, Nicholas P. Cassial, of Hawthorne; County Home, Gwendolyn Cuccia, of Hawthorne and Gerald D. Cullen, of Ossining; Laboratories and Research, James H. Florence, of White Plains; Parks Department, Jack Buttacsvoll, of Yonkers.

Also, County Attorney's Office, Adele Cleary, of New Rochelle; Playland, Andrew Tassone, of Mamaroneck; County Clerk's Office, James G. Griffin, of Yonkers; Corrections Department, Joseph DiCiccio, of Croton-on-Hudson, Edward Garrison, of White Plains, John Hreyo, of Yonkers, Joseph A. Maselli, of Hyde Park, Vincent F. Stanley, of Eastchester.

Recipients from the Medical Center at Grasslands include Olynthia Booker and Alberta Martin, of Elmsford, Mary F. Perry, of Mt. Vernon, Dorothy Seward, of New Rochelle and Robert Camp, Joseph Cunningham, James J. Festa, Mabel Hill, Boisy Mindingall, Rosa Lee Mitchell, Marion Powell and Thelma Tilly, all of White Plains.

Mr. DeBello presented the 28 awardees with certificates of appreciation along with pins for the women and tie-tacks for the men.

Weisel To Lead Shotrim Society

MANHATTAN—Capt. Jack M. Weisel was elected president of the Shotrim Society, an organization of Jewish members of the New York City Housing Police, for the coming year.

Other officers elected at the society's meeting this month include Officer Bill Fisher, first vice-president; Officer Richard Hirsch, second vice-president; Sgt. Carl Silverstein, recording secretary; Officer Arthur Fisher, corresponding secretary; Sgt. Milton Weinfeld, treasurer; Sgt. Stanley Hellman, sergeant-at-arms, and Capt. Edwin Ellis and Sgts. Morton Stern and Harold Maybloom, trustees.

At the 15th annual Shotrim Society dinner-dance, recognition plaques were presented to the group's outgoing president, Sgt. Sam Gross, and to Dep. Insp. David Mass, Capt. Weisel and to Lt. Phil Kaplan (Ret.).

Nine Win Dec. Awards

ALBANY—Nine state employees received cash awards in December for money-saving ideas submitted to the New York State employee suggestion award program, administered by the State Department of Civil Service.

Prizes, winners and their departments, according to Ersa H. Poston, president of the State Civil Service Commission, are:

\$50—Barbara Ann Stickler, of Albany, Department of Motor Vehicles.

\$35—Nicholas R. Panepinto, of Duanesburg, Department of Health.

\$25—Ross Lewis Jr., of Elmira Heights, Department of Correctional Services; Donald Perryman, of Blue Mountain Lake, Department of Environmental Conservation; James J. Brown, Jamestown, Environmental Conservation; Alma Retzlaff, of Ballston Spa, Department of Transportation, and May M. Pingerhut, of Schenectady; Jack Auerbach, of Jamaica, and Sophie Rofofsky, of The Bronx, all of the Department of Labor.

Cash award winners receive Certificates of Merit. Certificates of Merit were also awarded to Howard R. Anderson, of Attica, Department of Correctional Services, and Catherine A. Panesczyn, of Waterford; Anne Weiss, of Brooklyn; Mary E. Cummings, of Albany, and Charles Goldstein, of Monsey, all of the Department of Labor.

FIRE FLIES



Well! Father Knickerbocker went his pig-headed way last week and so, in an ill-advised move to save money, eight fire companies are now dead. Already, the loss of Ladder 26-2 and Engine 91-2 are being felt. Early this morning, December 24, there was a 3rd, an "all hands" and a couple of smaller jobs in the Harlem area. The special-calling would have dismayed any firephile. Just wait gentlemen . . . you will indeed curse the day you practiced your penny wisdom and pound foolishness upon the citizens of the City just as Chief of Department John T. O'Hagan cursed the day he let three fireboats be disbanded without so much as a peep of protest in the press.

Chief Fire Marshall Thomas P. Brophy, who was the greatest ever, once told me that when arson gets really bad, with the slump getting worse, you can be sure that arson will jump by leaps and bounds in 1975. With a reduced force, accomplished without the least objectivity, we'll really find out how stupid the move has been. I am going to publish every known instance where the loss of a company has in any way contributed to death or injury of anyone, just as I have with the cases involving the 13 companies two years ago. If they happen, I'll know about it . . . be sure of that! Get used to living with it, gentlemen, because that's the way it shall be!

Last spring, there was doubt that the federal government and the City would be able to come up with blackmail money to quiet down the annual walling about the "long hot summer." Sometime around last May, upon the wall of a brand new firehouse and police station in the Bronx, there appeared in letters two feet high: "No summer funds, we burn!"

Well . . . if things get so bad that firemen have to be let go, you can be dammed sure that there won't be a dime for the summer blackmailers. When that becomes an accomplished fact, look for them to repeat the "Brownsville caper" all over again! Then you'll know how frightful your stupidity has been! I hope there is a lot of sleepless tossing and tumbling tonight.

I understand that Father Joe Bergaminni received a grand number of letters and cards from all over the State from all you nice people who read this column. It made my heart warm with love and pride to hear such nice news. Thanks to all you kind folks!

You may be interested to know that Commissioner O'Hagan sent a representative to Father Joe's bedside and gave him his commission and badge as an Honorary Deputy Chief in the New York Fire Department which I think was very nice. The good padre is recovering, but it will be a long pull. Say prayers for him. Thanks!

Congratulations to Lieutenant

Thomas Kilker of Ladder 44, who, upon arrival at an "all hands" job on Grant Avenue last week, dashed up to the top floor in search of trapped persons, heard their screams for help and dashed down a long hallway, past the fire in two rooms to get a man and woman who were trapped by illegal iron gates. Their plight was next to hopeless when he arrived. He made two trips out, each time carrying one victim, both of whom were badly cut from glass as they hopelessly punched at the glass through the opening in the gate. The good Lieutenant had to get past the fire a total of six times to get them out.

Said Lieutenant Kilker: "Please don't blow it up out of proportion. You know we do that pretty often up here to the point where it is almost routine. In this case, TV got hold of it but more often they don't." Well, that's a nice attitude and, although monumental efforts are being made to stifle such spirit. God help us all if such spirit ever dies. Congratulations again Loo . . . you are a credit to yourself, your company and "the job!"

That 5th alarm fire on 83rd Street in Manhattan on December 20th in which the citizen couldn't get "911" wasn't unusual . . . it happens all the time. However, this column condemned "911" from the moment the order was issued to use the number for reporting fires and that condemnation has proven correct. It didn't work then, it doesn't work now and it won't work in future . . . so what else is new?

When Fireman Peter Ferrente rolled up to a two-story frame with Engine Co. 265 in Rockaway, he suddenly found himself ordered to face his moment of truth. The fire had full possession of the ground floor with a baby trapped in the bedroom. Flames were shooting from the side windows. He flopped on his belly and crawled beneath the heavy smoke in front and, taking an unmerciful beating, found the child and crawled back out, before water was started. The baby, found on a flaming couch, had 2nd degree burns and was in critical condition at the hospital. A tip of the helmet to you Fireman Peter Ferrente! It must be a great feeling to save a little life . . . it must have made your Christmas all the more enjoyable. Congratulations!

On Sunday December 22nd, Captain Michael Palley and the off-duty troops from Ladder 17, took \$300 worth of toys and gifts to the children's ward at Lincoln Hospital where Santa did his thing! The presents were purchased with funds from the "Fireman Harold Hoey Memorial Fund" which consists of donations from the public to carry on the beautiful job begun by Fireman Harold Hoey before he was killed in June 1974.

They say that the evil men do lives after them and the good is interred with their bones. In Harold Hoey's case, if he had any evil in him (and we all have a little), it was indeed buried

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C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

WINTER PROGRAM

ROME (HOLY YEAR)		
C05202	Lv. Feb. 15, Ret. Feb. 23	
C05302	Lv. Feb. 22, Ret. Mar. 2	CB.....\$473
TORREMOLINOS (COSTA DEL SOL)		
C03602	Lv. Feb. 15, Ret. Feb. 22	MAP, From.....\$269 FLIGHT ONLY.....\$219
LONDON		
C03902	Lv. Feb. 15, Ret. Feb. 22	CB, From.....\$299 FLIGHT ONLY.....\$239
CURACAO		
C08202	Lv. Feb. 17, Ret. Feb. 24	EP.....\$279
MARTINIQUE		
C06602	Lv. Feb. 12, Ret. Feb. 19	CB.....\$389
GUADELOUPE		
C08602	Lv. Feb. 13, Ret. Feb. 20	CB.....\$389
PUERTO LA CRUZ (VENEZUELA)		
C06902	Lv. Feb. 8, Ret. Feb. 15	EP.....\$299
MIAMI		
C40702	Lv. Feb. 15, Ret. Feb. 22	MAP.....\$399 Deluxe Hotel First Class Hotel AP.....\$379
WALT DISNEY WORLD (ORLANDO)		
C08402	Lv. Feb. 14, Ret. Feb. 17	EP.....\$179
C08502	Lv. Feb. 17, Ret. Feb. 21	EP.....\$189
LAS VEGAS (3 Nights)		
C11802	Lv. Feb. 13, Ret. Feb. 16	
C11903	Lv. Mar. 6, Ret. Mar. 9	EP, From.....\$219
LAS VEGAS (4 Nights)		
C12002	Lv. Feb. 9, Ret. Feb. 13	
C12102	Lv. Feb. 16, Ret. Feb. 20	EP, From.....\$229
LOS ANGELES		
C09202	Lv. Feb. 15, Ret. Feb. 22	FLIGHT ONLY.....\$229

SPRING PROGRAM

IRELAND		
C12703	Lv. Mar. 28, Ret. Apr. 5	IB.....\$495
LONDON		
C04103	Lv. Mar. 28, Ret. Apr. 6	CB, From.....\$329
PARIS		
C04003	Lv. Mar. 28, Ret. Apr. 6	CB.....\$399
TORREMOLINOS (COSTA DEL SOL)		
C06403	Lv. Mar. 31, Ret. Apr. 6	MAP.....\$299
TORREMOLINOS (COSTA DEL SOL)		
C04403	Lv. Mar. 29, Ret. Apr. 7	MAP, From.....\$399
ROME (HOLY YEAR)		
C06503	Lv. Mar. 28, Ret. Apr. 6	MAP.....\$469
PUERTO LA CRUZ (VENEZUELA)		
C04603	Lv. Mar. 28, Ret. Apr. 4	EP.....\$269
MEXICO CITY/ACAPULCO		
C03030	Lv. Mar. 29, Ret. Apr. 6	EP, From.....\$399
SAN FRANCISCO		
C02903	Lv. Mar. 29, Ret. Apr. 6	FLIGHT ONLY.....\$229
LOS ANGELES		
C02803	Lv. Mar. 29, Ret. Apr. 6	FLIGHT ONLY.....\$229
HONOLULU		
C04903	Lv. Mar. 29, Ret. Apr. 5	EP.....\$399
LAS VEGAS		
C12403	Lv. Mar. 30, Ret. Apr. 3	EP, From.....\$229
NASSAU		
C41604	Lv. Apr. 19, Ret. Apr. 26	EP.....\$299

PRICES FOR ABOVE TOUR INCLUDE: Air transportation; twin-bedded rooms with bath in first class hotels; transfers; abbreviations indicate what meals included.

ABBREVIATIONS: MAP—breakfast & diner daily; CB—continental breakfast; IB—full Irish breakfast; AP—three meals daily; EP—no meals.

NOT INCLUDED: Taxes & gratuities.

FOR TOUR C03602 (Torremolinos): Mr. Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520; Tel: (516) 868-7715.

FOR TOUR C06403 (TORREMOLINOS): Mr. Al Varacchi, R.R.1, Box 134, Locust Dr., Rocky Point, N.Y. 11778; Tel: (516) 744-2736 (Home) and (516) 246-6060 (Office).

FOR TOUR C41604 (NASSAU): Mr. James Mangano, 63 Calumet St., Rochester, N.Y. 14610; Tel: (716) 454-7200 Ext. 374 (Office) and (716) 244-7903 (Home, after 5 p.m.).

FOR ALL OTHER TOURS: Mr. Sam Emmett, 1060 E. 28th St., Brooklyn, N.Y. 11210; Tel: (212) 253-4488 (after 5 p.m.).

