

# Civil Service LEADER

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ALBANY NY 12224  
 33 ELK ST  
 P R CSEA  
 00000010-COMP-COMP meeting

— See Page 16

## Labor Panel Cites State Interference

ALBANY — The Civil Service Employees Assn. has filed an improper practice charges with the State Public Employment Relations Board on behalf of the employees of the State Labor Department, claiming the State is interfering with the makeup of CSEA's Labor Department negotiating committee.

According to the charge, negotiating committee representatives from the CSEA Buffalo Labor Department chapter have been denied permission by the State to attend departmental negotiating sessions in Albany.

Paul Burch, CSEA collective negotiating specialist, said: "Informal attempts have failed to resolve the issue. Therefore, we have had to institute the charge to protect the rights of our members and the integrity of our committees."



**MILESTONE** — Deloras Fussell, president of the Civil Service Employees Assn. Capital District Conference in the early '60's and long-time statewide social chairman, accepts plaque for her services on behalf of CSEA from Joseph McDermott, CSEA vice-president McDermott is president of the Albany Region 4, successor organization to the Capital District Conference. The plaque was presented to Ms. Fussell at a regional meeting just three days prior to her retirement from state service at the first of this month. Ms. Fussell, who had served for 37 years in the Department of Education, was also feted at a luncheon by women co-workers, at a dinner by the Board of Regents and a departmental reception. She says she is looking forward to doing "so many things that interest me, including travel" and will be active in the CSEA retirees "now that I shall no longer be management/confidential." (See photos on Page 3.)

## State Police At Impasse

ALBANY — The State Police Commissioned Officers chapter of the Civil Service Employees Assn. went to impasse Jan. 31 in its contract negotiations with the State over 15 open issues.

Some of the unresolved issues are: salaries, education benefits, per diem allowances, leave, and promotion examination.

A mediation session was tentatively set for Feb. 11. The State Public Employment Relations Board has assigned Theodore Gerber as mediator for the session.



## Wilson's Professionalism Makes Him An Elusive Target For Opponents

GOV. Malcolm Wilson is so much the pro in the administration of state government, that Democratic leaders find it hard to zero in on him with some issue that will excite the public.

In the normal course of partisan politics in an election year, Democrats have been probing the Wilson Administration for soft

(Continued on Page 6)

## Agree On Date For Office Aide Grade 5 Exam

★ ★ ★  
**7,500 Current Employees Eligible To File For First Promotion Test**

(Special to The Leader)

ALBANY — As a result of long-standing efforts by the Civil Service Employees Assn., the first promotional examination for Grade 5 office worker positions in state service has been set for June 1974.

The agreement won by CSEA from the state to switch over from open competitive to promotional exams and the setting of an actual date for the first such test means that, for the first

time, upwards of 7,500 employees now in Grade 3 and Grade 4 clerical positions will have the inside track in advancing to better-paying jobs.

Previously, positions in Grade 5 as well as Grade 3 and 4 had been grouped together for purposes of recruiting as the beginning officer worker series. All applicants, whether already in state service or from the outside, could try for appointments to the three levels of the series only through competitive examinations.

CSEA had long sought to change this practice, contending that some preferential consideration should be given to those already in service in filling the Grade 5 positions. The state had agreed during last winter's CSEA-State negotiations to meet with CSEA after the main bargaining talks were concluded and consider changing the policy.

The eventual agreement reached just recently, following talks which began last fall, also provides for a reopening of negotiations on the whole issue in January 1975.

**Inside The Leader**

- CSEA Calendar — See Page 3
- Another View Of Creedmore By Those On The Inside — See Page 8
- State Salary Schedules — See Pages 8 & 9
- Latest State Eligibles — See Page 14

## To Arbitrate Food Service Career Ladder

(Special To The Leader)

ALBANY — The food service career ladder committee of the Civil Service Employees Assn. has decided to go to arbitration, claiming a violation of contract, after a meeting with State Office of Employee Relations officials Feb. 7 in which the state refused to consider any form of food service career ladder.

Because a letter of intent to continue talks to develop a career ladder was issued by OER after contract negotiations last year, with a deadline on March 31, 1974, the committee feels that the state's refusal to even consider a career ladder for food worker "is a definite violation of contract."

According to Robert Guild, CSEA collective negotiating specialist, "The state claims that they intend to create some middle management food service positions. At the same time, they absolutely refuse to consider a career ladder — the fair and logical way to advance our qualified people into these positions. The state's arbitrary and uncompromising stand appears to be a

deliberate violation of the letter of intent, which is as binding as the contract. We are forced to bring this matter to arbitration."

The March 31 deadline mentioned in OER's letter of intent can be set aside by the arbitrator, who is empowered to establish a new deadline.



**SUNY WORKSHOP** — Civil Service Employees Assn. Board of Directors members representing the State University system discuss ideas with CSEA president Theodore C. Wenzl, third from left, and CSEA director of education Edward Diamond at recent negotiations workshop in Syracuse. The Board representatives, from left, are June Boyle, Buffalo; Edward Dudek, Buffalo, University committee chairman Albert Varacchi, Stony Brook, and Eleanor Korchak, Binghamton. The sessions were planned with the cooperation of Cornell University's School of Industrial and Labor Relations, to equip members of negotiating teams to function more effectively in negotiating local contracts.

## Computer Trainees Take Test Feb. 16

A total of 2,786 candidates for computer programming trainee will take open competitive exam no. 3060 on Feb. 16, according to the city Dept. of Personnel. The exam will be written. Also, 61 candidates will take the Sabbath Observer exam on Feb. 15 for the same position.

Filing was open during December for this \$9,200 per year post. To apply, candidates needed either a college degree or high school graduation (or its equivalency) plus either two years' clerical experience or completion of 60 college credits.

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## FIRE FLIES

by Paul Thayer

The compliments from this column to Probationary Fireman George F. Lenhardt of Engine 69 last week were unfortunately premature. George entered quarters a few days after this opus went to press and handed in his resignation. Attempts to talk him out of it got nowhere and Department Order #23 dated Feb. 1 records the acceptance of his resignation and the end of a career before it got off the ground. Maybe there should be a sign over the Welfare Island Bridge entrance with the same words that greet you as you enter Parris Island for Marine Boot Camp.

The same order which records the Lenhardt resignation also records the death of retired Dep-

uty Chief in Charge E.M.F. Conway who was Brooklyn Borough Commander when I started taking photos in 1951. He had a brother whom we called "High-pockets" Conway, also a Chief in Charge who was exactly opposite in personality to his brother. "Highpockets" died some years ago.

I noted with great regret the death of Captain Robert F. Farley of Engine Company 53. He was a fine man and a top fire officer, cut from much the same cloth as Captain Martin Sheehan, a huge hulk of a man with only one thought in mind, and that was to be sure that his men were taken care of. As a result, they would have followed him into the jaws of hell if he asked them to.

Captain Farley was the same. I recall that before my film was lost, he would request that I come to quarters for dinner and show the film each time he received a few probes. It was always a pleasure to hear him responding via radio. The answer to the dispatcher seemed always to be "yes" no matter what the circumstances. He always seemed happy to be responding . . . he loved the job that much.

Those awful diseases firemen die from — someday they will be traced to the beating the men take while doing their job. It doesn't make sense that a man, required to be in perfect health to become a fireman, should, in the course of his 20 years, sud-

denly suffer a heart attack, contract cancer in any of its forms and, in general, become an old man before his time. It is bad enough that statistics show a fireman lives 10 years less than a man with a normal job.

Take a look at a man with four or five years in a busy company. Say you remember him as a fresh-faced enthusiastic kid when he came into the job. Five years later he already starts to look like an old man and after 10 years he is on his way to some form of physical difficulty which in many cases will cripple him before he has his 20 years in.

To Rescue Company: You are getting a new man out there by the name of Fireman Jim Dooley. True enough, when he gets there he'll be the "Johannie," but he's a damned good fireman with plenty of what it takes to be a good rescue man. I have always had a very special spot in my heart for the "Fearnots," as I call the rescue people, and he should fit in just fine. With only a couple of years in, and a roof rope job under his belt, he's got good credentials. At 28 Truck the troops were sorry to see him go. You take good care of him.

About two weeks ago around 3 a.m., Engine 22 and friends rolled to a fire at Third Ave. and 87th St. The upper floors were unoccupied and the condition of the building was generally lousy. Twenty-two took a line up the inside stairway where a partial collapse took place and the troops thought they were all done for. Four men were hurt and the fire went to a third alarm. But the next day not a word about the fire on television or radio. Injured were Firemen John Finley, Karl Blau, Anthony Mammina, and Frank Montagno. As soon as the collapse took place, Ladder 13 made a mad dash to help, and Fireman John Sapienza, an off-duty member of Engine 22, did voluntary duty to

help his stricken brothers. All sustained burns and bruises.



### Brooklyn Dispatchers

The Brooklyn Dispatchers Annual Dinner Dance will be held at The Mical Terrace in Brooklyn on Feb. 14. Contact the Brooklyn Communication Office (MA 2-1800) for further information.

### Probation Dept. Workers To CSC, Personnel Dept.

Officers and employees of the Dept. of Probation were placed last week under the jurisdiction of the Civil Service Commission and the city Dept. of Personnel, according to a resolution adopted by the Civil Service Commission. The move, to be effective as of Feb. 1, 1974, is still subject to approval of the Mayor and the State Civil Service Commission.

In addition, the administration of civil service law on current matters was transferred from the State Judicial Conference to the city Personnel Dept. and the city CSC. Incumbent state employees retain their jurisdictional classifications and status pending further study by the Dept. of Personnel. All transfers, however, are effected without further examination or qualification.