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Suffolk County Educational Employees Chapter Leaders Meet



Nearly three score unit presidents and vice-presidents attended a workshop conducted by the Suffolk County Educational Employees chapter of the Civil Service Employees Assn. last month. The workshop, led by Edward Diamond, CSEA's educational director, gave the unit leaders an overview of their functions, duties and responsibilities. The participating unit presidents, from left, above, were Walter Weeks, chapter president; Nick

Avella, Elwood unit; William Conners, Smithtown unit; Vincent DiBrenzio, Lindenhurst unit; Greta Rivera, Islip unit; Catherine Sorley, Comsewogue unit; Francis Bates, Amityville unit; Michael Curtain, Copague unit; Fran Tedesco, Amityville Aides unit; Florence Bolen, Central Islip unit; Joan Barker, Mattituck-Cutchogue unit; Jean Little, North Babylon unit; Ted Winston,

BOCES Number 1 unit; Charles Couteri, Bellport unit; Nicholas Solitario, Miller Place unit; Michael Rubino, Copague chiefs and department heads unit; Larry Shaunnassy, Kings Park unit; Jean Seltz, Middle Island Number 12 unit, and James Bickel, Middle County District 11 unit. A similar workshop is scheduled for February.

CIVIL SERVICE LEADER, Tuesday, December 31, 1974

Year In Review

Important Court Cases And Challenges By Rivals Affirm CSEA Role In State During First Half Of '74

JANUARY

Court of Appeals, in precedent-setting decision, rules that widow of civilian employee killed in Attica State Prison riot may sue State for monetary damages . . . Dinner honors CSEA assistant executive director Henry Galpin, who has retired after more than 22 years service with the union . . . Mechanicville unit reaches agreement on work contract that includes 16½ percent wage increase over two years . . . George Bispham appointed New York City Region 2 supervisor, becoming first non-Caucasian to hold this high position in union . . . Career Ladder for Health Department attendants approved and implemented to upgrade qualified Grade 4 and Grade 5 aides to Grade 7 . . . Rome School unit of Oneida Educational chapter reaches accord on pact for 5.5 increase plus increments in first year of pact, with a 5 percent increase plus step the following year.

FEBRUARY

Middle Country School District votes to leave AFSCME and affiliate with CSEA, becomes unit of Suffolk Educational chapter . . . Break off talks on Tax Examiner Career Ladder after what is termed "state's arbitrary and unilateral refusal to discuss Career Ladder or the Career Ladder concept." . . . State Senator Frank Padavan (R-C, Nassau) introduces agency shop bill, explaining that U.S. Supreme Court decision allows for non-members to pay for their share of the costs of representation, so long as compulsory membership is not required . . . Walter Weeks elected president of Suffolk County Educational Employees chapter . . . Arbitrator refuses to allow Schenectady County to lump administrative leave and vacation leave together under the heading of vacation . . . Coalition bargaining under way for employees of State Thruway Authority . . . Kings Park State Hospital chapter signs two-year contract with 18-key improvements . . . Bomb scare at Central Islip State Hospital chapter annual dinner-dance causes guests to wait outside for 25 minutes in light snow . . . CSEA Board of Directors permanently expels three suspended local union officials for actively working for a rival organization while still holding CSEA offices. Arthur Bolton and Jacob Nemerson of Sullivan County and Joseph DeVita of Orange County were charged with publicly stating their intentions to work for SEIU in that union's campaign to gain representation rights in those two counties, plus Ulster and Rockland Counties . . . After ten sessions, Department of Transportation administrative and union representatives become first group this year to reach departmental agreement . . . Mental Hygiene Food Service talks on Career Ladders collapse . . . United States Supreme Court upholds one-in-three hiring rule which allows governments to select any one of top three ranking
(Continued on Page 5)



An agenda item draws the interest of three meeting participants. From left are Joan Barker, president of the Mattituck-Cutchogue unit, and Lucille Fulgieri and Jean Little, vice-president and president, respectively, of the North Babylon unit.



Displaying rapt attention at the leadership educational meeting are, from left, Nicholas Solitario, president of the Miller Place unit, Fran Tedesco, president of the Amityville Aides unit, and Kenneth Terrell, vice-president of the Amityville unit.



Conferring on the meeting's high points are, from left, Walter Weeks, Suffolk County Educational Employees chapter president, Edward Diamond, CSEA director of education, and Edwin Cleary, Long Island Region 1 supervisor.

Set School Employee Region Meets

NORTH AMITYVILLE — The first in a series of Civil Service Employees Assn. regional meetings for non-instructional school district employees is scheduled here for Jan. 17, 18 at the Long Island Region 1 office, 740 Broadway, according to Danny Jinks, CSEA collective negotiating specialist and staff coordinator for the union's statewide non-teaching school employees committee.

Mr. Jinks said the CSEA committee will be holding the meet-

ings in each of the five CSEA regions where there are school employees, beginning in Long Island. "to allow school district employees in the regions to express themselves on matters of general concern to fellow school district workers." He added this would include such things as terms and conditions of employment and the non-teaching school employee's relationship with the employer.

The CSEA coordinator said, "It is the hope of the committee that as many as possible of the

CSEA school district units in the Long Island Region will send employees and/or representatives to these two meetings, so the members of the statewide committee can gain the best possible insight into the problems of non-teaching employees."

Members of the CSEA committee are Edward Perrott, chairman, and Salvatore Mogavero, Howard Crapey, Hugh Crapey, Jacob Banek, Charles Luch, Les Banks, Irene Izzo, David Silberman, Neil Gruppo and Vincent DiBrenzia.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

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

Rights Division Reviewing Lay-offs

ALBANY—Jack M. Sable, New York State Human Rights Commissioner, said last week that the 14 regional offices of the Division of Human Rights throughout the state will review lay-off procedures in force in their areas to insure that all employees are being treated in "a fair and equitable manner."

Commissioner Sable pointed out that the Division, under law, is empowered to "promote goodwill among all people and to take action to alleviate conditions of tension and conflict." Given this power, he added, the Division will ensure that layoffs "do not violate either the letter or the spirit of the State Human Rights

Mental Hygiene's Miller Departing

ALBANY—Commissioner Alan D. Miller of the State Department of Mental Hygiene said last week he will leave state service Jan. 6 to take a post as project and medical director of the Whitney M. Young Jr. Community Health Center, an institution sponsored by Albany Medical College, and will also assume the position of associate dean of Albany Medical College of Union University.

LEGAL NOTICE

K & G PROPERTIES, 1560 Broadway, NYC. — Substance of Ltd. Partnership Cert. filed N.Y. Co. Clk's Office Nov. 22, 1974. Business: to purchase all rights to a motion picture entitled "Samurai" for the United States and Canada, as provided in Ltd. Partnership Agreement. General Partners: Mark F. Greene, 3 Greenway, Roslyn, N.Y., and Seymour Klemperer, 9 Laurette Lane, Freeport, N.Y. Ltd. Partners, cash contributions/residences (all NYC unless otherwise specified), P & L Percentage are Joel Crager, 5 Horizon Rd., Fort Lee, N.J., and Theodore S. Buchman, 511 E. 20 Street, each \$30,000, each 9.8%; William B. Taylor, 2 Homestead, Darien, Conn., Richard Charles, 295 Central Park West, Richard Noel, 733 Route 17, Carlstadt, N.J., William D. Halsey, 444 E. 82nd Street, Michael Baker, 211 Central Park West, Martin Morris, 435 E. 79th Street, Frank Purnell, 333 E. 30th St., John Blumenthal, 15 Halstead Pl., Rye, N.Y., David A. Bickimer, 349 W. 21st St., Irving Feinstein, 939 8th Avenue, Thomas G. Joy, 40 Central Park West, Louis J. Rizzo and Thomas A. Rizzo, Scotfield Rd., Pound Ridge, N.Y., Thomas A. O'Brien, 38 Anderson Avenue, Demarest, N.J., Klemperer & Greene, 1560 Broadway, and Richard Hammer, 145 E. 92nd St., each \$15,000, each 4.9%. General Partners, Mark F. Greene, 3 Greenway, Roslyn, N.Y., and Seymour Klemperer, 9 Laurette Lane, Freeport, \$1,500, 1%. The Partnership term shall commence on the day upon which pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the Office of the Clerk of the County of New York, and thereafter from year to year, and shall terminate on December 31, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners of the Partnership. The contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced) as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of two (2%) percent to the General Partners as compensation. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partners. No additional Limited Partners may be admitted into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of any General Partner, such General Partner shall cease to function or have any authority as General Partner and the Partnership shall be dissolved and liquidated unless within 30 days thereafter the remaining General Partner has agreed to the continuance of the Partnership and within 30 days after notice thereof all of the Limited Partners have concurred therewith. No Limited Partner may demand and receive property other than cash in return for his contribution.

Law." Noting that this year, there has been a 10 percent increase in the number of employment complaints filed with the Division, Mr. Sable urged that state residents "join together in seeking fair and workable solutions to combat the effects of a soft and sluggish economy."

The commissioner asked employers to seek ways to continue their workforces without interruption or layoff.

"In order to maintain a healthy

and viable community, employers should review their hiring and lay-off procedures and take appropriate steps to insure that all members of the workforce are evaluated in terms of their capabilities and capacity to do the job. An arbitrary approach that is lacking in sensitivity to the needs of people to achieve and maintain gainful employment will only lead to polarization and tension between old and young, black and white, male and female."

State Looking For 150 Engineering Aides

The State of New York is now accepting applications for Engineering Aide, Exam 24-194, at a starting salary of \$6,450 per year. There are presently more than 150 vacancies in the main offices and regional offices of the Departments of Transportation and Environmental Conservation, as well as with the offices of local government at various locations throughout the City and State.

Candidates must be high school graduates, or possess a high school diploma issued by an appropriate state agency or possess a USAFI GED certificate, at the high school level, by August 31, 1975. Eligibles who pass the written exam cannot be considered for appointment until they receive their diploma certificate.

An engineering aide assists in civil engineering work by doing basic technical tasks or manual work with a field survey party, or in a drafting room, office or laboratory. He works under the immediate supervision of an engineer or higher ranking technician.

The written exam will be held Feb. 8 and will test for knowledge and abilities in such areas as basic mathematics, interpreting graphs and tables, and understanding and interpreting technical instructions and dimensional drawings. Applications must be postmarked no later

than Jan. 6 to be accepted.

The state is also accepting applications for Engineering Technician, Exam 24-195, at a starting salary of \$7,616, and Senior Engineering Technician, Exam 24-196, at a starting salary of \$9,029. These positions exist in various State Departments and agencies throughout the city and state, and at present there are vacancies for each position.

To be eligible, candidates for engineering technician must have two years of satisfactory experience assisting in civil engineering, and candidates for senior engineering technician must have three years of the same experience.

As an engineering technician you may assist in field and office civil engineering; you may service as rodman or chairman, reduce and plot field notes, make and check engineering computations, and/or inspect portions of construction projects. As a senior engineering technician you will assist in civil engineering work by inspecting portions of construction projects and taking responsible part in field survey work including the leading of small project survey parties, and making and checking engineering computations.

The written exam for both positions will be held Feb. 8, and applications received later than Jan. 6 will not be accepted.

For more information on these and other jobs with the state, see page 15 of The Leader.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

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Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

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Open Competitive State Job Calendar

Applications Accepted Until January 6

Written Exam Feb. 8

Assistant Accountant-Auditor	\$10,714	24-201
Engineering Aide	\$ 6,450	24-194
Asst. Engineering Geologist	\$14,142	24-134
Senior Engineering Geologist	\$17,429	24-133
Engineering Technician	\$ 7,616	24-195
Senior Engineering Technician	\$ 9,029	24-196
Hydroelectric Operator	\$ 9,029	24-213
Junior Hydroelectric Operator	\$ 7,616	24-212
Senior Hydroelectric Operator	\$10,118	24-214
Junior Insurance Examiner	\$10,714	24-207
Payroll Auditor	\$10,714	24-232
Senior Public Health Educator	\$13,404	24-104
Supvg. Public Health Educator	\$16,538	24-186
Public Work Wage Investigator	\$10,118	24-105
Supervisory Positions in Parks and Recreation I	\$ 8,051	24-208
Supervisory Positions in Parks and Recreation I	\$ 8,051 to \$10,714	24-208
Supervisory Positions in Parks and Recreation II	\$11,337 to \$13,404	24-209

Professional Careers In Administrative And Technical Services

Two Year Traineeships - Analysis, Personal and Training Groups	\$10,118	24-220
One Year Traineeships - Analysis, General Administration and Regulatory Groups	\$10,118	24-221
Educational Administrative Services (Education Aide)	\$10,118	24-222
Educational Finance Services (Education Finance Aide)	\$10,118	24-223
Environmental Education Services (Conservation Educator)	\$10,118	24-224
Finance Analysis Services (Junior Investment Officer And Mortgage Investment Assistant)	\$10,118	24-225
Health Education Services (Public Hlth Educator)	\$10,118	24-226
Museum Education Services (Museum Instructor)	\$10,118	24-227
Program Auditing Services (Internal Auditor)	\$10,118	24-228
Urban Analysis Services (Urban Planner)	\$10,118	24-229

Applications Accepted Until Jan. 6

Oral Exam January Or February

Coordinator of Foster Grandparent Program	\$15,684	27-449
Health Services Coordinator	\$21,545	27-482
Teachers' Retirement System Information Rep.	\$13,404	27-466

Applications Accepted Until Jan. 6

Training and Experience Only

Associate Communications Service Analyst	\$17,429	27-479
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Applications Accepted Until Jan. 20

Written Exam Feb. 22

Senior Capital Police Officer	\$ 9,546	23-998
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Applications Accepted Until Jan. 27

Written Exam March 1

Account-Audit Clerk, Principal (New York Area only)	\$10,714	20-968
Business Officer	\$21,545	24-187
Business Officer, Assistant	\$17,429	24-062
Cable TV Municipal Consultant, Assistant	\$13,404	24-216
Cable TV Municipal Consultant, Associate	\$21,545	24-218
Cable TV Municipal Consultant, Senior	\$17,429	24-217
Cable Television Specialist, Senior	\$14,142	24-215
Canal Shop Supervisor	\$11,983	24-215
*Caseworker	\$Varies	
Mathematician, Senior	\$13,404	24-219

Oral Exam in March

Director of Correctional Dental Services	\$36,000	27-483
Director of Nursing	\$17,429	27-468

Training And Experience Only

Hosp. Nursg. Services Consultant (Psychiatry)	\$16,538	27-484
Psychiatric Social Worker I	\$12,670	27-490
Psychiatric Social Worker II	\$14,142	27-491
Public Health Physician, Senior	\$31,055	27-481

*Contact the County Civil Service Commission where position is desired. No exam will be held for New York City Social Services Dept.

Salary Starts At \$10,118

Traineeships For Professional Careers With State Open To June College Grads

One and two-year traineeships leading to professional careers in the state civil service will be open only to Jan. 6. The trainees, who will work in one of the various state agencies or departments located throughout the state, earn a beginning salary of \$10,118.

A B.A. degree (by Aug. 31, 1975) will qualify an applicant for the two-year traineeship under announcement No. 24-220 which includes positions in one of three title groups: analysis, personnel or training.

The Analysis Group positions—such as Senior Administrative Analyst, Budget Examiner and Senior Computer Systems—are positions mainly concerned with organizational studies and the fiscal needs of government. In these traineeships, the work may involve program development, evaluation and analysis, preparation of forms and manuals and various general administrative duties. Coursework in mathematics, statistics, economics, computer science, government, political science, business or public administration would be helpful for a successful traineeship. To be successful, a trainee must demonstrate analytical ability as well as verbal and written communications skills.

In one of the Personnel Group titles under No. 24-220, such as Senior Civil Service Representative and Senior Personnel Administrator, the trainees would be involved in one of the wide ranges of personnel functions in state government. A trainee could work in the area of labor rela-

tions, testing, recruitment, position classification, placement, counseling, benefits administration, etc. In some positions he would serve as assistant to top-level management while in others he would be involved in the day-to-day administration of schools, hospitals, clinics, and other State institutions. A trainee must demonstrate objective judgement, analytical ability and interpersonal skills.

The two Training Group titles under No. 24-220, Senior Training Representative and Senior Training Technician, are concerned with the development and operation of training programs for State employees.

Coursework or experience in education, business administration, psychology of learning or principles of human behavior would be helpful. Verbal communication skills are essential.

One-Year Traineeships

With a B.A. degree, the applicant will also qualify for one of the one-year traineeship under No. 24-221 which include positions in one of three title groups; general administration, analysis or regulatory.

The General Administration group titles include: Assistant Purchasing Agent, Business Management Assistant, Junior Administrative Assistant and Planning Coordinator. In Regulatory group the titles are: Natural Disaster Defense Representative, Resources and Reimbursement Agent, Junior Right-Of-Way Agent and Transportation Rates Examiner. The titles in the Analysis Group are: Assistant Utility Rates Analysts, Building Space Analyst, Planner and Pub-

lic Records Analyst.

The skills and abilities required for a successful traineeship will of course, vary from title to title. For example, while an assistant purchasing agent must demonstrate quantitative and verbal communication skills, the building space analyst would need the ability to do layout work and basic drafting for a successful traineeship.

Along with the traineeships under announcement No. 24-220 and No. 24-221, there are a number of state traineeships, also for one-year, for which the candidate must possess, in addition to his or her B.A., an area of specialization and/or a specific number of credit hours in a particular field (See chart below).

All candidates must also complete a successful probationary traineeship, which varies in length depending upon the title before they will be given a permanent appointment.

Examination For Trainees

For the two-year traineeship (under No. 24-220) there is an additional step in the examination procedure, a qualifying oral test. This test is designed to examine the candidates reasoning ability, his ability to present ideas clearly and effectively, his interpersonal relationships and his interest and comprehension of the issues confronting government and society.

For more information on these traineeships or to obtain the job announcement and application forms, contact the State Department of Civil Service (see page 15 of The Leader).

Number	Specialized Traineeship Titles	Requirements (by Aug. 31, 1975)
No. 24-222	Educational Administrative Services: Education Aide	3 credits in education.
No. 24-223	Educational Financial Services: Educational Finance Aide	12 credits in education.
No. 24-224	Environmental Education Services: Conservation Educator	major in environmental studies or conservation, biological sciences, science education, natural resources or a related field plus 12 credits in education.
No. 24-225	Finance Analysis Services: Junior Investment Officer Mortgage Investment Assistant	major in finance, economics, government, business, public administration or real estate.
No. 24-226	Health Education Services: Public Health Educator	major in community health education, health education, community organization.
No. 24-227	Museum Education Services: Museum Instructor	18 credits in one or any combination of biological sciences, earth sciences, anthropology, history or art history.
No. 24-228	Program Auditing Services: Internal Auditor	12 credits in accounting including a course in auditing and 12 credits in business administration (24 hours of accounting credits is required within 2 years of appointment).
No. 24-229	Urban Analysis Services: Urban Planner	24 credits in urban planning, urban affairs or community development.

Fire Flies

By PAUL THAYER

(Continued from Page 2)

with him and only the good remains to memorialize him.

Wouldn't it be nice if we all could be remembered for the happiness we have brought to others and, in Harold Hoey's case, the lives he saved to boot? Maybe if we had a lot of Harold Hoey's in this world, there might not be so many wars! Good luck and best wishes Ladder 17... and the best of everything to you and everyone else in F.D.N.Y. for the New Year!

MSA Employees Contribute \$5M To United Fund

MANHATTAN—A total of 696 employees of the Municipal Service Administration have contributed \$5,474.72 to the 1974 United Fund of Greater New York Campaign, municipal service administrator John T. Carroll announced last week.

He said that 462 MSA employees contributed 96 checks to the Fund while 263 employees authorized payroll deductions amounting to \$3,887. "These pledges, combined with the check deductions result in a grand total of \$5,474.72," Mr. Carroll said.

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TUESDAY, DECEMBER 31, 1974



Bi-State Workers' Rights

FOR years, representatives of the Civil Service Employees Assn. have been bringing attention to the lack of representation rights for employees of the Waterfront Commission. In fact, during the last session of the New York State Legislature, it looked hopeful for awhile that a bill providing for these rights might be passed. It got tied in with other proposals, however, and was defeated as part of the whole package, although many observers felt that by itself it would have stood a good chance of passage.

Consequently, Governor Wilson wrote to Gov. Brendan Byrne of New Jersey proposing that they undertake an analysis of the labor relations practices of the Waterfront Commission as well as the Port Authority of New York and New Jersey — both of which are administered by bi-state agencies.

The Governors each designated a representative to undertake the analysis: Robert D. Helsby, chairman of the New York State Public Employment Relations Board, and Lewis B. Kaden, special counsel to Governor Byrne.

Their report was certainly an eye-opener, and largely verified the contentions of CSEA's Waterfront Commission chapter officers. The report stated: "We find that appropriate labor relations procedures are not now available to employees of the Waterfront Commission."

Both CSEA, which represents the administrative and clerical employees, and the Patrolmen's Benevolent Assn., which represents the policemen and special agents, had complained that, while the Commission had been willing to discuss almost any employee problem with them, the discussions had rarely yielded any meaningful results.

Comparison of the Waterfront Commission labor practices with those of the Port Authority emphasize all the more the cause of discontent among the Waterfront union members.

The Report pointed out that the Port Authority had already made "considerable movement" toward establishing proper channels for labor negotiations, and advised that the Port Authority's proposed labor relations instruction is a good base for the formulation of labor relations procedures at the Port Authority.

On the other hand, the Report noted, there is no current procedure that can serve as a base for the Waterfront Commission, so it is recommended that the Port Authority's proposals be extended to the Waterfront Commission.

The Leader is proud to state that we have given editorial support through the years to the union cause in fighting for representation rights for the Waterfront Commission employees. We are sure that this Report will give them renewed determination to achieve these rights.

We hope that Gov.-elect Hugh Carey will see to it that the recommendations are implemented, so that public employees in bi-state agencies will have the same rights and privileges enjoyed by other public employees in the two states.

Happy New Year

PUBLIC employees have had their ups and downs during the past year. For some of the leaders, in particular, it has been a year to remember.

The New Year will start off with many of the old problems, but hopefully, through goodwill and hard work, we'll all survive together.

Happy New Year.

Don't Repeat This!

(Continued from Page 1)

ployees. The Secretary's ruling makes it clear that vested pension rights may not be disturbed under state law. The State Constitution as adopted by the people in 1938, specifically provides that after July 1, 1940, membership in a pension system shall be a "contractual relationship" and that their benefits may not be diminished or impaired.

Pensions Are Contracts

Before the 1938 Constitution was adopted, members of public pension and retirement plans had no vested interest in their pensions until the right to retirement had matured. The courts then held that pension benefits "were subject to change or even revocation at the will of the Legislature."

However, the Constitutional amendment completely changed this situation. Thereafter, pension benefits were no longer gratuitous but became contracts. The members of pension systems acquired vested interests which could not thereafter be diminished or impaired.

The state courts, since adoption of the 1938 Constitution, have uniformly upheld the rights of public employees to pension benefits against every attempt to diminish or impair those benefits.

For example, the Court of Appeals held that a retirement system could not use more recent mortality tables that would reduce retirement benefits by 5 percent. To protect the rights of the employees, the Court ruled that the new mortality tables could not be used to calculate the annuity of an employee who was appointed before the new mortality tables were established.

In another case, the Court held that a law adopted in 1947, which reduced from 4 to 3 percent the interest rate applicable to an employee's contributions, could not be applied to those employees who already were pension system members, but only to employees thereafter appointed.

No Diminution

In these and in other instances, the courts have relied on the Constitutional provision that prohibited the diminution or impairment of a public employee's pension benefits. A reduction in the mandatory retirement age would also constitute an impairment of an employee's pension benefits.

The protection accorded to civil service employee pension rights does not apply to other benefits of public employment. In practical terms, this means that the road ahead for public employees may be a tough one. The budget crunch that hit New York City is no different from the budget problems that confront other local governments and that will also affect the state budget. The price of everything that government buys has been going up, and revenues have been declining to disastrous levels in the face of mounting unemployment.

The threats of lay-offs, of payless paydays, of temporary furloughs are realities that will not simply go away. With the start of the New Year, the leadership of the Civil Service Employees Assn. will face new responsibilities in fighting erosion of rights that it has gained for the civil servants in the past decades.



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.

Strike Aftermath

In the early part of September 1972, certain employees of the Plainview-Bethpage School District (Central School District No. 4) were absent from school for four days because they were engaged in a strike as defined under the Taylor Law. These employees were fined and placed on probation pursuant to the provisions of Section 210 of the Civil Service Law. It was necessary to close the schools in the District for four days when the strike occurred, and the School District determined that two of those days would be made up by utilizing two contingency days which were included in the school calendar for the 1972-1973 school year.

THE EMPLOYEES claim that they are not required to work those two additional days without receiving additional compensation. The Board's position is that the employees are not being required to work two additional days, and in fact, they will have worked two days less than the 180 days set forth in the collective agreement between the Plainview-Old Bethpage Congress of Teachers and the Board of Education. The Board argued that the four-day strike which required schools to be closed resulted in this smaller number of teaching days. The Board further argued that the two additional days were placed in the school calendar to guard against the possibility that school would be closed because of inclement weather or other contingencies, and that a strike was one of the contingencies which has occurred, and that the additional days, therefore, are being properly utilized.

THE NASSAU COUNTY Supreme Court agreed with the union that it would constitute a penalty in addition to that permitted by and already imposed under the Taylor Law to require the employees of the School District to work two additional days without compensation. "It is clear that, while the employees were absent for four days in September, they were not relieved of their responsibilities for those days. They paid the price required by additional days for no compensation." *Application of Plainview-Old Bethpage Congress of Teachers v. Board of Education, CSD No. 4, Plainview, 359 NYS 2d 136.*

The author would like to take this opportunity to wish all of his readers a most happy and healthy holiday season.