### Prom. To Admin. Assoc. Open To Sr. Police AA

Employees in the title of senior police administrative aide have been granted eligibility for promotion to administrative associate, exam 2504. In addition, required experience was reduced from three months to one month, and filing has been extended to Feb. 20.

Filing must be done in person at the city Dept. of Personnel, 49 Thomas St., Manhattan. The above actions were approved by the City Civil Service Commission at its Feb. 6 meeting.

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## State Promotional Job Calendar

Applications Accepted To March 11;  
Written Exams April 20

Title	Grade Level	Exam No.
Associate Internal Auditor	G-23	35-490
Senior Internal Auditor	G-18	35-491
Senior Magnetic Tape Composer Operator	G- 8	35-493*
Senior Magnetic Tape Composer Operator	G- 8	35-494*
Senior Assistant Engineer (Planning)	G-19	35-486
Chief Account Clerk	G-22	35-485
Associate Civil Engineer (Planning)	G-27	35-488
Magnetic Tape Composer Operator	G- 8	35-496*
Motor Equipment Partsman	G-13	35-483
Principal Civil Engineer (Planning)	G-31	35-489
Senior Civil Engineer (Planning)	G-23	35-487
Senior Purchase Specs. Writer (Electrical)	G-23	35-501
Senior Purchase Specs. Writer (Electronics)	G-23	35-502
Senior Purchase Specs. Writer (Furnishings & Textiles)	G-23	35-503
Senior Purchase Specs. Writer (Mechanical)	G-23	35-504
Senior Sanitarian	G-18	35-499
Supervisor of Fleet Operations	G-21	35-347
Magnetic Tape Composer Operator	G- 8	35-495*

\*Performance Test — Examination date to be announced.

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

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10048, 488-4248; State Office Campus, Albany, N.Y., 1226; and Suite 750, 1 W. Genesee St., Buffalo, 14202.

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

# Albany Region 4 Delegates Hold Semi-Monthly Meeting



Ernest K. Wagner, left, immediate past president of the Capital District Conference, is seated on the dais next to Albany Region 4 first vice-president Jean C. Gray and Region president Joseph McDermott at the semi-monthly meeting recently at Jack's Restaurant in downtown Albany. Delegates heard various committee reports and discussed the upcoming statewide Delegates Meeting at the Concord, March 25-28.



Suddenly aware of The Leader photographer, Albany Region 4's newly appointed social chairman, Ronald Townsend, left, of the Tax and Finance chapter, is shown conferring with Region president Joseph McDermott.

## Schenectady County Unilateral Decision On Vacations For Library Workers Is Reversed

(Special to The Leader)

**SCHENECTADY** — Additional annual vacation time was awarded to Dorothy Mancini and other employees of the Schenectady County Library when an arbitrator refused to allow Schenectady County to lump administrative leave and vacation leave together under the heading of vacation.

In a grievance filed by Civil Service Employees Assn. counsel Algrid P. White, Jr., CSEA said that Schenectady County was depriving Ms. Mancini of time off to which she was entitled by insisting that combined vacation time and administrative leave for library personnel could not exceed the 20 days maximum vacation time called for in contracts between the County and the Schenectady County unit of CSEA.

These are the events that led to the decision:

About 20 years ago, Schenectady County established administrative leave for County Library workers in addition to annual vacation. Ten days of administrative leave were given to each employee each year to compensate the employee for working a

longer work week than most other county employees without extra pay.

### Contract Terms

In 1969, County employees began to work under contract. This first contract and those that followed spelled out the vacation leave for all County employees and how it was to be accrued. County employees earned 10 days of vacation each year for the first five years of employment, and then began to accrue an extra day for each additional year worked up to a maximum of 20. Administrative leave for library employees was never mentioned in contracts.

In the case of the library employees, however, the County did not follow the vacation schedule called for in the contracts. Library employees were allowed

only 10 days of vacation time a year up through their 10th year of employment. Library employees also had to use up their administrative leave before taking vacation leave and include it as part of their total vacation time.

Ms. Mancini felt that, since she had been a County Library employee since 1964, she should be receiving more than 10 days vacation time a year according to the contract.

### County Dismissed Grievance

She had grieved this matter in the past, and her grievance had been dismissed by the County on the grounds that administrative leave and vacation leave must be combined and that the total number of days could not exceed the 20 days maximum vacation time specified in each succeeding contract. Contracts prior to the 1973-74 CSEA contract did not call for binding arbitration, therefore the unilateral decision by the County in the early grievance was final.

In presenting Ms. Mancini's case, CSEA maintained that administrative leave is separate and distinct from vacation, and that even though administrative leave for library workers was not mentioned specifically in the 1973-74 contract or in any previous contract, it was protected by an existing benefits clause.

The County argued that by allowing administrative leave to be separate from vacation leave, the contract provision limiting vacation to 20 days could be violated. The County also held that Ms. Mancini's grievance had to be dismissed because of the past ruling by the County manager that administrative leave in addition to vacation is not an existing benefit.

### Arbitrator's Decision

Arbitrator Barry A. Taylor, ruling in favor of CSEA, stated: "It is the opinion of the arbitrator that administrative leave is separate from vacation time." His decision continued, "Administra-



Mildred Wands and Griff Edwards exchange ideas on how they will share duties as co-chairmen of the Albany Region 4 communications committee. Both are members of the Retirement System chapter.

## 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.

### February

- 13—Dutchess County Educational chapter meeting: 7:30 p.m., Poughkeepsie H.S., Poughkeepsie.
- 13—Orange County chapter meeting: 7:30 p.m., chapter hq., Casa Fiesta Bldg., Rt. 211, Middletown.
- 14—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
- 14—Rockland-Westchester Retirees chapter meeting: 2 p.m., Home 29, Rockland and State Hospital, Orangeburg.
- 16—Central Islip State Hospital chapter annual dinner-dance: 8 p.m., Robbins Hall, Central Islip.
- 20—Buffalo chapter meeting: 6 p.m., Plaza Suite, Buffalo.
- 21—Metropolitan Armories chapter meeting: 2 p.m., 369th Armory, 2366 5th Ave., New York City.
- 22—SUNY at Albany chapter meeting and dinner: 5:30 p.m., Italian Benevolent Assn. Hall, Exchange St., Albany.

### March

- 2—Huntington Township unit dinner-dance and installation of officers: evening, Elk's Club, Main St., Huntington.
- 7—Rockland-Westchester Retirees chapter political action meeting: 12 noon, Holiday Inn, Rt. 303, Orangeburg.

tive leave is a well-established benefit for library personnel and in this case is protected by the existing benefits clause." He concluded, "The Grievant is entitled to receive the amount of vacation time specified in Article XIII, Section 1(b) of the Agreement plus ten days administrative leave for the year 1973 and for all future years" unless the arrangement is changed bilaterally in future negotiations.

As a result of the decision by Mr. Taylor, the County informed library employees that they could use any 1973 vacation time accrued beyond the 20 days combined time before Feb. 2, 1974, or elect to take payment for the time instead.

In the case of Ms. Mancini, the arbitrator's ruling restored four days of additional vacation time due to her in 1973.

CSEA has two additional arbitration cases involving Schenectady County pending at this time.

## Weeks Heads Suffolk Educ

**RIVERHEAD** — Walter Weeks has been elected to a two-year term as president of the Suffolk County Educational Employees chapter of the Civil Service Employees Assn. in the chapter's recent official election of officers.

Other officers elected to two-year terms by CSEA members voting in the mail balloting are: John Reilly, first vice-president; Robert Conlon, second vice-president; Rudy Scala, third vice-president; Vincent DiBrienza, fourth vice-president, and Patrick O'Connor, fifth vice-president.

The newly elected recording secretary is Millie Vassallo. Corresponding secretary is Emil Rels. Frances Bates was elected chapter treasurer, and Joseph Quinn, sergeant at arms.

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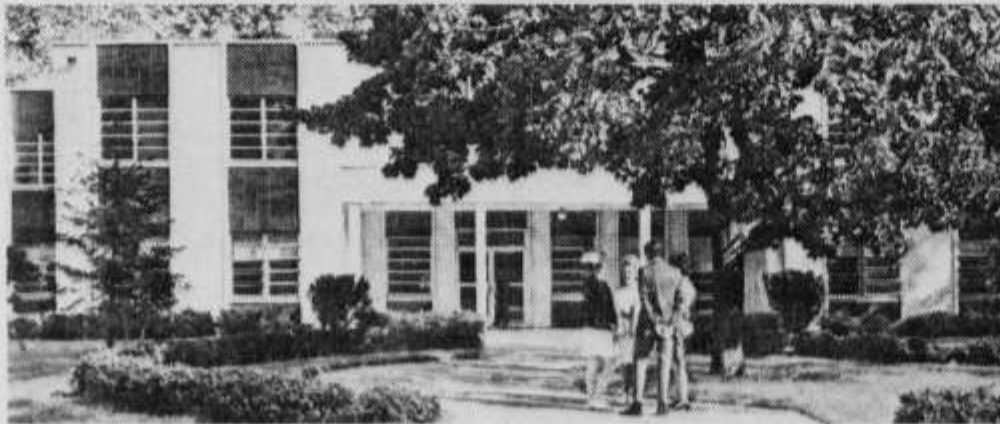
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# Filing Open For Tree Foreman, Records Asst.

Applications are being accepted now for the positions of tree pruner foreman and motor equipment records assistant with the state Dept. of Transportation. Filing for both pruner, with a starting salary of \$8,523 and records assistant, \$6,450 to start, will be open until March 18. Appointees in the New York City area and Monroe County will receive an additional \$200 annual salary differential.