Questions and Answers



Q. I'm 58 and had a heart attack in February. My doctor says I shouldn't go back to work. Will I need to bring a letter from him explaining my disability when I apply for monthly social security disability payments?

A. You should first call any social security office. They can tell you what information to bring with you when you apply for benefits. They will also help you gather all the medical records you'll need.

Q. After 30 years of marriage, I was divorced, and I never got any support payments from my ex-husband. Now he is starting to get social security checks, and my friends tell me that I can't get a divorced wife's payment because he didn't support me. Is this still true?

A. No. The support requirement has been eliminated. A divorced wife can get payments at 62 or over if her former husband is getting benefits and if they were married 20 years or longer.

Q. Although I applied for

monthly disability payments in a local social security office, I received a letter from a different social security office telling me I'm eligible for payments. If I have a question or a problem, which office should I get in touch with?

A. You should call, write, or visit the local office. The people there can help you with a problem or answer any questions you may have.

Q. Last year my husband and I adopted a 5-year-old child through the county adoption agency. She was an orphan and, before we adopted her, she was getting monthly social security checks on her father's work record. I heard that her checks could start again. Is this true?

A. Yes. A child's payments no longer stop because of adoption. A child, like your daughter, whose payments were previously stopped because of adoption can again receive monthly benefits. Contact any social security office to reapply for benefits for your adopted daughter. Benefits may be paid back to October 1972.



DOWNSTATE OFFICERS — Elected officers of newly chartered Downstate Medical Center chapter, Civil Service Employees Assn., are formally installed by Dorothy King, secretary of New York Region 2. Facing Ms. King as they take oath of office are, from left, Ruth Landesman, alternate delegate; Ruppert Mayers, operational representative; Jo Schnaars, administrative representative; Al Davis delegate; Grace Langone, corresponding secretary; Sal Amore, treasurer; Linda Barra, recording secretary; Helen Kasowitz, second vice-president; Jimmy Woods, first vice-president, and Robert Keeler, president. Not pictured are Eldoris Elliott, institutional representative, and Judy Wallace, PS&T representative. Downstate Medical Center is part of the State University of New York and is located in Brooklyn. The election was held after a court ruling that upheld the validity of the charter, which has been challenged by the New York City chapter, from which Downstate chapter was formed. New York City chapter, oldest in CSEA, has filed an appeal on the grounds that the procedure by which Downstate was granted its charter is in violation of the NYC chapter constitution.

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Letters To The Editor

Women Prisoners Want Service Back

Editor, The Leader:

This petition is regarding the termination of the Division of Correctional Counseling and Services program. We, the female inmates of the New York City Correctional Institution for women on Rikers Island, have drawn it up.

This program was established in 1972 under the name of Correction Aide Program. At that time their duties consisted of telephone messages. In 1973 there was more than just a change of name, the number of staff changed also. At present there is one program director, two supervisors, one counselor, and eighteen assistant counselors. Their duties extend to all areas of the institution and are:

- Twice daily the assistant counselor picks up written phone messages, completes the calls, and returns the answers to the respective inmates.

- An assistant counselor in the main clinic has the responsibility of calling the floors to notify the ladies of their respective appointments in addition to securing appointments for their medical care.

- Each detention housing area has an assistant counselor for an hour period. Her duties there consist of answering the phone

and doing individual counseling.

- There is one assistant counselor on the week-ends, whose responsibilities are the phone slips, making emergency phone calls, and assisting on the open visits. In addition she spends time interviewing the new admissions and deals with any immediate problems they may have.

Their services are too numerous to be listed.

The loss of this program would cause us great deprivation and mental anguish. The institution is already understaffed with the services of DCOS, and without DSSC, we the inmates will be the ones to suffer. There is no place that their duties can be shifted to.

We feel that their services are vital and that we will suffer a great loss. In fact there are no words to express how important this is to us, the inmates.

RESIDENTS

New York City Correctional Institute For Women

Hospital Problems

Editor, The Leader:

Medical Record Departments have too long been kept in the background. The demands being made of the Medical Record Departments by administrators, physicians and other medical and hospital personnel must be met.

This means adequate staffing must be maintained, ongoing education for the staff for our changing needs and an appropriate career ladder.

A grade "3" is made responsible for statistics, for processing of legal papers and quality reviewing of records for the scrutiny of outside agencies.

A Medical Record is a reflection of patient care.

Martin Benjes, A.R.T.
Suffolk County

Leader Praised

Editor, The Leader:

When you are retired, a paper such as yours is the only way a person has to keep abreast of his former fellow workers.

May I congratulate you and your associates on your choice of Mr. Paul Thayer to write his "Fire Files" column. He is a man of outstanding knowledge and kind understanding of a firefighter's plight.

I enjoy reading your paper each week.

WALTER WOOD,
Lieut., F.D. Ret.
Cornwall-on-Hudson

Delay Prom Lists

Editor, The Leader:

Due to the present budgetary restriction on appointments and promotion in civil service positions, why not delay the official establishment of all appointment and promotion lists not already established? Why further penalize those candidates by permitting the four-year time limit on a list to run without any hope of appointment to position? A specific example is the Fire Department of New York Battalion Chiefs' list which is about to be established.

Frank C. Derenze
New Hyde Park, N. Y.

Willowbrook Leader Named To Committee

STATEN ISLAND — Ronnie Smith, Civil Service Employees Assn. chapter president at Willowbrook Developmental Center, has been named as a member of the screening committee to pick a director for the Mental Hygiene institution.

It is believed to be the first time that a union official has served in this advisory capacity.

A list of nominees will be submitted to the Commissioner for Mental Hygiene for selection of the director.

LEGAL NOTICE

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THOMAS H. GORMAN, Gen. Mgr.

CSEA's Onondaga Chapter Gathers For Christmas Cheer



HOLIDAY IN ONONDAGA — Members of the Onondaga County chapter of the Civil Service Employees Assn. indulged in some holiday high times at the group's annual Christmas party, held this year at the Liverpool Golf and Country Club. Syracuse City Judge Rocco Regitano was the speaker at the dinner and former Central Conference president Raymond Castle served as toastmaster. Special door prizes were won by Alberta McConnell of the County Clerk's Office, Dorothy Bell of the County Health Department, and Andy Macko of Van Duyn Hospital. Above, Helen Hanlon, corresponding secretary of CSEA Syracuse Region 5, receives cake served up by Martha LeRoy, third vice-president of the chapter. Mary Waring is at right and Carmella Bartholomew is at left. On the right, surrounding a special "CSEA cake" made by Ms. Bartholomew, are the party committee members. From left, front, Ms. Leroy, Leona Appel, Ms. Bartholomew and Rae Scharfeld. Rear, from left, Ms. Waring, Hilda Young, Erika Ripka and chapter president Andrew Placito. Other committee members included Helen DeMore, and Helen Holler.



CIVIL SERVICE LEADER, Tuesday, December 31, 1974

Won't Stand Layoffs

(Continued from Page 1)
that "It is inconsistent, however, for high-salaried consultants to be hired while there is any talk about layoffs among state employees." He cited a recent example of a consultant being hired on a part-time basis by a Senate committee at \$32,000.

The regional executive committee, composed of chapter presidents, also went on record supporting a resolution by Jack Weisz, president of the New York Parole District chapter, that more recognition be given to regional autonomy.

"There are too many instances," Mr. Weisz said, "where CSEA Headquarters has been reluctant to recognize the rights of the regions in matters affecting internal administration. I realize that this reluctance is probably due to habits formed before the union was restructured last year.

"On the other hand, regional presidents and other officers were elected by the members within each region to administer to the particular needs of the membership in each of the regions. Although all the six regions have much in common to bind them together as one statewide union, each region has its own distinctive makeup and needs that require regional attention," Mr. Weisz declared.

"We think it imperative to the welfare of each to establish definitely the authority of the regional officers to direct regional matters. Delegates certainly had that in mind when they ordered the restructuring of the Association," he said.

Mr. Bendet also called for more field representatives for the region. He pointed out that at present there are only four regular fieldmen, an organizer and the

regional supervisor to service 20,000 members.

Mr. Bendet said that another area that required attention is the need for shop stewards. He pointed out that several chapters such as the New York City and the Metropolitan Division of Employment chapters have members located throughout eight counties, and that shop stewards would be invaluable in handling problems that arise in the local offices.

The executive committee for the region also elected three members to represent the region on CSEA's statewide nominating committee. The three members are Cynthia Doyle, Public Service Commission; Henry Hill, Correctional Services, and Charlotte Rue, Institute for Basic Research. To serve on the committee, members must have ruled themselves out as far as any ambitions to run for statewide office in the elections next spring.

The same three members will be joined on the regional nominating committee by Irene Hills, Dorothy Sargent, Martin Sherman and Stella Williams.

Wenzl Forecast

(Continued from Page 8)

Noting the general progress of the restructuring program, Dr. Wenzl pointed out what he called "an excellent achievement" in the official opening of the six regional offices during 1974.

"This is really something to get excited about," he said. "When we first spoke of setting up and staffing an office in each of our regions, many people thought it would be years away.

"Not so, at all," he continued, "and it's very encouraging. It certainly is a clear object lesson in what can be done in the way of concrete accomplishment when imaginative leaders and sound-thinking delegates representing CSEA's rank and file act in unison. We've got a good team," he concluded.

Year In Review

(Continued from Page 8)

York State Thruway in Ontario County. He was reported to have suffered a fractured pelvis, fractured right ankle, broken nose and internal injuries . . . CSEA executive vice-president **Thomas H. McDonough** assumes duties as the union's acting president . . . **William O'Neill** installed as president of **SUNY at Syracuse (Upstate Medical Center)** chapter . . . State Mental Hygiene promises there will be no layoffs in existing personnel as result of the department's plan for "geographic unitization," which called for transfer of mentally retarded adults from **Willowbrook State Hospital** to a nearby nursing home on Staten Island . . . 72 cafeteria monitor jobs are restored after 200 Nassau chapter members picket **East Meadow High School** . . . **John Tanzi** installed as president of **Syracuse Retirees** chapter . . . CSEA and State agree to resume talks on Career Ladders for four different occupational groups covering thousands of state workers. Talks, which had bogged down earlier in year, were revived after **Governor Wilson** made "commitment of sorts" to the Career Ladder concept . . . State Assembly approves bill to prohibit the **Civil Service Commission** from requesting information from job applicant regarding age, race, creed, color or national origin. CSEA's protest to the practice of recording ethnic information had originated with the **New York City** chapter, third largest in CSEA, and then followed the chain of command from the **New York City Region 2** to the **CSEA Board of Directors**, where CSEA president **Theodore C. Wenzl** had been requested to formalize the union's objections to the practice. The bill died, however, in the **State Senate** . . . **Niagara** employees granted mileage increase from 12 cents to 15 cents a mile . . . **Albany Region 4**, headed by CSEA vice-president **Joseph McDermott**, holds its first Workshop for county chapters, also first Workshop for members of **Adirondack Committee**, whose member chapters are scattered in North Country beyond the Capital District urban area where most of the region's largest chapters are centered . . . **State University College at Fredonia**, under chapter president **Sara Sievert**, becomes first State University unit to come to agreement over contract on local items . . . **State Office of General Services** withdraws threat to charge state employees \$60 a year parking fees at **Happauge State Office Building** following massive protests . . . **Irving Flaumenbaum** re-elected president of **Nassau** chapter, which has grown to be largest in entire CSEA structure during Mr. Flaumenbaum's 20 years' service as its leader . . . **Jefferson County** chapter's **Watertown** unit signs one-year pact calling for 9 percent pay increase . . . **Thomas Gartley** installed as chapter president for **SUNY at Brockport** chapter . . . CSEA vice-president **Solomon Bendet**, head of **New York City Region 2**, honored at testimonial dinner . . . **New York State Police Commissioned Officers** chapter signs two-year agree-

(Continued on Page 14)

Ⓢ CSEA calendar Ⓢ

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

JANUARY

- 2—Kings Park Psychiatric chapter general meeting: 8 p.m., conference room, Building 22, Kings Park.
- 6—West Seneca Developmental Center chapter: general meeting.
- 8—Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.
- 15—Oswald D. Heck Developmental Center chapter general meeting: 5:30 p.m., Building No. 1 library, developmental center, Schenectady.
- 16—Orange County general meeting: 7:30 p.m., Orange Inn, Main St., Goshen, Refreshments.
- 17-18—Non-instructional school district employees Regional meeting, Long Island Region 1 office, 740 Broadway, North Amityville.
- 20—Albany Region 4 meeting: 5:30 p.m., Silo Restaurant, Ramada Inn, Western Avenue, Albany.
- 24-25—Western Region 6 meeting: Statler Hotel, Buffalo.