Both exams will be written and given on April 20 in various locations throughout the state. Tree pruner foreman is exam no. 24-060; motor equipments records assistant, no. 24-051.

Candidates for tree pruner foreman must have two years of experience in tree care and tree removal. Motor equipment records assistant candidates must have a high school level course in auto mechanics or its equivalent by July 1 or three months of experience in automotive diesel repair functions or in a clerical function in an automotive or equipment repair shop by April 20.

Pruner foremen supervise tree pruners and laborers in the care and removal of trees and shrubs and determine the methods of topping trees. They also supervise the operation of machines; keep records on time, material, equipment and completed work; and are responsible for the safety of their crews and for the care of a wide variety of ornamental trees.

Motor equipment records assistants work in an equipment repair shop and are concerned with the shop work schedule and changes resulting from emergencies and delays. They schedule equipment and review completed work orders. They also maintain all repair records in the shop; assemble data on actual repair costs and compare with estimated costs; and notify partsmen when equipment is scheduled for repair to ensure that necessary parts will be available.

The pruner written exam will be designed to test for knowledge, skills, and/or abilities in such areas as tree felling, spraying, trimming and surgery; tree planting, cultivating, transplanting, pruning and shearing; tools, terminology and safety practices related to the care of trees; characteristics of trees common to the state; and supervision. Candidates must also pass a qualifying medical exam.

The exam for records assistant will cover identification of automotive repairs parts; arithmetic; clerical aptitude; and arranging number-letter codes.

For more detailed job announcements and application forms, write or go in person to the state Dept. of Civil Service: State Office Building Campus, Albany, N.Y. 12226; Two World Trade Center, New York, N.Y., 10047; or Suite 750, 1 W. Genesee St., Buffalo, N.Y., 14202. Specify the exam by its number and title.

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## Welfare Inspector

ALBANY — A total of 17 names appear on the eligible list for senior welfare inspector, general field representative, established by the state Dept. of Civil Service on Jan. 16 from open competitive exam 23831.

Civil Service Activities Association

# Travel

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<input type="checkbox"/> Paris	<input type="checkbox"/> Torremolinos	<input type="checkbox"/> Iceland	

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<input type="checkbox"/> Disneyworld	<input type="checkbox"/> Miami	<input type="checkbox"/> Mexico
<input type="checkbox"/> Acapulco	<input type="checkbox"/> Los Angeles	<input type="checkbox"/> San Francisco
<input type="checkbox"/> Puerto Rico	<input type="checkbox"/> Freeport	<input type="checkbox"/> Nassau
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Marvin Baxley, Editor

Kjell Kjellberg, City Editor

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TUESDAY, FEBRUARY 12, 1974



## Patience Wins Out

SO far this year, public employees have had little to bolster their spirits.

There are new administrations in the state and in many of the local subdivisions, including New York City, but the whole nation is facing a series of crises that affect the typical American's pocketbook, way of life and image of his country.

Added to inflation, the gasoline shortage and Watergate have been a series of union difficulties within the state. In the Big City, a \$850,000 fine was recently leveled against the firefighters for their 5½-hour strike a few months ago, but individual court cases are still impending for certain of the union officials. The New York City Employees Retirement System, it has been recently learned, has not received the required payments from the Transit Authority for the pension fund since July 1973, as the money was funneled into a temporary holding action to keep the subway system fare at 35 cents until state and federal aid had been agreed on. The Uniformed Court Officers Union has filed a challenge suit for representation rights for city court officers, only to have the signals switched after the union had indicated that it had more-than-enough signatures from eligible members.

On the state scene, an impasse has been called in Mental Hygiene Departmental talks over the state's refusal to recognize 40 of the union's 54 demands as being "non-negotiable." Talks were broken off by Tax and Finance Department union negotiators over what they charged as being the state's "arbitrary and unilateral refusal to discuss career ladder or the career ladder concept" after previous contractual agreements to do so. The long-standing dispute on a career ladder for food service workers was referred to arbitration this week, and talks on an agency agreement for the State Insurance Fund are said to be off to an extremely slow start.

Still, out of all this, there is at least one glimmer of hope that calm heads can reach agreement, if enough mutual effort is made.

This week, agreement was made, after long prodding by various leaders of the Civil Service Employees Assn., to set the first promotional exam for Grade 5 office workers.

After months of meetings, from the time it became evident that the state intended to promulgate one open competitive exam for all Grade 5's, it has been finally decided that this June a promotional exam will be held to enable current state employees in Grades 3 and 4 the opportunity to move up. The original plan had been to have a single test for non-employees as well as those in current employment with the state.

This agreement potentially affects more than 7,500 state workers in the two lower grades who now have the opportunity to move up in the structure.

We applaud the perseverance of CSEA in its fight for its members, and the pliability of the state in being willing to publicly change its mind in order to give established employees a break.

It's a fact that the roles of a responsible union and management are both ingrained in the American System. We're glad to see it work.

## Don't Repeat This!

(Continued from Page 1)  
spots. That is proving to be a rather elusive goal.

That should surprise no one. The Governor has been an ornament for many years on the Albany scene in both legislative and executive posts. During those years, he has made the rubber-chicken circuit countless times, in every hamlet where a Republican can be found. He has campaigned vigorously for Republican Senators and Assemblymen, for county and local government officials.

### Network Of Friends

Thus, Wilson has a network of friends reaching into every corner of the state. He has collected enough political IOU's to get people working together. Through his accumulated experience over the years, Wilson has an intuitive and intelligent feel for the mood of the people. The moderate positions taken by Wilson on matters of state government appear to be an accurate reflection of the popular mood for moderation in government.

As a result the atmosphere in Albany is calm and serene and the water untroubled. Having served as an Assemblyman and as the presiding officer of the Senate, Wilson has an unusual rapport with the Legislature and its leaders that should make for a smooth legislative session.

Part of the problem confronting the Democrats derives from a degree of uncertainty whether Wilson will be the Republican candidate. Assembly Speaker Perry B. Duryea, Jr., has his fervent supporters. So does Acting Lt. Gov. and Senate Majority Leader Warren M. Anderson. Moreover, no matter who the candidate is there are some Democratic tacticians who would make former Gov. Nelson A. Rockefeller and his record the major campaign targets.

The Democrats have an array of talent that may enter the contest for the Democratic nomination: Congressman Hugh Carey of Brooklyn, Congressman Otis Pike of Suffolk, Congressman Ogden Reid of Westchester, Howard Samuels, the retired Off-Track Betting chairman, Congressman Samuel Stratton of Schenectady and possibly others. Each of these has his own strength and constituencies. Yet they all face the problem of finding a target and an issue to shoot at.

### Accumulating Problems

That by no means suggests that the Democrats are dead before they even start. The Watergate problem is likely to remain an albatross around the necks of all Republican candidates. The energy crisis, rising living costs, an economic slowdown and loss of jobs may have a sharp impact on the voters' mood in November. If things get worse, the Republican administration in Washington will be blamed for everything: gasoline shortages, unemployment and inflation.

Given a certain set of circumstances should they all develop adversely, the Democrats conceivably can carry the state in November, irrespective of the bitterness that may be generated by the usual Democratic primary fights.

Politicians of all the parties are keeping a wary eye on developments beyond their control, which in one way or the other may shape political destinies in November.



## 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.

## CSEA Challenge Is Upheld

On Feb. 1, the State Public Employment Relations Board's Director of Public Employment Practices and Representation issued a decision on a case involving a claimed "contract bar." In that case, the Valley Stream Central High School District had a collective bargaining agreement in effect with Local 100, SEIU, for the period July 1, 1972, to June 30, 1973. During the summer of 1973, the parties were in the process of negotiating for a successor contract to take effect July 1, 1973. The negotiations entered the impasse stage, and a mediator was appointed by PERB on Nov. 28.

In the presence of the mediator, the public employer and Local 100 initiated a draft agreement. Two days later, on Nov. 30, within the proper challenge period, CSEA filed a petition with PERB requesting certification as the exclusive negotiating agent for all full-time and part-time custodial and maintenance and grounds employees of the Valley Stream Central High School District. On Dec. 19, the employer's business administrator sent PERB a copy of "a recently negotiated contract, not yet approved."

**THE FACTS** are quite clear that when the petition was filed by CSEA on Nov. 30, the draft agreement between the employer and SEIU had not been signed. In addition, it had not been approved by the employer and had not been ratified by the members of SEIU.

SEIU contended that this agreement should bar the petition, while of course the CSEA contended that it was not a bar to the conduct of an election.

The Director of Representation stated in his decision: "The purpose of a 'contract bar' rule is to balance the need for stability that is essential to the process of collective negotiations with the sometimes conflicting right of employees to select and change their negotiating representative . . . Applying this rationale to the instant case, it is clear that the draft agreement arrived at on Nov. 28, 1973, cannot bar the petition filed two days thereafter." That agreement was not sufficiently finalized in order to constitute a bar.

Accordingly, the Director of Representation ordered that an election by secret ballot should be held in a unit of all full-time and part-time custodial and maintenance and grounds employees. *In the Matter of Valley Stream Central High School District, Case No. C-1032.*

**IT HAS BEEN** held by the Supreme Court, Appellate Division, Second Department, that a proceeding under Section 75 of the Civil Service Law charging a civil service employee with incompetency or misconduct should properly have been brought pursuant to Section 72 and 73 of the Civil Service Law.

In the case that was decided, a police officer was brought up on disciplinary charges, found guilty, and dismissed by the Village of East Hampton. He appealed to the courts pursuant to Article 78 of the Civil Practice Law and Rules.

The court found in his favor, directing that the petitioner be restored to his position of patrolman with accrued salary and benefits retroactive to the date on which he was suspended from duty, less any interim earnings. This direction was without prejudice to the rights of the Village to take such action pursuant to Sections 72 and 73 of the Civil Service Law as they deem advisable.