FEBRUARY

- 3—West Seneca Developmental Center chapter: general meeting.
- 7-8—Syracuse Region and Syracuse chapter joint region conference: Sheraton Motor Inn, Liverpool.

WALLACE AT WESTBURY
 OLD WESTBURY—Amelie A. Wallace, of Garden City, has been reappointed a member of the Council of State University College at Old Westbury for a term ending July 1, 1983.

SIGNOR AT BROOME
 BINGHAMTON — J. Clifford Signor Jr., of Binghamton, has been named a trustee of Broome Community College for an unsalaried term ending June 30, 1975.

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 —Clive Barnes, New York Times

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 —Martin Gotfried, N.Y. Post

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City Awards 15 Cash For \$ Saving Ideas

The City Department of Personnel announced last week that 13 cash awards will be given to 15 City employees whose suggestions for improved city services were accepted by the City.

The awards were given under 'Employees Suggestion Program,' which is administered by the City

Department of Personnel, and which is aimed at encouraging city workers to submit ideas to save costs and improve the City's efficiency and productivity. First year savings on these implemented suggestions are estimated at \$90,900.

The largest award was won by Alfred Arollick, a Civil Engineering Draftsman with the T.A., who was awarded \$800 for his suggestion to use standard size drafting paper with preprinted borders for engineering drawings.

The other winners are: Guido Cocchini, T.A., \$550; Ms. Odessa Kelley, Tax Commission, \$275; Frank Limitone, T.A., \$500; Joseph E. Tracz, T.A., \$625; Dominick A. DiTaranto, T.A., \$440; Steve Stylianou, Comptroller, \$525; Walter Weinberg, P.A., \$400; Ms. Lillian Braunstein, Tax Commission, \$275; Sing To Wing, T.A., \$625; Nicholas S. Cesaro, T.A., \$440; John J. McArdle, P.D., \$330; John J. Turbidity, P.R.C.A., \$275; Roy W. Dorph, T.A., \$570, and Joseph DeLuca, T.A., \$500.

Police News

Honorable Mention

The following named members of the service have been awarded Honorable Mention for extraordinary bravery in the line of duty at imminent and personal danger to life.

Honorable mention is awarded to Sergeant William Kapps of M-T Pct. So., and Police Officers Robert Harnett and William Shanley of E.S.S. 1.

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EXAM 55519
CLERICAL POSITIONS G-5
Test Held June 22, 1974
List Est. Sept. 4, 1974
(Continued from last week)

743 Stein S D Marcy	87.9
744 Lombardo S J Dunkirk	87.8
745 Brown D M Altamont	87.8
746 Rosati N T Ctl Islip	87.8
747 Patane D Hannibal	87.8
748 Ragone N M Albany	87.8
749 Serapilio R Ravenna	87.8
750 White F Latham	87.8
751 Rosenhal S Brooklyn	87.8
752 Jones A R Hicksville	87.7
753 Fendly J Schenectady	87.7
754 Burns E R Binghamton	87.7
755 Shafer D J Batavia	87.6
756 Shultis T NYC	87.6
757 Laplante M S Albany	87.6
758 Garstang J M Troy	87.6
759 Downing H M Saratoga Spgs	87.5
760 Kahian M Albany	87.4
761 Grogan M Troy	87.3
762 Straight R M Rensselaer	87.3
763 Mauro T V Bohemia	87.3
764 Cunningham M M Schenectady	87.2
765 Percopo D Bay Shore	87.2
766 Kohler M Rochester	87.2
767 Selzer I Brooklyn	87.2
768 Mulrooney C F Albany	87.1
769 Reddy E Syracuse	87.1
770 Mullins M Massapequa	87.1
771 Lehman J F Kings Park	87.0
772 Pratt D M Plattsburgh	86.9
773 Pickop E M Buffalo	86.9
774 Sancitpro C A Buffalo	86.9
775 Quinn M A Ogdensburg	86.9
776 Loughrey K Oswego	86.8
777 Jefferson A Stony Point	86.8
778 Clarke J M Queens	86.8
779 Sajtka L M Amsterdam	86.7
780 Goldsmith J R Albany	86.7
781 Degen D M Cohoes	86.7
782 Harris V Bronx	86.7
783 Danaher M Troy	86.6
784 Ducharme J E Troy	86.6
785 Castano F W Staten Is	86.5
787 Sahr M I Schenectady	86.5
788 Bolton P Schenectady	86.5
790 Catalano E A Delmar	86.5
791 Chiera J J Troy	86.4
792 Luther C A Albany	86.3
793 Waide C A Albany	86.3
794 Johnson K F Green Is	86.2
795 Flowers A Mechanicvil	86.2
796 Nichols H M Oswego	86.1
797 Fleming E Deer Park	86.1
798 Haver M J Albany	86.1
799 Centoducatt R NYC	86.1
800 Ghezzi C M Albany	86.1
801 Decapito FR East Nassau	86.0
802 Reese S D Schenectady	86.0
803 McDermott K Albany	85.8
804 Koester B Syracuse	85.8
805 Doherty T Albany	85.8
806 Condello S Troy	85.8
807 Friedman E H Bayside	85.8
808 Lam L Brooklyn	85.7
809 Ferrante L Stony Point	85.7
810 Dickinson E Cheektowaga	85.7
811 Pasquariella S Schenectady	85.6
812 Goldino E Mechanicvil	85.6
813 Burt W R Troy	85.6
814 Walters C A Averill Pk	85.6
815 O'Donnell B M Troy	85.6
816 Gromwell F W Brooklyn	85.6
817 Hayostek D Troy	85.6
818 Hall R B Waterford	85.6
819 Simmons J E Ballston Lk	85.6
820 Rimmer B Schenectady	85.6
821 Fernandez J Colonie	85.6
822 Ramsey P N NYC	85.5
823 Buff T R Loudonville	85.5
824 Goldston M Albany	85.5
825 Schellhaas L B Albany	85.5
826 Philippe T Stuyvesant	85.5
827 Miller V Islip	85.5
828 Nario F Albany	85.5
829 Devitto J P Mechanicvil	85.5
830 Laventa S Albany	85.4
831 Wilson A A NYC	85.4
832 Hardy L W Attica	85.4
833 Godfrey C Troy	85.3
834 Amon J Staten Is	85.3
835 Schwelke J Catskill	85.2
836 Sepello K A Kirkville	85.2
837 Kelley K M Cohoes	85.2
838 Smith D M Albany	84.9
839 Corrado F R Brentwood	84.9
840 Carey E M Schuylerville	84.8
841 Benoit B W Coxsackie	84.8
842 Brounstein B Syracuse	84.7
843 Demarco B Colonie	84.6
844 Belgiano G A Troy	84.6
845 Klass C Albany	84.6
846 Beaucharnois M L Plattsburgh	84.6
847 Carroll M E Walden	84.5
848 Balton C M Plattsburgh	84.5
849 Lombardi L M Schenectady	84.5
850 Shaw D M Watervliet	84.5
851 Leis D M Albany	84.4
852 Sadelmire C Troy	84.4
853 Murphy J Y Greenwood	84.4
854 Lemley G M Albany	84.4
855 Mancino J C Troy	84.4
856 Randall M Hempstead	84.4

857 Olmstead P H Latham	84.4	899 Riano J H Schenectady	82.8	941 Binkowski B Waterford	81.2	983 Yeager Thomas J Binghamton	80.1
858 Fitzgerald F M Watervliet	84.4	900 Restif J A Schenectady	82.8	942 Goworek Nancy Marcy	81.2	984 Fusco Patricia Waterford	80.1
859 Mallery M A Watervliet	84.3	901 Clapp M Rensselaer	82.8	943 Mahoney V Schenectady	81.2	985 Spinelli M Matawan	80.1
860 Eng M Newburgh	84.3	902 O'Connor M F Binghamton	82.8	944 Gallo Ruth M Wingdale	81.2	986 Kelly Anna E Greenbush	80.1
861 Sharlow M K Massena	84.3	903 Gerasta R A F Greenbush	82.8	945 Allardice P M Albany	81.2	987 Benson C M Ravenna	80.0
862 Holden A J Holley	84.2	904 Spaulding F A Schoharie	82.7	946 Mahaffy Alice M Mt Kisco	81.2	988 Cipperly Sharon Cohoes	80.0
863 Burdick L M Mechanicvil	84.1	905 Waldman F Albany	82.5	947 Bejack Peter Schenectady	81.2	989 Garrity Mary A Rensselaer	80.0
864 Maucieri C A Bronxville	84.1	906 Sullivan C E Troy	82.5	948 Foster Barbara Schaghticoke	81.2	990 Roberts Louise Troy	80.0
865 Humphrey H Troy	84.1	907 Ladock B Utica	82.5	949 Donner Sarah B Albany	81.2	991 Duffy Patricia Troy	80.0
866 Lafleur H M Albany	84.1	908 Brown R Flushing	82.5	950 Vine Nadine C Ballston Lk	81.2	992 Davignon C F Mechanicvil	80.0
867 Sleasman R E E Greenbush	84.0	909 Nurnberg G V Alcove	82.5	951 Kundel Carl D Albany	81.1	993 Evans Yvette D Brooklyn	80.0
868 Matthews F M Silver Lake	83.9	910 Lakin B J Delhi	82.4	952 Britton Ethel Troy	81.1	994 Jaskiewicz B J Binghamton	80.0
869 Banthen K P Albany	83.9	911 Leotta J T Brooklyn	82.4	953 Herttenne L Buffalo	81.1	995 Walix Suzanne M Albany	79.9
870 Person J J Albany	83.9	912 Brasmeister C J Duaneburg	82.4	954 Rodriguez Jesus Brooklyn	81.1	996 Macey Claire A Morrisovil	79.9
871 Sanderson C Troy	83.9	913 Brundige L Waterford	82.3	955 Rogers Linda Amsterdam	81.1	997 Feng Lo L NYC	79.9
872 Spalter R Brooklyn	83.7	914 Spring B Alexander	82.3	956 Tribley Mary C Waterford	81.1	998 Blanton R Albany	79.9
873 Vanderhorst A Brooklyn	83.7	915 Ruso L A Guilderland	82.3	957 Meany William C Albany	81.1	999 McDonald Sally Schenectady	79.9
874 Rice V A Syracuse	83.8	916 Kundel C F Delmar	82.3	958 Butta Adeline Brooklyn	81.1	1000 Sinko Anne Watervliet	79.9
875 Smith E P Guilderland	83.6	917 Bowden S E Albany	82.3	959 McGuire Michele Albany	81.0	1001 Vauss Gloria Rochester	79.7
876 Iorio L S Brooklyn	83.5	918 Losey E M Massena	82.2	960 Ambuhl Carol L Loudonville	81.0	1003 Lapenna F Albany	79.7
877 Sellers F Brooklyn	83.5	919 Goertz D Lindenhurst	82.2	961 Kivoliwitz B Far Rockaway	81.0	1004 Borkowski E Greenbush	79.6
878 Lane V B Albany	83.5	920 Fokhardt R C Albany	82.1	962 Fretzats Janice Selkirk	81.0	1005 Porter Robert Coxsackie	79.6
879 Frazer M L Ft Edward	83.5	921 Scranton D Troy	82.1	963 House Maxine M Middletown	80.7	1006 Capozzi Mary L Buffalo	79.6
880 Kurtna M L Brooklyn	83.5	922 Headley J K Ravenna	82.1	964 Storms Dorothy Watervliet	80.7	1007 Webb Elaine C E Rochester	79.5
881 Mazur L Amsterdam	83.5	923 Peluso M Mechanicvil	82.1	965 Nelson Lynn A Schenectady	80.6	1008 Douglas Maude M NYC	79.5
882 Hart T Poughkeepsie	83.4	924 Longale J Clay	82.1	966 Heffernan F M Albany	80.6	1009 Moller Rose N Chatham	79.5
883 Siegel S S Broax	83.4	925 Cherry D Albany	82.1	967 Argenta Nancy T Geneseo	80.6	1010 Wroblewski Jean Schenectady	79.5
884 McMullen L A Ravenna	83.4	926 Choppy A J Voorheesvil	82.1	968 Perno Dianne Stony Point	80.6	1011 Williams Diane Poughkeepsie	79.5
885 Spadaro R G Syracuse	83.4	927 Rakvica C Schenectady	82.1	969 White Patricia Slingerlands	80.6	1012 Meybaum Linda A Fishkill	79.4
886 Moody D M Buffalo	83.4	928 Jones D E NYC	82.1	970 Blanton Eleanor Albany	80.6	1013 Lemke Jean M Troy	79.4
887 Morganti F M Buffalo	83.1	929 Dudell C Syracuse	82.0	971 Shanahan M Albany	80.6	1014 Torre Victoria Albany	79.2
888 Titone S M Kings Park	83.3	930 Rourdon D M Plattsburgh	81.9	972 Frey Annamay E Syracuse	80.6	1015 Childrose Grace Rensselaer	79.2
889 Rafter L A Hudson Falls	83.3	931 Farone K L Scotia	81.9	973 Murray Pamela E Troy	80.6	1016 Russell Anne E Norwood	79.2
890 Carnicelli J A Albany	83.3	932 Rose M E Albany	81.8	974 Pani Rose Brooklyn	80.4	1017 Defumer Athens	79.1
891 Choppy J V Voorheesvil	83.2	933 Burns E Binghamton	81.7	975 Palmer Vivian J Schoharie	80.3	1018 Groves Karl E Schenectady	79.1
892 Glover K M Brooklyn	83.2	934 Kozakiewicz B A Albany	81.4	976 Parasou S N NYC	80.3	1019 Mercier Raymond Mechanicvil	79.1
893 Caruson T J Albany	83.2	935 Knippenberg H J Watervliet	81.4	977 Shannon Joellar NYC	80.3	1020 Jones Joyce Amsterdam	79.0
894 Sager B Albany	83.0	936 Edelstein M Rochester	81.3	978 Miner Jane M Buffalo	80.3	1021 Lapine Susan J Oneonta	79.0
895 Scholl B NY Mills	83.0	937 Bertram Sheila T Albany	81.3	799 Stoner Dorothy Williamvil	80.3	1022 Weigel Gail N Eggertsville	79.0
896 Modaffart N Watervliet	82.9	938 Gilchrist Linda Corona	81.3	980 Sherwood R L Brockport	80.2	1023 Bridgett Alma E Bronx	79.0
897 Keenan R F Green Is	82.9	939 Danahy Patricia Albany	81.3	981 Devore Lucille Woodridge	80.2		
898 Fuller C I Cchenectady	82.8	940 Patterson D Glenham	81.2	982 Nowortyka K Lackawanna	80.2		