Section 75 of the Civil Service Law is to be used in a situation where the misconduct charged is wilfully and intentionally perpetrated by the employee. In this particular case, the court found that the actions may have been the result of mental illness and, therefore, the charges were brought under the improper section. *In the Matter of Brockman v. Skidmore, 349 NYS 2d 120.*

## Joins Energy Study

MINEOLA — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., has been named to the county's Energy Crisis Committee by County Executive Ralph G. Caso. The committee is mapping a strategy and a host of applications of energy-saving techniques, many of which will involve the participation of county employees.

## Occp Therapy Asst II

ALBANY — Julia W. Clark, of Rome, achieved a score of 83.0 on exam 35-030, promotion to occupational therapy assistant II, according to the state Dept. of Civil Service. The test was held Feb. 24 and established Aug. 16. The eligible list appeared in the Jan. 8 issue of "The Leader" but Ms. Clark's rank, which is 74A, was not included.

# LETTERS TO THE EDITOR

## Open Letter To President Of CSEA

Editor, The Leader:

Following is a copy of an open letter to Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., from the New York City chapter of CSEA. We believe it is important to show that there is a groundswell of concern by the rank-and-file membership of certain current issues that require immediate attention.

We hope to show a unified front of all our members behind our state leadership in moving to get these issues resolved. Our letter to the statewide president of CSEA reads:

"Open Letter to Dr. Theodore C. Wenzl:

"On Dec. 19, 1973, a communication was addressed to you suggesting that since Gov. Malcolm Wilson had been sworn in as the Chief Executive of the State of New York, it would be a good idea for you to arrange a meeting with him and the officers of the Civil Service Employees Assn., Inc., so that matters of mutual interest might be discussed. Up to the present, no date has been set.

"On Jan. 31, 1974, at a meet-

ing of the executive committee of the New York City chapter, I was instructed to communicate the chapter's wishes to you. It is unnecessary to point out to you the corrosive effects which the recent unbridled inflation has had on the inadequate income of state employees.

"It is the unanimous opinion of the Executive Committee of the New York City chapter that CSEA should immediately demand a mutual agreement with the State Administration whereby the following changes will be effected:

"1. An additional increase in the salary schedules of all state employees to combat the unforeseen disastrous results of the recent inflationary spiral.

"2. Increase in the mileage rates.

"3. A realistic allowance for employees who travel.

"4. Enactment of legislation to tie employee pensions to the grades from which they retire so that pensions will be increased at every stage that salaries are increased.

"5. An immediate supplemental allowance for present retirees.

"A precedent has been set for the reopening of our contract. On Dec. 17, 1973, you, as president of the CSEA, Inc., and Mr. Melvin H. Osterman, Jr. on behalf of the State of New York, entered into a memorandum of understanding amending Section 33.4(f) of our contract. There is no reason why similar memoranda of understanding cannot be entered into in connection with the other provisions of our contract where the necessity warrants.

"The time for platitudes and speeches is over. We need action and we need it NOW!"

Solomon Bendet,  
President,  
New York City chapter, CSEA

### To Check Lists

Editor, The Leader:

Reform is badly needed to close loopholes so as to be fair to all on the civil service lists. All names should be published in one way after an appointment is made, so those in that particular list could check it, and protest if need be.

All Democrat and Republican Town Supervisors should no longer be able to have you fill out a "party card" and get you a job from down on the list. This is an evil, and is morally and ethically wrong always. It is stealing a job from the established list without others' knowledge of it on that same list.

This is the big loophole used successfully in upstate New York all too many times for civil service jobs. It must be eliminated forever.

Jeremiah Enright  
Liverpool

### What Time Is It? — Police Test Correction

Editor, The Leader:

Enclosed is a copy of what you purport to be the second half of the Police Officer Exam (3014). If you look carefully at question 59 you will see that the time shown cannot be anything but 1:10. Therefore, the time in 25 minutes must be 1:35 and not any of the alternates given.

See copy of question 59 as it appeared on the actual exam. Many of the readers must be very confused by this error.

Hal Pervin

Editor's note: The time shown on the clock in the exam was 3:25 and the correct answer was (C), as circled. Our clock was reversed during printing. The Leader regrets the error and thanks Mr. Pervin for catching it.

(More Letters On Page 10)

### Auto Expenses

Editor, The Leader:

As employees of the New York State Department of Social Services and members of the Civil Service Employees Assn., we wish to bring attention to the disparity between the rate at which we are reimbursed for the use of our personal cars while performing our official duties, and the actual cost of such operations.

As field workers we are increasingly faced with the drastically rising costs of maintenance and gasoline for which we feel we are no longer adequately reimbursed.

At the present reimbursement rate of 11 cents per mile (and 11½ cents per mile as of April, 1, 1974), not only does this amount not cover our operating expenses, but we are forced to supplement this by using our already diminishing real income. Due to the inflationary economy, our salaries must cover rising costs essential to living, and, in addition, pay for the ever-increasing expense of operating our cars essential for our livelihoods.

James Dunphy, Linda Epstein, Teresa Lamb, Priscilla Laurel, Domenic Palmieri, Carolyn Penfield, Gail Roseman.

Dept. of Social Services,  
New York City

### Health Insurance

Editor, The Leader:

The Civil Service Employees Assn. has done a great deal for me. If it weren't for them, I could never afford Health Insurance.

H. T.  
Warrensburg

### Praises Columnist

Editor, The Leader:

Jack Bloomfield's analysis of my presentation at the Council of District Administrators was the best of any I have seen.

Daniel Klepak,  
Director

NYS Office of Educational  
Performance Review,  
Albany

### Four-Day Week

Editor, The Leader:

Commendations to Samuel Grossfeld for his well-reasoned proposal for a four-day week. I would add that prevailing hours for white-collar workers is 35 hours (at least where I reside). Since management would not lose production under this proposal, and may even benefit production-wise, acceptance by management would be no problem.

The Civil Service Employees Assn. should involve the membership in an active and intensive letter-writing campaign, similar to the campaign started five or six years ago by an employee in the Labor Department for improved pension benefits. That campaign was directed to the Governor and legislative members.

I have been talking "four-day week" for at least three years to many fellow employees, and would happily volunteer my services to get this proposal under way.

I would also applaud efforts by CSEA to study present sick leave procedures with a view towards proposing improvements.

L. G.  
Brooklyn

### Human Rights

Editor, The Leader:

In behalf of the Department of Mental Hygiene, I wish to commend you for pictorially presenting the members of the Craig State School human rights committee in the Dec. 18, 1973, issue of The Civil Service Leader.

The Department's Human Rights Committee policy has caused the establishment of 47 committees in 47 facilities.

The members of the human rights committees take great pride in their committees and I am sure the Craig State School committee is highly appreciative of the opportunity to be presented to The Leader's readers.

Arthur Green,  
Asst. Commissioner for  
Intergroup Relations

The picture your neighbors  
are talking about.

# WALKING TALL



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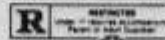
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# Here's Current Pay Schedule For State Employees

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NEW YORK STATE CLASSIFIED SERVICE

This schedule incorporates a salary increase of 6.5% as the direct result of contract negotiations between the CSEA Inc. and the State of New York

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

EFFECTIVE APRIL 1, 1973

SALARY GRADE	MINIMUM ANNUAL SALARY	MAXIMUM ANNUAL SALARY	ANNUAL INCREMENT	RATES OF COMPENSTION					1LONGEVITY	2EXTRA-LONGEVITY
				FIRST YEAR	SECOND YEAR	THIRD YEAR	FOURTH YEAR	FIFTH YEAR		
1	\$ 5,090	\$ 6,038	\$237	\$ 5,090	\$ 5,327	\$ 5,564	\$ 5,801	\$ 6,038	\$ 6,275	\$ 6,512
2	5,295	6,287	248	5,295	5,543	5,791	6,039	6,287	6,535	6,783
3	5,564	6,608	261	5,564	5,825	6,086	6,347	6,608	6,869	7,130
4	5,827	6,927	275	5,827	6,102	6,377	6,652	6,927	7,202	7,477
5	6,114	7,270	289	6,114	6,403	6,692	6,981	7,270	7,559	7,848
6	6,457	7,665	302	6,457	6,759	7,061	7,363	7,665	7,967	8,269
7	6,828	8,088	315	6,828	7,143	7,458	7,773	8,088	8,403	8,718
8	7,219	8,531	328	7,219	7,547	7,875	8,203	8,531	8,859	9,187
9	7,632	9,004	343	7,632	7,975	8,318	8,661	9,004	9,347	9,690
10	8,079	9,515	359	8,079	8,438	8,797	9,156	9,515	9,874	10,233
11	8,559	10,059	375	8,559	8,934	9,309	9,684	10,059	10,434	10,809
12	9,049	10,613	391	9,049	9,440	9,831	10,222	10,613	11,004	11,395
13	9,590	11,226	409	9,590	9,999	10,408	10,817	11,226	11,635	12,044
14	10,155	11,863	427	10,155	10,582	11,009	11,436	11,863	12,290	12,717
15	10,745	12,525	445	10,745	11,190	11,635	12,080	12,525	12,970	13,415
16	11,359	13,219	465	11,359	11,824	12,289	12,754	13,219	13,684	14,149
17	12,010	13,966	489	12,010	12,499	12,988	13,477	13,966	14,455	14,944
18	12,705	14,761	514	12,705	13,219	13,733	14,247	14,761	15,275	15,789
19	\$13,406	\$15,554	\$537	\$13,406	\$13,943	\$14,480	\$15,017	\$15,554	\$16,091	\$16,628
20	14,105	16,349	561	14,105	14,666	15,227	15,788	16,349	16,910	17,471
21	14,866	17,210	586	14,866	15,452	16,038	16,624	17,210	17,796	18,382
22	15,677	18,121	611	15,677	16,288	16,899	17,510	18,121	18,732	19,343
23	16,520	19,072	638	16,520	17,158	17,796	18,434	19,072	19,710	20,348
24	17,411	20,059	662	17,411	18,073	18,735	19,397	20,059	20,721	21,383
25	18,385	21,145	690	18,385	19,075	19,765	20,455	21,145	21,835	22,525
26	19,364	22,240	719	19,364	20,083	20,802	21,521	22,240	22,959	23,678
27	20,422	23,398	744	20,422	21,166	21,910	22,654	23,398	24,142	24,886
28	21,510	24,598	772	21,510	22,282	23,054	23,826	24,598	25,370	26,142
29	22,654	25,862	802	22,654	23,456	24,258	25,060	25,862	26,664	27,466
30	23,850	27,166	829	23,850	24,679	25,508	26,337	27,166	27,995	28,824
31	25,133	28,561	857	25,133	25,990	26,847	27,704	28,561	29,418	30,275
32	26,486	30,026	885	26,486	27,371	28,256	29,141	30,026	30,911	31,796
33	27,934	31,578	911	27,934	28,845	29,756	30,667	31,578	32,489	33,400
34	29,437	33,193	939	29,437	30,376	31,315	32,254	33,193	34,132	35,071
35	30,974	34,838	966	30,974	31,940	32,906	33,872	34,838	35,804	36,770
36	32,544	36,520	994	32,544	33,538	34,532	35,526	36,520	37,514	38,508
37	34,261	38,349	1,022	34,261	35,283	36,305	37,327	38,349	39,371	40,393
38	31,944+									