(Continued on Page 12)



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Latest State And County Eligible Lists

(Continued from Page 11)

1024 Clarke Ann M Staten Is	79.0	1084 Fydrich Cary A Buffalo	77.6	1144 Wilsey Viola F Glenmont	75.7	1210 Murchison F E Brooklyn	73.8	1276 Franklin Bette Schenectady	71.6
1025 Reichel P J Albany	79.0	1085 Sand Dorothy Z Altamont	77.5	1145 Douglas Jeanne E Northport	75.7	1211 Kociela Jean W Syracuse	73.8	1277 Hicks Norma Schenectady	71.5
1026 Hathaway Nicola Galtway	79.0	1086 Dombroski M K Waterford	77.5	1146 Kaltman Anne Hicksville	75.7	1212 Berchammer C M Troy	73.7	1278 Howard Valerie NYC	71.4
1027 Power Virginia Schenectady	79.0	1087 Delleo Ruth C Oneonta	77.4	1147 Winchester L E Rensselaer	75.7	1213 Plunkett P R Troy	73.7	1279 Bloom Lillian E Rochester	71.4
1028 Chambers M A Rensselaer	79.0	1088 Nantaire Rose M Schenectady	77.3	1148 Piper Cynthia J Rensselaer	75.7	1214 Pollock Gloria Albany	73.7	1280 Chen Gar H NYC	71.4
1029 Debonis Paul B Troy	78.9	1089 Rowe Irene V Richmond HI	77.3	1149 Bumerick Norma Jamesville	75.6	1215 Carey Deborah A Cohoes	73.7	1281 Kyle Janice A Hector	71.4
1030 Weekes Karen Albany	78.9	1090 Brown Ruth A Otego	77.3	1150 Krolak James S Waterford	75.6	1216 Mazzaonable Mary Schenectady	73.6	1282 Larkin Ann F Williston Pk	71.4
1031 Cornell Dona M Syracuse	78.9	1091 Sullivan K Albany	77.3	1151 Rowe Jane M Delmar	75.6	1217 Ogledzinski J M Depew	73.6	(Continued on Page 15)	
1032 Gerrity B A Brooklyn	78.9	1092 Paoliaro A A Coeymans	77.3	1152 Phillips Violet Coeymans HI	75.6	1218 Stephan Susan E Cheektowaga	73.5		
1033 Germain M A Waterford	78.9	1093 Grant Catherine Rensselaer	77.2	1153 Smith Stephen M Albany	75.5	1219 Sullivan S H Waterford	73.5		
1034 Moleisky Donna Albany	78.9	1094 Miller Mary A Schenectady	77.2	1154 MacGibbon D M Walton	75.5	1220 Hartmetz M M Rochester	73.5		
1035 Zembranski T J Elora	78.9	1095 Angerame Rocco Flushing	77.0	1155 Pullivan Carol Y Albany	75.5	1221 Snyder Carol A Troy	73.4		
1036 Boome Helen H S Ozone Pk	78.9	1096 Fliseo Jean M Schenectady	77.0	1156 Ryan Cecelia A Troy	75.4	1222 Deseve Lillian Albany	73.4		
1038 Cotter Marilyn W Keeseville	78.9	1097 Diangelis C M Brooklyn	77.0	1157 Bluford Isadora Buffalo	75.4	1223 Caminito Julia Oceanside	73.4		
1039 Keefe Helen T Troy	78.8	1098 Ward Mary P Farmingdale	76.9	1158 McLaughlin D M Saranac Lak.	75.3	1224 Duncan Mary S Albany	73.4		
1040 Atwood Susan E Oswego	78.8	1099 Graves Barbara Liverpool	76.9	1159 Barnick Irene F Albany	75.3	1224A Wilson Lillian Albany	73.4		
1041 Lomanto Ann S Farmingdale	78.8	1100 Weekes C S Brooklyn	76.9	1160 Davis Alice M Catskill	75.2	1225 Smith Patricia Smithtown	73.3		
1042 Reiser Frieda Massapequa	78.7	1101 Abbott John R Troy	76.9	1161 Fidelco Theresa Patchogue	75.2	1226 Ford Sheri L Brooklyn	73.3		
1043 Laher Sheila Rochester	78.7	1102 Scurgess K A Gloversville	76.9	1162 Camuglia Elissa Albany	75.1	1227 Buscemi Mark Brooklyn	73.3		
1044 Jillsky Sophie Waterford	78.6	1103 Overdorf M E Albany	76.9	1163 Smith Esther M Dunkirk	75.1	1228 Cannon C M Troy	73.3		
1045 Prahl Sherry L Scotia	78.5	1104 Wagner Evelyn E Warsaw	76.9	1164 Tunny Gerald W Livingston	75.1	1230 Jones Angel L Albany	73.2		
1046 Chur Jean V Albany	78.5	1105 Gordon Sylvia Schenectady	76.8	1165 Quaranta Rita L Kew Gardens	75.1	1231 Kearsse Ellen Brooklyn	73.2		
1047 Herbert Leo J Albany	78.5	1106 Leclair Maxine Saranac	76.8	1166 Greenfield Pat Schenectady	75.0	1232 Spadora Arlene Albany	73.1		
1048 Polukort Terry Guilderland	78.5	1107 Bugow Sheila V Oswego	76.8	1167 Maher Florence Delmar	74.9	1233 Martin Marcella Albany	73.1		
1049 Suaglieri Susan Albany	78.4	1108 Riggi Karen L Schenectady	76.8	1168 Cox Sandra B Syracuse	74.9	1234 Goddeal Jean M Auburn	73.0		
1049A Soriano, Phyllis Elmhurst	78.4	1109 Wilson Nancy A Ravena	76.8	1169 Connolly L M Albany	74.8	1235 Lefevre Dolores Williamsvil	73.0		
1050 Leiwant Rae NYC	78.4	1110 Stay Pauline C Ballston Lk	76.7	1170 Sciortino Jean Urica	74.8	1237 Davis Rosetta Bronx	73.0		
1051 Scott Louise D Albany	78.4	1111 Armstrong Ethel Albany	76.7	1171 Battle Joan L Whitesboro	74.8	1236 Hayes Bertha E Albany	73.0		
1052 Rousseau L A W Fort Ann	78.3	1112 Winston Renee E Bronx	76.7	1172 Koons Janet M Albany	74.7	1238 Snyder Angela B Albany	72.9		
1053 Mooney Patricia Albany	78.3	1113 Collins Eleanor Bay Shore	76.7	1173 Skeeter Jeanne Bronx	74.7	1239 Fontaine onna Albany	72.9		
1054 Mook Joan A Selden	78.3	1114 Vanabstye Dawn Albany	76.7	1174 Spearson Clnna Buffalo	74.7	1240 Rose Ann H Stony Point	72.9		
1055 Miller Michael Albany	78.3	1115 Bernstein Rhoda Brooklyn	76.7	1175 Harvey Sandra L Bayport	74.7	1241 Vanburen J M Schenectady	72.9		
1056 Ashe Constance Troy	78.2	1116 Toriello Anna Schenectady	76.6	1176 Carlson Diane M NYC	74.6	1242 Lauster Mildred Schenectady	72.8		
1057 Martini Mary G Albany	78.1	1117 Nicoll Lori A Troy	76.6	1177 Cranfield John Rexford	74.6	1243 Cuddihy M E Troy	72.7		
1058 Smith Lily M Brooklyn	78.1	1118 Savage Teresa E Buffalo	76.6	1178 Foley Ronald J Coxsackie	74.6	1244 Tozier Dolores Loudonville	72.7		
1059 Binzel Brenda A Dannemora	78.1	1119 Doyle Helen Kings Park	76.6	1179 Sarnacki Mary F Troy	74.6	1245 Arguis Annmarie Dix Hills	72.6		
1060 Salter Delores Buffalo	78.1	1120 Slater Virginia Albany	76.6	1180 Reynolds K C Waterford	74.6	1246 Burns Virginia Albany	72.6		
1061 Capalbo P H Albany	78.1	1121 Rose Linda A Albany	76.4	1181 Tuzolo P Delmar	74.6	1247 Ringwald C M Coxsackie	72.6		
1062 Carlo M Urica	78.1	1122 Byrne Catherine Albany	76.4	1182 Bullock F W Latham	74.6	1248 Seeg Veida L N Tonawanda	72.6		
1063 McDaniel P A Yonkers	78.0	1123 Cohen Roslyna H Albany	76.4	1183 Lavione D F Troy	74.6	1249 Mathews C Buffalo	72.5		
1064 Benson Eileen A Saratoga Spg.	78.0	1124 McAllister C E Albany	76.3	1184 Howard Wayne C Waterford	74.6	1250 Finkelstein N E Guilderland	72.5		
1065 Rohloff Frances Waterford	78.0	1125 Deshaw E M Averill Park	76.2	1185 Bielawa K M Waterford	74.5	1251 Aldrich K A Elmira	72.5		
1066 Evans Leslie A Ballston Lk	78.0	1126 McMahon Martha Windsor	76.2	1186 Chatman Gayle St Albans	74.5	1252 Mason Kathryn H New Palz	72.5		
1067 Wood Viola I Delanson	78.0	1127 Bogardus G L North Evans	76.2	1187 Evers Marcia A Loudonville	74.5	1253 Bradt Virginia Albany	72.5		
1068 Schilling P A Waterford	78.0	1128 Paslow Rose M Troy	76.2	1188 Abraham Sadie L Schenectady	74.5	1254 Grzelcki Mary Albany	72.5		
1069 Hanlon Audrey M Elora	77.9	1129 Miller Ruth G Albany	76.2	1189 Aleksis Elba Albany	74.5	1255 Kiffney Marcia Gloversville	72.3		
1070 Bertram Philip Albany	77.9	1130 Mahon Mary B Kenbore	76.1	1190 Robinson Daniel Delanson	74.5	1256 Ashdown Sandra Waterford	72.3		
1071 Castle Martin D Troy	77.8	1131 Long Rosemarie Waterford	76.1	1191 Knickerbocker S Lafayette	74.5	1257 Carroll Arlene Rensselaer	72.3		
1072 Dawson C M Mechanicville	77.8	1132 Yager John D Albany	76.1	1192 Veley Edward H Fultonville	74.4	1258 Eddy Maryjane Albany	72.3		
1073 Crouse Joan S Voorheesvil	77.8	1133 Williams D A Floral Park	76.0	1193 Cray Helen A Schenectady	74.4	1259 Panagakos T Brooklyn	72.3		
1074 Regan Patricia Bay Shore	77.8	1134 Hayes Frances D Ozone Park	75.9	1194 Walker C L Staten Is	74.4	1260 Steele Rena Albany	72.3		
1075 Mirza George G Metuchen	77.8	1135 Varrone Jane M Schenectady	75.9	1195 Taylor Helen C Canton	74.4	1261 King Carol E Cohoes	72.3		
1076 Iacobelli D D Mechanicvil	77.8	1136 Harris Denise D NYC	75.8	1196 Cady Mable T Vestal	74.4	1262 Sullivan C A Troy	72.3		
1077 Viccaro Evelyn Industry	77.8	1137 Brishinsky H NYC	75.8	1196A Ryan Marion A Cohoes	74.3	1263 McGee Theresa Bronx	72.3		
1078 Frenna Barbara N Babylon	77.7	1138 Lucas Mary M Albany	75.8	1197 Becker Dorothy Troy	74.2	1264 Camuglia Anna E Albany	72.3		
1079 Morin Raymond Brooklyn	77.7	1139 Gersten Irving NYC	75.8	1198 Benciveaga V B Saratoga Spg	74.2	1265 Keegan Mary M Troy	72.3		
1080 Comes Margaret Delmar	77.7	1140 Brown Audrey M Middletown	75.8	1199 Innis Patricia Marlboro	74.2	1266 Piliponis Sadie Amsterdam	72.2		
1081 Tymchyn Roberta Schenectady	77.7	1141 Ross Helen M Walkkill	75.8	1200 Lague Joel G Cohoes	74.1	1267 Pincher Louis J Troy	72.2		
1082 Ricardo Ninfa F Albany	77.7	1142 Kelly Patricia Amsterdam	75.7	1201 Gobeo Ellen A Middletown	74.0	1268 McCord Lillian Lindenhurst	72.2		
		1143 Harrigan Eileen Troy	75.7	1202 Brooks Lawrence Latham	74.0	1269 Fitch Patricia Troy	72.2		
				1203 Rickenberg R E Ballston Spa	74.0	1270 Drobnicki Carol Waterford	72.2		
				1204 Singer Mildred Albany	74.0	1271 Tribley Nancy A Albany	72.1		
				1205 Howell Mae M Bohemia	73.9	1272 Gluck Mary C Hollis	72.0		
				1206 Powers Patricia NYC	73.8	1273 Nicklas Dorothy Albany	71.9		
				1207 Voros Elizabeth Forest Hills	73.8	1274 Myers Linch J Menands	71.7		
				1208 Leavy A M W Coxsackie	73.8	1274A Graves Angie E Brooklyn	71.7		
				1209 Koba Julia Cohoes	73.8	1275 Borrata Alfonso Bronx	71.6		