<sup>1</sup>Additional annual increment provided to employees who have rendered continuous and satisfactory service for five years after having attained the maximum salary of their grade.

<sup>2</sup>Second additional annual increment provided to employees who have rendered continuous and satisfactory service for ten years after having attained the maximum salary of their grade.

## The GOOD At Creedmoor - Rights' Group Spells It Out

(Editor's Note: The following release came from the Human Rights Committee at Creedmoor State Hospital in Queens, and reflects the feelings of employees there in the light of recent charges about crime at Creedmoor.)

The employees of Creedmoor State Hospital are going through a very demoralizing period brought about by accusations and notoriety spotlighted in the news media. The Creedmoor Human Rights Committee commends the Civil Service Employees Assn., Terry Dawson, the local president and the local chapter for the strong stance taken in the defense of the many charges and allegations made against Creedmoor's staff. Employee morale is an impor-

tant part of the Human Rights Committee's "Affirmative Action Program," and the Committee has directed its chairman, Walter D. Foley, and co-chairman Reginald Smith to contact all the media in an effort to shed some light on the true story of Creedmoor and its employees.

### Open Mind

The record, as exposed, is not denied; if we approach all the issues with an open mind, we know news is made on the spectacular, but what about the many good things that are happening at Creedmoor, and can only happen with employees who are dedicated, loyal and sincere.

Creedmoor is an open hospital with 2,200 in-patients, 2,800 employees and over 5,000 out-patients. This, by any measure, is a large operation not contain-

ed to the hospital grounds, but affecting the whole community. Dr. William Werner, the director, is very candid in his approach to publicity and the community.

He invites the community, its leaders and the media to participate in the hospital's activities. This very philosophy of openness and honesty invites the public's scrutiny of the institution's operations.

Senator Padavan's hearings and recommendations are commendable; if incorporated, Creedmoor will be a better place to be treated in and work in. All this is good, but the Human Rights Committee believes some of the media are taking advantage of the situation; enough is enough.

### Lack of Funds

The patients and employees can do little about getting more funds

or staff allocated to the hospital. That's something that the public, the politicians and the media must demand and get. But, to tear apart persons who can do little to defend themselves is an injustice that must, in all fairness, be challenged. The CSEA is meeting this challenge and cannot let its guard down one second.

The vast majority of Creedmoor's staff are honest people of the highest integrity and character, who in many cases are underpaid and work at distasteful tasks that many persons could not tolerate. We wonder how employees with or without families can survive in this area on a salary of \$6,000 or \$8,000 a year. But these employees come back for more verbal abuse, low pay, criticism — there's no let up to

what this publicity has generated. No wonder morale is low.

In spite of all these allegations, bad news and gross statements, the employees have produced many good things in the last four years. The in-patient census was reduced from 7,000 to 2,200, with over 5,000 patients participating in out-patient programs.

### Community Clinics

We have over 30 community clinics serving the different geographic areas of Queens; a recently developed adolescent program; top-notch special treatment for geriatric patients, including a surgical program and intensive care program.

A rehabilitation program features many modalities of treatment. There are workshops where (Continued on Page 9)



# — And New Rates To Be Effective As Of April 1, '74

CIVIL SERVICE LEADER, Tuesday, February 12, 1974

SALARY GRADES SCHEDULE  
NEW YORK STATE CLASSIFIED SERVICE

This schedule incorporates a salary increase of 5.5% as the direct result of contract negotiations between the CSEA Inc. and the State of New York

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

EFFECTIVE APRIL 1, 1974

SALARY GRADE	MINIMUM ANNUAL SALARY	MAXIMUM ANNUAL SALARY	ANNUAL INCREMENT	RATES OF COMPENSATION					<sup>1</sup> LONGEVITY	<sup>2</sup> EXTRA-LONGEVITY
				FIRST YEAR	SECOND YEAR	THIRD YEAR	FOURTH YEAR	FIFTH YEAR		
1	\$ 5,370	\$ 6,370	\$250	\$ 5,370	\$ 5,620	\$ 5,870	\$ 6,120	\$ 6,370	\$ 6,620	\$ 6,870
2	5,585	6,633	262	5,585	5,847	6,109	6,371	6,633	6,895	7,157
3	5,871	6,971	275	5,871	6,146	6,421	6,696	6,971	7,246	7,521
4	6,148	7,308	290	6,148	6,438	6,728	7,018	7,308	7,598	7,888
5	6,450	7,670	305	6,450	6,755	7,060	7,365	7,670	7,975	8,280
6	6,811	8,087	319	6,811	7,130	7,449	7,768	8,087	8,406	8,725
7	7,204	8,532	332	7,204	7,536	7,868	8,200	8,532	8,864	9,196
8	7,616	9,000	346	7,616	7,962	8,308	8,654	9,000	9,346	9,692
9	8,051	9,499	362	8,051	8,413	8,775	9,137	9,499	9,861	10,223
10	8,523	10,039	379	8,523	8,902	9,281	9,660	10,039	10,418	10,797
11	9,029	10,613	396	9,029	9,425	9,821	10,217	10,613	11,009	11,405
12	9,546	11,198	413	9,546	9,959	10,372	10,785	11,198	11,611	12,024
13	10,118	11,842	431	10,118	10,549	10,980	11,411	11,842	12,273	12,704
14	10,714	12,514	450	10,714	11,164	11,614	12,064	12,514	12,964	13,414
15	11,337	13,213	469	11,337	11,806	12,275	12,744	13,213	13,682	14,151
16	11,983	13,947	491	11,983	12,474	12,965	13,456	13,947	14,438	14,929
17	12,670	14,734	516	12,670	13,186	13,702	14,218	14,734	15,250	15,766
18	13,404	15,572	542	13,404	13,946	14,488	15,030	15,572	16,114	16,656
19	\$14,142	\$16,410	\$567	\$14,142	\$14,709	\$15,276	\$15,843	\$16,410	\$16,977	\$17,544
20	14,880	17,248	592	14,880	15,472	16,064	16,656	17,248	17,840	18,432
21	15,684	18,156	618	15,684	16,302	16,920	17,538	18,156	18,774	19,392
22	16,538	19,118	645	16,538	17,183	17,828	18,473	19,118	19,763	20,408
23	17,429	20,121	673	17,429	18,102	18,775	19,448	20,121	20,794	21,467
24	18,369	21,161	698	18,369	19,067	19,765	20,463	21,161	21,859	22,557
25	19,396	22,308	728	19,396	20,124	20,852	21,580	22,308	23,036	23,764
26	20,428	23,464	759	20,428	21,187	21,946	22,705	23,464	24,223	24,982
27	21,545	24,685	785	21,545	22,330	23,115	23,900	24,685	25,470	26,255
28	22,694	25,950	814	22,694	23,508	24,322	25,136	25,950	26,764	27,578
29	23,900	27,284	846	23,900	24,746	25,592	26,438	27,284	28,130	28,976
30	25,161	28,661	875	25,161	26,036	26,911	27,786	28,661	29,536	30,411
31	26,516	30,132	904	26,516	27,420	28,324	29,228	30,132	31,036	31,940
32	27,942	31,678	934	27,942	28,876	29,810	30,744	31,678	32,612	33,546
33	29,471	33,315	961	29,471	30,432	31,393	32,354	33,315	34,276	35,237
34	31,055	35,019	991	31,055	32,046	33,037	34,028	35,019	36,010	37,001
35	32,678	36,754	1,019	32,678	33,697	34,716	35,735	36,754	37,773	38,792
36	34,333	38,529	1,049	34,333	35,382	36,431	37,480	38,529	39,578	40,627
37	36,146	40,458	1,078	36,146	37,224	38,302	39,380	40,458	41,536	42,614
38	33,701+									

<sup>1</sup> Additional annual increment provided to employees who have rendered continuous and satisfactory service for five years after having attained the maximum salary of their grade.

<sup>2</sup> Second additional annual increment provided to employees who have rendered continuous and satisfactory service for ten years after having attained the maximum salary of their grade.

## The GOOD At Creedmoor

(Continued from Page 8)

patients make things. Patients are also trained and are working in Off-Track Betting shops in the community. There is a modern physical therapy program, a functional physical disability clinic and a special program for the blind.

An educational program aids in staff development and the up-grading of patient care. There are high school programs, an associate degree program, affiliation with colleges for baccalaureate degrees, an M.A. program.

Our volunteers' program included all groups from high school students to senior citizens.

Recently a hot line was established for troubled persons in the area to seek help.

### Better Care

All these programs have but one goal, better patient care, and these activities function because good competent employees make them work.

There are thousands of individual stories. During the recent holiday season, with a scarcity of funds, it was these employees who provided numerous Christmas parties, refreshments and presents.

Employees continuously scrounge their neighborhoods for good used clothes for their patients.

When funds are required, it's the employees and volunteers who conduct bazaars, card parties and luncheons, and who in most cases lay out their own money

in support of these activities.

One wonders if those criticizing the Creedmoor employees are aware of the good things that the employees are doing.

The Creedmoor Human Rights Committee is determined, along with the Creedmoor chapter of the CSEA, to support our employees and to build the morale of the staff. It is up to all our employees to do public relations, spreading the news of the good things that are happening at Creedmoor.

The Commissioner of Mental Hygiene, Dr. Werner and the majority of the public are well aware of the importance of our dedicated, honest employees and the contribution they are making to community psychiatry.



**GOWANDA'S ANN LANDERS** — Maye Bull, president of the Gowanda State Hospital chapter, CSEA, listens to the problems and grievances of her members every Wednesday between 1 and 5 p.m. at the chapter's office, 2335 Main St., Gowanda. Ms. Bull is shown talking to member Donn Read. A retired nurse, she's been counseling her flock at regular weekly sessions for the past 18 months and reports she's "very satisfied with the results." The program, widely publicized at the hospital, is aided by Thomas B. Christy, CSEA field representative.



**THE FINEST AND THE BRAVEST** — The Hunter College-Bellevue School of Nursing last week graduated 87 New York City cops and firemen as nurses. For the past two years, they took night courses after their regular day tours. At graduation ceremonies, they received diplomas entitling them to take the Feb. 6 state examination to become registered nurses and to launch on a second career after retirement from the Police or Fire Depts.

## Letters To The Editor

### Supplement Pension Would Help Battle Cost Of Living Rise

Editor, The Leader:

I am a retired state correction officer who served the people and officials of New York State in a dedicated and conscientious manner for 32 years at Sing Sing Prison. At the time of my retirement, a supplement pension plan approved by Comptroller Arthur Levitt was in effect. It increased the amount of pension based on the cost-of-living index for each year after retirement — in my case, 1968.

Due to the alleged deterioration of the state's fiscal condition, this much-needed program was terminated after one year and to this date is still not in effect. The press has announced lately that the financial picture has brightened and there is a substantial amount of surplus funds that have not been expended during the last fiscal year.

If this is true, it would seem that the financial plight of the state has been resolved and the austerity program — in effect for the past five years for retirees — can now be terminated.

With the increased cost of food, clothing, medical care, sales taxes, gasoline, home heating products, real estate taxes on the home owner and a multitude of other rising expenses, it is imperative that something be done.

Must we who have given the best years of our lives to the service of the people of the great state of New York be compelled to relegate ourselves to the fear of becoming a financial burden to our children, family, charitable or governmental relief agencies?

The heart-felt concern for the welfare of the senior citizen, widow and disabled who are on social security was shown by the Congress and the President when they passed the 11 percent increase on social security benefits. This will help somewhat to alleviate our financial burden and delay for a period the threat of our being forced to sell our home and join the exodus to Florida.

It is respectfully requested that through your leadership, an esteemed civil service publication, a forceful presentation will be made to the legislators for enactment of a bill that would restore the original intent of the Supplemental Pension Plan — increased payments based on the cost-of-living index, as annually proclaimed by the Social Security Administration and other federal agencies.

**ROBERT R. COLE**  
Croton-Hudson

### Comptroller Sets Up Identification Policy To Halt Theft Rash

Editor's note: Due to the recent slew of thefts of city-owned office equipment from city agencies and schools, Comptroller Harrison Goldin last week sent the following letter to administrators, commissioners and school officials. Mr. Goldin's office said the thefts amounted to a half-million dollar loss to taxpayers each year.

Dear Sir:

New York City has been experiencing serious losses resulting from thefts of office equipment. In connection with this problem, the New York City Police Dept. has instituted an anti-crime program known as "Operation Identification." Upon request, the Police Dept. will assign to each city department or agency a code number to be electrically engraved on each piece of office equipment. The identification number will be registered at the local police precinct in which the city department or agency is located, as well as at Police Headquarters.

The "electrical pencil" used for engraving the code number may be borrowed from the local police precinct, which will also issue instructions for the use of the engraving tool. Membership decals will also be provided by the Police Dept. for display on doors and windows.

In conjunction with the "Operation Identification" program, it is recommended that a program tentatively designated as "Operation Lock and Bolt" be instituted. This program provides for the utilization of mechanical devices, commercially available,

(Continued on Page 11)



you won't  
believe how  
good it tastes...  
until you  
taste it!

# GEKKEIKAN

(PRONOUNCE IT GAY-KEE-KAN)

## PLUM WINE

serve  
with club soda  
or on the rocks  
with a kiss of lemon



## Secretaries And Stenos Needed For Area Defense Contract Admin.

There is an immediate need for experienced secretaries-stenographers with the Defense Contract Administration Services Region in Manhattan. Salary starts at \$8,055.

At present, there are 10 vacancies and qualified candidates will be called upon to fill future vacancies.

Candidates should have 2½ years general experience in typing, stenography or general clerical work, including at least six months of secretarial work above the trainee level. Also eligible are secretaries with six months or more of specialized experience.

Examples of work above the trainee level are: answering telephone calls; receiving visitors;

composing correspondence; obtaining and presenting information; routing incoming correspondence on the basis of subject matter; reviewing outgoing correspondence for grammar, spelling typography and format; or serving as a personal clerical assistant or aide to a professional, technical, supervisory, administrative, executive or similar employer.

Specialized experience would be experience in secretarial work which has involved responsibility for serving as the principal personal office assistant to a designated supervisor, and which has included participation in the work of the supervisor through a close and direct working relationship. The work should involve most or all of the kinds of duties described above.

Present or former federal employees should submit application SF-171 and all other applicants should submit resumes. Applications and resumes should be sent to: Office of Civilian Personnel, DSA, DCASR-New York, 60 Hudson St., New York, New York, 10013, Attn. DCRN-EE.

### Schwenk Appointed

ALBANY—Edwin M. Schwenk, chairman of the Suffolk County Republican committee, has been picked by Governor Wilson to head the New York State Sports Authority at an annual salary of \$25,000. The Authority will serve as a construction and financing agency to develop sports facilities for lease to municipalities. Mr. Schwenk is resigning his position as a member of the State Power Authority.

### Name Nominating Comm. For State Jewish Org.

The Jewish State Employees Assn. of New York has selected its former president, Morris J. Solomon, to be chairman of the nominating committee for the presentation of a slate of future officers for the next two-year term. The slate will be presented at the next meeting, rescheduled for Feb. 26 at 5:30 p.m. in Room 1, State Office Building, 80 Centre St., Manhattan.

### Salute To Grads

The Staten Island Regional Manpower Center last week honored 150 of its recent graduates who entered training and now all have jobs, in a "salute to graduates." The Center is part of a city-wide "hookup" of employment centers, run by the Department of Employment which offers such training as "English as a Second Language" and "Basic Office Practices" in order to train unskilled workers.

## Evening Courses for City Employees

CLASSES BEGIN WEEK OF FEBRUARY 25

HUNTER COLLEGE COURSES	MANHATTAN COURSES CITY HALL AREA
<p>Test Taking Techniques</p> <p>Civil Service Arithmetic</p> <p>Essential Principles of Supervision</p> <p>Basic Administrative Techniques</p>	<p>Test Taking Techniques</p> <p>Improving Your Reading Ability</p> <p>Accounting for Non-Accountants</p> <p>Speed Reading</p> <p>Civil Service Arithmetic</p> <p>How To Prepare Your Personal Income Taxes</p>
YORK COLLEGE COURSES	
<p>Test Taking Techniques</p> <p>Improving Your Reading Ability</p> <p>English Grammar and Usage</p> <p>Beginning Conversational Spanish</p> <p>Intermediate Conversational Spanish</p> <p>Civil Service Arithmetic</p> <p>Essential Principles of Supervision</p> <p>Basic Administrative Techniques</p>	<p>Introductory Psychology</p> <p>Basic Administrative Techniques</p> <p>Essential Principles of Supervision</p> <p>Defensive Driving</p> <p>Beginning Conversational Spanish</p> <p>Planning for Retirement</p> <p>Career Planning</p> <p>English Skills - Vocabulary and Grammar</p>

## Municipal Personnel Program

REGISTRATION STARTS FEBRUARY 4

SPONSORED BY

### BRONX COMMUNITY COLLEGE COURSES

Test Taking Techniques

English Grammar and Usage

Beginning Conversational Spanish

Speed Reading

Beginning Typing

Civil Service Arithmetic

Introductory Psychology

Essential Principles of Supervision

Criminal Law and Court Procedure

Basic Administrative Techniques

Intermediate Conversational Spanish

Report Writing Workshop for Supervisors

Personnel

Elementary Writing Workshop

Speed Steno

How To Prepare Your Personal Income Taxes

Problems of Urban Living

Career Planning

The Housing Courts and Their Impact

Introduction To Programming

N.Y.C. DEPARTMENT OF PERSONNEL, BUREAU OF CAREER DEVELOPMENT, 40 Worth Street, Room 422, New York, N.Y. 10013. Phone: 566-8813.