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LEGAL NOTICE
 COVE TANKERS ASSOCIATES — Substance of Certificate of Limited Partnership signed and acknowledged by all of the partners and filed in the office of the County Clerk of the County of New York on December 9, 1974. The name and principal office of the partnership is Cove Tankers Associates, c/o Mount Shipping Incorporated, 88 Pine Street, New York, New York 10005. Its business is to engage in the ownership and operation of ocean-going vessels and other activities relating to the shipping business. The term for which the partnership is to exist is from November 18, 1974 to November 17, 1975 and thereafter from year to year, unless sooner terminated pursuant to the terms of the Partnership Agreement. The names and residences of the General Partner and the Limited Partner, their cash contribution and the share of profit and income of the Limited Partner are as follows:
 Warren B. Pack, 870 United Nations Plaza, New York, New York—General — Cash \$14,000.00 — 2%; Howard M. Pack, 12 Herkimer Road, Scarsdale, New York — Limited—Cash \$686,000.00 — 98%.
 The Limited Partner has not agreed to make any additional contributions. The value of the contribution of the Limited Partner may be returned to him in whole or in part, as provided in the Partnership Agreement and shall be returned pro rata upon dissolution.

LEGAL NOTICE
 MURPHY AND DURIEU—SUBSTANCE OF LIMITED PARTNERSHIP CERTIFICATE OF MURPHY AND DURIEU FILED IN THE NEW YORK COUNTY CLERK'S OFFICE ON NOVEMBER 19, 1974.
 The name of the partnership is Murphy and Durieu. The character of the business is a general stock exchange brokerage and commission business, which shall include the buying and selling for the account of the partnership and on commission for others, corporate shares, bonds and other securities, commodities and investments. The location of its principal place of business is 30 Broad Street, N.Y.C. The term for which it is to exist is from as of October 1, 1974 and then from year to year unless at least three months before the end of any calendar year either general partner shall have delivered to the other at the office of the partnership a written notice of intention to dissolve at the end of the year. The names of the general partners are Walter A. Murphy and Richard J. Murphy and the name of the sole limited partner is Mildred E. Murphy, all three of whom reside at 105 Walnut Street, Staten Island, N.Y. Mildred E. Murphy, the sole limited partner is contributing \$10,000.00 in cash only and has not agreed to make any additional contributions. Mildred E. Murphy's contribution is to be returned on the dissolution of the partnership. Mildred E. Murphy shall receive 6% per annum for her contribution. Mildred E. Murphy has no right to substitute an assignee as contributor in her place. There is no right of priority among limited partners as to contributions or as to compensation by way of income. Mildred E. Murphy has no right to demand or receive property other than cash in return for her contribution. Richard J. Murphy shall have the right to purchase Walter A. Murphy's partnership interest and continue the business in the event the latter retires, on thirty days written notice to Walter A. Murphy. Either general partner may purchase the interest of the other and continue the business upon the death or insanity of the latter by giving notice in writing to the legal representative of the deceased or insane general partner within thirty days after appointment and qualification of said representative.
 Additional limited partners may be admitted only on unanimous consent of all partners and approval of the New York Stock Exchange.

State Promotional Job Calendar

Applications Accepted To January 20, 1975

Written Exams March 1
 Interdepartmental Promotion Exams

Assistant Director of Personnel A	G-27	35-685
Director of Personnel B	G-29	35-685
Director of Personnel C	G-27	35-685
Associate Personnel Administrator B	G-23	35-682
Director of Personnel D	G-25	35-682
Assistant Director of Personnel B	G-25	35-682
Director of Institution Manpower Management B	G-25	35-682
Director of Agency Manpower Mgmt. D	G-29	35-705
Director of Agency Manpower Mgmt. E	G-27	35-705
Director of Personnel B	G-29	35-706
Director of Personnel C	G-27	35-706
Director of Institution Manpower Management A	G-27	35-706
Head Account Clerk	G-18	35-662
Head Audit Clerk	G-18	35-662
Principal Account Clerk	G-14	35-661
Principal Audit Clerk	G-14	35-661
Department of Transportation		
Canal Electrical Supervisor	G-14	35-648
Department of Health		
Assistant Director, Office of Nursing Manpower (March Oral Exam)	G-25	39-052
Department of Mental Hygiene		
Assistant Business Officer	G-23	35-515
Business Officer	G-27	35-514
*Psychiatric Social Worker II	G-19	39-047
*evaluation of training and experience		

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KEY ANSWERS

**EXAM 4104
GARDENER
EXAM 4620
PROM TO GARDENER**
Test Held December 14, 1974
Of the 762 candidates called to exam 4104, 486 appeared; of the 211 candidates called to exam 4620, 139 appeared. Candidates who wish to file protests against these tentative key answers have until January 14, 1975 to submit their protests in writing, together with the evidence upon which such protests are based.

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

41, A; 42, C; 43, A; 44, C; 45, D; 46, C; 47, B; 48, C; 49, D; 50, C; 51, B; 52, A; 53, C; 54, C; 55, B; 56, D; 57, C; 58, A; 59, D; 60, C;

61, D; 52, A; 63, D; 64, C; 65, B; 66, B; 67, B; 68, D; 69, C; 70, A; 71, C; 72, C; 73, A; 74, C; 75, B; 76, C; 77, A; 78, B; 79, C; 80, D.

**EXAM 4030
REPAIR AIDE (HDA)**
Test Held December 14, 1974
Of the 448 candidates called to this exam, 212 appeared. Candidates who wish to file protests against these tentative key answers have until January 14, 1975 to submit their protests in writing, together with the evidence upon which such protests are based.

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

41, C; 42, D; 43, B; 44, B; 45, D; 46, B; 47, B; 48, A; 49, B; 50, A; 51, D; 52, B; 53, B; 54, D; 55, C; 56, C; 57, B; 58, C; 59, B; 60, D;

61, A; 62, C; 63, B; 64, D; 65, B; 66, A; 67, C; 68, D; 69, D; 70, C; 71, C; 72, A; 73, C; 74, D; 75, B; 76, C; 77, B; 78, A; 79, A; 80, B.

**EXAM 4113
REPAIR CREW WORKER
(HDA)**
Test Held December 14, 1974
Of the 231 candidates called to this exam, 82 appeared. Candidates who wish to file protests against these tentative key answers have until January 14, 1975 to submit their protests in writing, together with the evidence upon which such protests are based.

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

41, C; 42, D; 43, B; 44, B; 45, D; 46, B; 47, B; 48, A; 49, B; 50, A; 51, D; 52, B; 53, B; 54, D; 55, C; 56, C; 57, B; 58, C; 59, B; 60, D;

55, C; 56, C; 57, B; 58, C; 59, B; 60, D;

61, A; 62, C; 63, C; 64, A; 65, C; 66, B; 67, C; 68, B; 69, B; 70, C; 71, D; 72, B; 73, C; 74, C; 75, B; 76, A; 77, D; 78, A; 79, B; 80, C.

**EXAM 4030
REPAIR AIDE (HDA)**
Test Held December 14, 1974
Of the 448 candidates called to this exam, 212 appeared. Candidates who wish to file protests against these tentative key answers have until January 14, 1975 to submit their protests in writing, together with the evidence upon which such protests are based.

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

41, C; 42, D; 43, B; 44, B; 45, D; 46, B; 47, B; 48, A; 49, B; 50, A; 51, D; 52, B; 53, B; 54, D; 55, C; 56, C; 57, B; 58, C; 59, B; 60, D;

61, A; 62, C; 63, B; 64, D; 65, B; 66, A; 67, C; 68, D; 69, D; 70, C; 71, C; 72, A; 73, C; 74, D; 75, B; 76, C; 77, B; 78, A; 79, A; 80, B.

**EXAM 2531
PROM TO ADMIN ASSISTANT**
Test Held December 14, 1974
Of the 7,070 candidates called to this exam, 5,635 appeared. Candidates who wish to file protests against these proposed key answers have until January 14, 1975 to submit their protests in writing, together with the evidence upon which such protests are based.

1, C; 2, B; 3, A and/or B; 4, C; 5, C; 6, A; 7, C; 8, C; 9, C; 10, D; 11, D; 12, A; 13, A; 14, B; 15, D; 16, C and/or D; 17, D; 18, D; 19, D; 20, C;

21, B; 22, C; 23, C; 24, B; 25, D; 26, C; 27, C; 28, C; 29, C;

30, B; 31, D; 32, D; 33, D; 34, A; 35, A; 36, A and/or B; 37, A; 38, A; 39, C; 40, B;

41, B; 42, D; 43, A; 44, A; 45, C; 46, B; 47, C; 48, D; 49, A; 50, A; 51, B; 52, C; 53, C; 54, B; 55, B; 56, A; 57, B; 58, A; 59, B; 60, D;

61, C; 62, B; 63, C; 64, A; 65, D; 66, B; 67, B; 68, B; 69, A; 70, D; 71, A; 72, B; 73, B; 74, D; 75, A; 76, C; 77, B; 78, D; 79, B; 80, C;

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

SABBATH OBSERVER
Test Held December 13, 1974
Of the 75 candidates called to this exam, 64 appeared.

1, B; 2, C; 3, C; 4, D; 5, C; 6, D; 7, C and/or D; 8, D; 9, D; 10, D; 11, D; 12, D; 13, C; 14, D; 15, B; 16, A; 17, A; 18, B; 19, C; 20, D;


21, D; 22, A; 23, A; 24, B; 25, C; 26, D; 27, C; 28, D; 29, C; 30, D; 31, A; 32, A; 33, B; 34, C; 35, C; 36, B; 37, B; 38, A; 39, B; 40, A;

41, B; 42, D; 43, C; 44, C; 45, B; 46, D; 47, D; 48, D; 49, A; 50, B; 51, D; 52, C; 53, C; 54, C; 55, A; 56, A and/or B; 57, A; 58, A; 59, B; 60, B;

61, A; 62, D; 63, A; 64, B; 65, B; 66, C; 67, B; 68, B; 69, D; 70, A; 71, A; 72, C; 73, B; 74, B; 75, C; 76, A; 77, D; 78, B; 79, C; 80, B;

81, C; 82, C; 83, D; 84, B; 85, C; 86, C; 87, D; 88, A; 89, C; 90, B; 91, A and/or B; 92, C; 93, D; 94, A; 95, C; 96, B; 97, C; 98, A; 99, C; 100, C.

Police Academy Closing
A total of 54 Probationary Police Officers have been temporarily transferred from the Police Academy Training School, as a result of the citywide job cutbacks, to various Precincts around the City.