BRONX COMMUNITY COLLEGE, OFFICE OF EVENING AND CONTINUING EDUCATION, 120 East 184 Street, Room 216, Bronx, N.Y. 10468. Phone: 960-8701.

HUNTER COLLEGE, ADULT EDUCATION PROGRAM, 695 Park Avenue at 68 Street, Room 241, New York, N.Y. 10021. Phone: BU 8-7210.

YORK COLLEGE, DIVISION OF CONTINUING EDUCATION, 150-14 Jamaica Avenue, Room 524, Jamaica, N.Y. 11432. Phone: 969-4134.

Registration begins Monday, February 4. Register by mail or in person at the location where you plan to attend courses. Registration forms and program catalogs are available at the above Municipal Personnel Program locations.

Most courses meet once a week for two 2-hour sessions and cost \$25. Spanish courses meet for 15 sessions and cost \$35. All fees are payable at registration. City employees who successfully complete their courses and whose titles are covered by contract agreements providing for a training fund may apply for a complete refund at the end of the term.

## Letters To The Editor

(Continued from Page 10)

for bolting and locking office equipment to desks and counter tops.

Participation in the "Operation Identification" and "Operation Lock and Bolt" programs should contribute to a considerable reduction in losses resulting from the thefts of city equipment.

Kindly notify this Office when these programs have been implemented.

HARRISON J. GOLDIN  
Comptroller

### LEGAL NOTICE

SUPPLEMENTAL CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent.

To MARY GILEVICH, if living, EFFROSINA ZILL, if living, ANASTASIA SHARRY, if living, WASSILE SHARRY, if living, and/or their heirs at law and next of kin and, if any of them be dead, their legal representatives, their husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office addresses are unknown, and any and all unknown persons whose names or parts of whose names, and whose place or places of residence are unknown, and cannot, after due diligent inquiry, be ascertained as distributees, heirs at law and next of kin of said SAMUEL SHARRY and, if any of said unknown distributees, heirs at law or next of kin be dead, their legal representatives, husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office address are unknown; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of SAMUEL SHARRY, deceased, who at the time of his death was a resident of New York County.

### SEND GREETING:

Upon the petition of FRANK SHARRY, residing at 3 Betty Street, Syosset, N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 12th day of March, 1974, at nine-thirty o'clock in the forenoon of that day, why the account of proceedings of FRANK SHARRY, as Administrator, should not be judicially settled, and that the legal fee of Schacter, Abuza & Goldfarb be fixed in the sum of \$3,850, of which the sum of \$1,000 has heretofore been paid, and that the net proceeds of decedent's estate be paid over to petitioner, as sole distributee. Dated, Attested and Sealed, January 14th, 1974.

(L.S.) HON. S. SAMUEL DIFALCO, Surrogate, New York County  
s/DAVID L. SHEEHAN, Jr., Chief Clerk.

SCHACTER, ABUZA & GOLDFARB, Attorney for Petitioner(s); 225 Broadway, New York, N.Y. 10007; WO 2-5280.

This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

## ZOL TV & FURNITURE Co., Inc.

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## GENERAL ELECTRIC Gives You The Best

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GENERAL  ELECTRIC

FREE STANDING FLOOR COMPONENT WITH STEREO RECEIVER, 8-TRACK TAPE PLAYER AND MATCHED SPEAKER SYSTEM

\*EQUIPPED FOR "QUADRAFI" (AMBIENCE) SPEAKER SYSTEM



### FM/AM/FM STEREO RECEIVER

- Six Push Button function controls select entertainment mode desired.
- AM — selects standard AM broadcasts 550-1600 KHz.

- FM — for standard FM broadcasts 88-108 MHz. Line cord antenna.
- FM Stereo — switches in FM Multiplex circuits for stations broadcasting in stereo.
- AFC — activates Automatic Frequency Control (AFC) to reduce station fade for FM and FM stereo.
- Phono — selects automatic record changer for monaural or stereo records.
- Tape — selects stereo tape playback from the built-in 8-track tape player.
- Back lighted slide rule dial with AM and FM scale provides accurate tuning.

- Stereo light glows to indicate FM stereo reception and aids in fine tuning.
- TUNING CONTROL — vernier tuning provides precision station selection.
- POWER SWITCH — two stage toggle switch turns entire system ON/OFF.
- BASS and TREBLE controls adjust high and low frequency response to suit personal tastes.
- Volume control raises or lowers overall volume level of system.
- Balance control allows precision balancing of loudness level to right and left speaker systems.
- Up-front Stereophones jack.

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NEW YORK

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### Beame To Head Knight's Parade

Mayor Beame will serve as Grand Marshal of the annual Memorial Mass Parade of the New York chapter Knights of Columbus to be held on Washington's birthday, Feb. 18. It has been announced by William A. Septa, chapter chairman.

### Final Key Answers

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

**Prom. to Resident Building Superintendent, Exam 2604** — test held May 19, 1973; no. 7 changed from B to delete. Original answers appeared in The Leader of June 5.

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Comfortably-rustic, your real log home brings new care-free year-round living. Complete pre-cut log packages have solid 8" to 11" diameter log walls. You can build your own dream, or rely on your contractor. Choose from 29 models—compact hide-aways to full two story all season homes.

Send for free brochure, or enclose \$2.00 for complete catalog of model plans and costs.

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## REAL ESTATE VALUES

### House For Sale - Warren County

LAKE GEORGE TOWNSHIP, Warrensburg School District — 5 rm. ranch Modular, 3 bedrm, din. area, breakfast bar, fully carpeted, new alum. roof, vinyl siding, quiet area, good water, 2 years old. low tax rate. Call OWNER after 5 p.m. Weekdays or weekends. Asking \$25,000 (must sell to relocate) 518-623-6441.

### Farms, Country Homes New York State

WINTER Catalog of Hundreds of Real Estate & Business Bargains. All types, sizes & prices. Dahl Realty, Cobleskill 7, N.Y.

### St. Albans \$29,990 Legal 2-Family

This deluxe home is an excellent investment property sitting on a huge 50x112' garden plot, all fenced in. Located in top area, close to schools, trans. and shopping. Both apts. vacant. Vets need only \$500 cash down.

### Jamaica \$29,000 10 Yrs. Young

This mod. home has 3 oversized bedrm suites, walk-in closets, 1 1/2 mod. baths, science kitchen, new gas heat, full finishable bsmt. Enclosed yard, fenced in.

### Mortgage Money Available

FHA & GI Terms Arranged  
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### CAMBRIA HTS \$34,990 5 BEDRM CAPE

Detached, on 4,000 sq ft garden grounds. 3 baths, 2 car gar. Fin. bsmt. Come see — come buy.

### ST. ALBANS \$29,990 ALL BRICK TUDOR

\$800 total needed for qualified GI to move into this gorgeous home with 6 lg rms, patio, gar, new Hollywood kit. & bath. Owner will pay all closing costs.

### LAURELTON \$46,900 SUPER-SPECIAL HOUSE

15 yr young legal 2-fam corner brick & shingle, 2 extra lge 3-rm apts plus nice club bsmt, 2 car gar. Garden grounds. A must to see!

**Queens Homes Sales, Inc.**  
170-13 Hillside Avenue  
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### QUEENS VILLAGE \$29,900 ALL BRICK

You must see this house to believe it. It is beautiful and has everything. Huge ranch-sized living room, full sized dining room, modern fully equipped kitchen, 3 bedrooms on 1 floor plus Hollywood colored tile bath with extra shower. Rentable basement apartment with extra bath, Automatic gas heat. Patio and many other extras. Down to earth sacrifice. Take over existing 5 3/4% mortgage with low down payment. Ask for Mr. Rogers.

### LAURELTON

PRICE \$6,000 CASH ABOVE APPROX \$29,000 MORTGAGE TAKE OVER MORTGAGE ONLY \$6,000 CASH NEEDED. This brick home is beautiful and has everything. Fantastic niteclub basement, 6 1/2 rms, 1 1/2 baths, oversized garage, automatic gas heat, interest rate of present mtge of approx \$29,000 is only 7 1/2%. No closing fees. No credit check needed. Immediate occupancy. Top notch condition. Ask for Mr. Fredericks.

### CAMBRIA HEIGHTS \$37,990

BRICK ALL THE WAY AROUND Ranch... all rooms on 1 floor. 3 bedrooms, beautifully laid out; modern eat-in kitchen, ranch sized living room, conventional dining room — finished basement playroom, 40x100 landscaped grounds, automatic heat, refrigerator, air-conditioned, screens/storms. Many extras... Near schools, shopping centers, bus/subway transportation. Low down payment can be arranged for GIs or any other buyers. Ask for Mr. Alix.

### LAURELTON \$32,990

CALIFORNIA ARCHITECTURE 6 1/2 rooms, 2 baths, finished paneled basement, completely detached, gas heat, washer, refrigerator, many other extras. Near huge shopping centers and subway bus. Low down payment can be arranged for everyone. Ask for Mr. Soto.

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JA 6-6300

### BUY U.S. BONDS

# Hunter Coll Classes Open To Feb. 22 For Promotion-Minded Gov. Workers

City, state and federal employees may register through Feb. 22 for courses specially designed for promotion preparation, including improving job skills. A certificate of completion will be awarded at the end of the ten-week courses, and the employee's agency will be notified to place a record of the certificate in his personnel folder.