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DOT Main Office first vice-president Paul St. John, second from right, reviews issues with former chapter president Joseph McDermott, right, as chapter board members Tony Datri and Joyce Cole join the conversation. Mr. McDermott still continues as a CSEA statewide vice-president and as a member of the special Transportation committee. The chapter president is Joan Tobin.

DOT Delegates Meet In Utica

(Continued from Page 1)

the employees' representative in such cases, plea bargaining sessions and final action taken as a result of the charges.

Right To Representation

During the question-and-answer period which followed the film, John Carey, assistant executive director, State Division of CSEA, and Bernard Ryan, CSEA's assistant program specialist, advised participants of their rights according to their contract in relation to interrogation and CSEA representation. Mr. Ryan informed the seminar group of their right to private or CSEA-sponsored legal assistance at the arbitration stage of disciplinary charges. Jerry J. Dudak, DOT assistant commissioner of manpower and employee relations, pointed out that management carefully weighs a proposed disciplinary penalty with the incident in question, while also considering the employee's past work experience. "We're open for talk. Whatever happens, we don't want to demote or lose a good employee," he stressed.

Edward Diamond, CSEA's director of education, and William G. LaFleur, DOT director of staff development and training, informed seminar participants of newly formulated, comprehensive employee development and training programs.

Citing the "upward mobility of employees" as a main concern to CSEA, Dr. Diamond explained the current five-point CSEA-DOT educational plan: the employee benefits training program to help employees improve and retrain themselves for the purposes of promotion; a tuition support plan which enables employees to receive partial monetary assistance for attending community colleges or taking accredited correspondence courses; the high school equivalency diploma program which provides employees

Heck Center Meet

SCHENECTADY — The next meeting of the Oswald D. Heck Developmental Center chapter will be held Wednesday, Jan. 15, in the library of Building No. 1 at the Center, Balltown at Consaul Roads, Schenectady. The meeting is set for 5:30 p.m.



Lou Mannellino, Region 10 delegate, left, and William Lawrence, Region 8 chapter president, huddle with CSEA collective bargaining specialist Joseph Reedy, seated, and field representative Ted Modrzewski, right.

with the opportunity to complete their formal education; the agency experimental program based on creating educational experiences beyond traditional training, for example, welding training and courses in small machine repair; and educational materials and curricula carefully planned to coordinate with each program.

Problems concerning available monies to be disbursed to DOT employees wanting tuition support and requests for more training programs to be offered during working hours for the employee's convenience were discussed following the presentation.

Concern For Alcoholism

CSEA-DOT concern for employee alcoholism, "fast becoming the nation's number one health problem," according to Robert Dougherty, DOT director of employee safety, was also a topic for discussion at the workshop. The jointly sponsored pilot program on alcohol abuse control and rehabilitation was examined, as was a unique plan for confidentiality of all employee medical records relating to severe illnesses like alcoholism, heart attack and terminal cancer. John Naughter, CSEA collective bargaining specialist, Mr. McInerney,

Mr. Dougherty and Mr. Dudak were speakers.

Other sessions included discussions on safety and the need for DOT management to implement effective programs in that area as soon as possible; the significance and application of labor-management meetings, led by Joseph Reedy, collective bargaining specialist with CSEA's State Division; a meeting on membership, "the lifeblood of any union," according to Joseph D. Lochner, executive director of CSEA, guest speaker; preparing a chapter budget; and effective communication at regional and departmental levels.

Initiate 7-Point Parks Safety Plan

ALBANY—A labor-management committee has initiated a seven-point program to improve safety conditions for employees of the State Department of Parks and Recreation, it was announced by Louis Colby, the chairman.

The group mapped a broad program at a meeting here recently, Mr. Colby announced, and areas of concern were assigned to subcommittees as follows: conditions of equipment, Anthony Serianini of the Niagara Frontier State Park Commission chapter; building safety, Mary Converse of the Allegany State Park Commission chapter; safety features and equipment, William Blauvelt of the Palisades State Park Commission chapter; safety attire, Louis Colby of the Long Island Inter-County State Parks chapter; first aid, management representative Michael Asheroff; safety awareness and trainings, management representative Nelson Potter, and OSHA and related regulations, management representative Daniel Lynch. Mr. Colby, who is president of

the Long Island Parks chapter, has been pressing for improved safety precautions to protect workers from the threat of maiming accidents on the job. The committee is the Parks and Recreation subcommittee of the statewide CSEA safety committee.

Year In Review

(Continued from Page 9)

ment with State, providing \$2,750 salary increase for lieutenants and \$2,950 for captains . . . Valley Central School District in Orange County ratifies 10.2 percent pay increase for one-year contract . . . William Anderson sworn in as Bronx State Hospital chapter president . . . Richard Artis installed as president of chapter at Manhattan Developmental Center . . . Legislation passed during previous session and signed by Governor Wilson included the so-called Omnibus Retirement Bill, a bill providing pension supplementation, changes in the impasse procedure under the Taylor Law, an increase in maximum earnings by pensioners, and a bill implementing the 1974 pay raise and other second-year benefits of the state workers' current bargaining contracts . . . James Corbin, who had to circulate petitions to get on the ballot, was decisive winner in election for presidency of Suffolk County chapter, fourth largest in CSEA . . . Nassau Educational chapter picketing proves fruitful as Hicksville School District decides to continue cafeteria services instead of contracting them out.

JUNE

Syracuse Region 5, headed by CSEA vice-president Richard Cleary, holds grand opening of regional office at Midtown Plaza, 700 East Water Street, Syracuse . . . Thruway talks on-again, off-again, etc., as SEIU challenge flounders, but succeeds in delaying negotiations . . . Francis Bassette elected Clinton County chapter president . . . Earl Bivins elected president of Sullivan County chapter . . . CSEA president Theodore Wenzl ends one-and-a-half month hospital convalescence, returns to home in Delmar . . . CSEA wins representation election in Ulster County over SEIU, also beats same challenger in Orange County, but election will be held again later in year after PERB rules technical errors by County . . . Former County Executive Committee chairman Joseph Lazarony hits comeback trail, winning election as Rensselaer County unit president . . . Series of Probation seminars throughout state protest increasing case-loads of probation officers . . . Testimonial dinner held for Charles Sullivan, retiring executive representative from Clinton County . . . Rebella Euphemio, better known as "Sunshine," honored by Rockland State Hospital chapter at affair attended by CSEA leaders throughout state . . . William DeMartino elected president of Metropolitan Division of Employment chapter . . . State Supreme Court declares unconstitutional a portion of the State/CSEA contract barring state employees from challenging the results of disciplinary proceedings. The ruling resulted from a suit filed by Donald Antinore, former vice-president of Industry chapter, after he was suspended without pay for alleged assault, although criminal charges were not filed. The CSEA contract gives an employee facing misconduct charges the right to a hearing before an arbitrator, but gives him no way to appeal the arbitrator's decision. The judge said in his decision that this denies due process and equal protection under the law . . . Dorothy Ray, therapy aide at West Seneca Developmental Center, ordered reinstated to her job with back pay of \$2,721.60. She had been dismissed from job four days before her probationary period expired following CSEA's alleged work stoppage in 1972. She had been placed on a year's probation for her part in the protest. Regional attorney Charles Sandler had insisted in pursuing the case in court, but the state gave in prior to the jury selection . . . State's Harlem Office Building dedicated . . . Ernst Stroebel reinstated as president of Labs and Research chapter in Albany . . . Viola Svensson sworn in as president of Helen Hayes Hospital chapter . . . Elizabeth Lennon elected president for SUNY at Plattsburgh chapter . . . Donald Maloney installed as president of Chautauqua County chapter . . . Investigation of financial affairs of Long Beach requested following an official threat of layoffs or payless pay days . . . Arthur Hennessy elected president of SUNY at Farmingdale chapter.

(To Be Continued Next Week)

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. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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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State And County Eligible Lists

(Continued from Page 12)

1283 Lehman Irene Brooklyn	71.4	1293 Rioli C R NYC	71.2
1284 Troy Paulette Staten Is	71.3	1294 Perosa Ronald H Buffalo	71.1
1285 Turcotte Alice Cohoes	71.3	1295 Austin Vivian E Elmhurst	71.1
1286 Holley Ramona D Albany	71.3	1298 Hordines Lynn A Cohoes	71.0
1287 Slurff Lourdes Schenectady	71.2	1299 Fedyna Moonika K Pt Jefferson	70.8
1288 Lynch Norma M Lynbrook	71.2	1300 Boydston J L Oswego	70.8
1289 Sheehan Edmund Albany	71.2	1301 Cicchenelli L Waterford	70.7
1290 McAuley F A Loudonville	71.2	1302 McCann Jayne Ballston Spa	70.7
1291 Cade Velton J Albany	71.2	1303 Bauer Eva M Yonkers	70.5
1292 Simon Joyce R Flushing	71.2	1304 Pelon Darla A Depew	70.5
		1304A Taylor Patricia Binghamton	70.5

1305 Mitchell J E NYC	70.4
1306 Altobello C R Rochester	70.4
1307 Goldberg Arlene Brooklyn	70.3
1308 Metzger Mary A Syracuse	70.3
1309 Milanese P J Troy	70.3
1310 Donohue Harriet Staten Is	70.2
1311 Kramm Wallace H Albany	70.2
1312 Harrigan V M Albany	70.2
1313 Blake Shirley M Albany	70.2
1314 Matthews W D Troy	70.2
1315 Duval Marianne Saratoga Spr	70.2
1316 Lersch Diana S Rochester	70.2
1317 Raffel Rose Middle Vill	70.1
1318 Hahn Patricia M Queens	70.1
1319 Trzaskos K J Amsterdam	70.1
1320 Lucia Philip R Troy	70.1
1321 Coins Eileen P Syracuse	70.1
1322 Cunningham T M Albany	70.1

1325 Burns Joseph L Albany	70.1
1324 Blansburg M R Albany	70.1
1325 Testaccio L C Brooklyn	70.1
1326 Harrington R T Albany	70.1
1327 Ciaquinto Ann M Rensselaer	70.1
1328 Rizzo Alberta Setauket	70.1
1329 Fink Dorothy E Bay Shore	70.0

EXAM 35499 SR SANITARIAN

Test Held April 20, 1974
List Est Sept. 10, 1974

1 Guzewich John J St Paul	87.5
2 Karches Robert Hornell	86.8
3 Eckels Douglas Yorktown Hts	85.8
4 Andrus John V Cochecon	84.3
5 Memoli Anthony Schenectady	83.8
6 Page Bruce T NYC	80.2
7 Fogg Norman W Hamilton	79.3
7A Sharp Ronald M Liverpool	79.2
8 Lambert Davi dB Snyder	79.2
11 Starbuck Donald Brewster	71.4

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Among speakers who participated in Thursday morning session were Theodore C. Wenzl, left, president of CSEA, and Jerry J. Dudak, assistant commissioner for manpower and employee relations for the Department of Transportation. Three-day session extended through Saturday morning.



The meeting, centrally located in Utica, enabled DOT union leaders from the "four corners of the state" to get together for an exchange of ideas. Shown here are, from left, Artie Allen, District 10 chapter engineering delegate in the southeast; Gil Tatro, Essex County unit president in the northeast; Phil Logan, Hornell chapter president in the southwest, and George Reed, Lockport Canal chapter president in the northwest. Mr. Logan is also a member of the special Transportation committee.

Joint Labor-Management Transportation Seminar



Taking opportunity between business sessions to review the presentations are, from left, Edward Malone, president of Eastern Barge Canal chapter; Lynn Stezar and Bud Saunders, secretary and president of Rochester Region 4 chapter; Chester Palega and Richard Green, president and vice-president of Central Barge Canal chapter. Mr. Malone is a DOT representative to CSEA Board of Directors and serves, along with Mr. Saunders and Mr. Palega, on the special Transportation committee.



Special Transportation committee chairman Timothy McInerney, left, goes over preparations for meeting with vice-chairman Nicholas Cimino and his brother Tony Cimino. Mr. McInerney is also president of the Region 1 chapter and Nick Cimino is president of the District 2 chapter; both serve as DOT representatives to CSEA Board of Directors. Committee members not pictured are Stuart Hardy, Leonard Prins, Edward McGreevy, William Dupee, Louis Visco and Joseph Gambino.



Ann Smith, secretary of DOT District 2 chapter, gets information on insurance from Larry Nealon, left, and Dan Volpini, district managers for Ter Bush and Powell, agency for Travelers Insurance Co.



Marie Marion, left, and Mary Bingham, both from CSEA Headquarters, serve at the registration desk as Donald Nugent, DOT Main Office chapter vice-president, and Ed Lewis, Binghamton chapter third vice-president, sign in.



Richard Cleary, DOT representative to CSEA Board of Directors, exchanges views with Irene Reidy and Joseph McDermott of DOT Main Office chapter. Mr. Cleary and Mr. McDermott are both state-wide CSEA vice-presidents.