Tuition is \$25 per course (education reimbursement programs are offered by many agencies), and all courses are conducted at a Hunter College building at 466 Lexington Ave., near 46th St., Manhattan, in association with the city Dept. of Personnel. Registration takes place at Hunter College, Room 241, 695 Park Ave., at 68th St., Manhattan, between 10 a.m. and 9 p.m. Monday through Thursday, and between 10 a.m. and 6 p.m. on Fridays.

### FOR SALE

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### Help Wanted M/F

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212-336-1000 or 516-872-3111

The four courses offered this semester are:

**HC-4 Test Taking Techniques** (starts Feb. 28, meets Thursdays, 6 p.m. to 8 p.m.) — emphasizes preparation for upcoming promotional exams.

**HC-31 Civil Service Arithmetic** (starts Feb. 27, meets Wednesdays, 6 p.m. to 8 p.m.) — fractions, decimals, rates and percentages, interpretation of graphs, charts.

**HC-64 Basic Administrative Techniques** (starts Feb. 25, meets Mondays, 6 p.m. to 8 p.m.) — administrative management, for those about to become super-

visors. Includes planning, scheduling, organizing and work simplification, with discussions of problems in employee's own agency.

**HC-70 Essential Principals of Supervision** (starts Feb. 27, meets Wednesdays, from 6 p.m. to 8 p.m.) — for first-line supervisors, discussion of individual supervisory problems with case studies, films, training exercises.

## Train (Free) This March For TA Tests

Free training courses will begin March 4 to prepare candidates for three Transit Authority exams: railroad clerk, railroad porter, and cashier.

Those who have already filed for the position of railroad clerk and railroad porter will be eligible to take the training course. Filing for cashier is from now to Feb. 25.

The training courses for the various positions will begin March 4, in both day and evening classes. Further information may be obtained by calling 433-7816.

The exam for railroad clerk, which pays \$4.45 per hour, will be held March 23; railroad porter, at \$4.42 per hour, May 4; cashier, which pays \$7.300 per year, April 27.

Minimum requirements for the cashier position are: a high school education or its equivalent, and six months cashier or sales clerk experience. See page 1 of The Leader for more information.

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Stenographer	6,100
Steno, Grand Jury	9,000
Therapists (Occ & Phys)	9,850
Typist	5,500

APPLY THRU FEB. 25, 1974

Mail applic. requests must be postmarked by Feb. 18, 1974

Stamped Self-Address Envelope Reg.

Asst. Assessor	\$ 9,000
Cashier (NYCTA)	7,300
Climber & Pruner	13,355
Constn. Mgr.	18,400
Coord Couns. Svcs.	19,589.
Dep Dir. Stndrds & Appis	19,589.
Dietitian	9,085
Dir Graphics & Prod.	19,589.
Eng. Assessor (Util)	36,620
Mech. Mnt-Grp C (NYCTA)	16,400
Supvng Mental Hlth Wkr	5,4150 hr.
Taxi & Limo Insp.	9,400
TV Cameraman	7,800
	9,850

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N. Miami, Fla. 33161.

# Registration Accepted Now For Civil Servant Classes

City, state and federal employees may register now by mail or in person for evening courses in the city's Spring 1974 Municipal Personnel Program. Classes will begin the week of Feb. 25.

More than 20 courses will be offered at four locations this semester. New courses include: Introduction to Programming, Problems of Urban Living, Elementary Writing Workshop, English Skills, Speed Steno, and The Housing Courts and Their Impact. Such courses as Planning Your Retirement, Civil Service Arithmetic, Test Taking Techniques, and Speed Reading also will be offered.

The fee for most courses is \$25 for 10 weekly two-hour sessions. Spanish courses cost \$35 for 15 two-hour sessions. City employees in titles covered by union contracts with training fund provisions are entitled to receive full refunds upon successful completion of up to two courses.

For free brochures describing the Spring schedule of evening courses in the Municipal Personnel Program call 566-8815 or write to the Dept. of Personnel, Bureau of Career Development, 220 Church Street, Room 422, New York, N.Y. 10013.

Registration will be accepted by mail or in person through Feb. 22 at all four locations of the program. These are: Dept. of Personnel, Bureau of Career Development, 40 Worth Street, Room 422, New York, N.Y. 11013, Phone: 566-8815; Bronx Community College, Office of

Evening and Continuing Education, 120 East 184 Street, Room 216, Bronx, N.Y. 10468, Phone: 960-8701; Hunter College, Adult Education Program, 695 Park Avenue, Room 241, New York, N.Y. 10021, Phone: BU 8-7210; and York College, Division of Continuing Education, 150-14 Jamaica Avenue, Room 524, New York, N.Y. 11432, Phone: 969-4154.

## Federal News

### Supergrader Raises

Supergraders and some employees in the top steps of Grade 15 may be in for a raise as of March 1 if Congress consents to President Nixon's request for a 7% pay raise for Cabinet officers, federal judges and members of Congress. These officials haven't had a pay raise in five years and employees pay in Grade 18 can't exceed the \$36,000 paid to political appointees.

Mr. Nixon will ask that the raises be spread over a three year period.

### Civil Service Movies

The U.S. Civil Service Commission has produced three movies on labor-management relations. The movies are available for purchase or rental by federal, state and city agencies, as well as other interested groups.

The movies are: "At the Table" — discusses tactics, techniques of negotiations between gov. and union representatives at bargaining table (sells for \$156.25; rents for

\$17); "Anatomy of a Grievance" — documentation, investigation and management response of employee grievance procedure (\$87.50 and \$12.50); "Arbitration of a Grievance" — follows above grievance through mechanics of arbitration (\$120.75 and \$12.50).

Contact the National Audiovisual Center, General Services Admin., Washington, DC, 20409.

### Stationary Fireman

A total of 460 candidates for stationary fireman will take open competitive exam 3097 on Feb. 23.

### Columbia Assn. Meet

The Columbia Assn., Dept. of Sanitation, will hold its delegates' meeting Feb. 14 at 8 p.m. at Columbia Hall, 543 Union Ave., Brooklyn.

### Pulaski Assn. Meet

The Pulaski Assn., Dept. of Sanitation, will hold its regular meeting Feb. 14 at 8 p.m. at Maspeth Hall, 61-60 56 Road, Maspeth.

# Free Test Preparation Open To Civil Service Candidates

Anyone who qualifies for any civil service job may take a test-preparation course free of charge sponsored by the State University of New York in Brooklyn and administered by City University.

The program offers instructions, using previous civil service exams, in how to read and understand the tests, what kinds of questions to expect and the best way to answer them. Special training is offered for exams requiring it. In addition, candidates may take refresher courses in arithmetic, reading and writing.

The program lasts two to four weeks, depending on the individual's need. Classes are conducted Mon., Tues. and Wed. from 10 a.m. to 1 p.m. or Mon. and Wed. from 6 p.m. to 9 p.m. Courses are offered in conjunction with civil service exams given by the city, and there are also courses for jobs with large

private companies, such as New York Telephone.

For further information, write or visit JOB-O-RAMA, SUNY Urban Center, 470 Vanderbilt Ave., Brooklyn, N.Y. 11238; phone 638-8308 ext. 38 from 9 a.m. to 3 p.m.; or 638-8312 from 6 p.m. to 9 p.m.

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1:00 P.M. SESSION - PARCELS 97-205


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# Open Competitive State Job Calendar

Applications Accepted To March 18;  
Written Exams April 20

Title	Beginning Salary	Exam No.
Mental Hygiene Treatment Team Leader (Mental Health)	\$19,396	23-895
Mental Hygiene Treatment Team Leader (Mental Retardation)	\$19,396	23-997
Motor Equipment Partsman	\$10,118	24-050
Motor Equipment Records Assistant	\$ 6,450	24-051
Purchase Specifications Assistant	\$13,404	24-042
Purchase Specifications Assistant (Electronics)	\$13,404	24-043
Purchase Specifications Assistant (Furnishing & Textiles)	13,404	24-044
Purchase Specifications Writer (Electrical), Senior	17,429	24-053
Purchase Specifications Writer (Electronics), Senior	\$17,429	24-054
Purchase Specifications Writer (Furnishing & Textiles), Senior	\$17,429	24-055
Purchase Specifications Writer (Mechanical), Senior	\$17,429	24-056
Tree Pruner Foreman	\$ 8,523	24-060

## Initial Oral Tests To Be Held In March

Director of Drug Abuse Rehabilitation Facility ..... \$27,942 29-272

## Applications Accepted To March 25 Oral Tests To Be Held In April

Chief of Mental Treatment Service ..... \$27,942 27-375  
Chief of Mental Retardation Development Services ..... \$27,942 27-376

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.

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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CS-25

# State Eligible Lists

EXAM 35208  
PRIN EMPLOYMENT SEC CLK  
Test Held Sept. 15, 1973  
List Est. Jan. 22, 1974

- 1 Hennessy M Rochester 97.3
- 2 Eucalpius T Buffalo 94.4
- 3 Satin M Spring Val 93.1
- 4 Taub F Little Neck 93.0
- 5 Conley M Lockport 92.2
- 6 Human K Sanborn 92.0
- 7 Fenner A Nedrow 90.3
- 8 Getz R Glens Falls 90.2
- 9 Yates W Binghamton 89.6
- 10 O'Brien K Rochester 89.1
- 11 Nowakowski H Amherst 88.5
- 12 Paschel H Maspeth 87.8
- 13 Meli K Syracuse 87.4
- 14 Atkinson S Cheango Brg 87.0
- 15 Lagane E Coboes 86.7
- 16 Casler R Buffalo 86.6
- 17 Chamber P NYC 86.0
- 18 Hightower R NYC 86.0
- 19 Zvokel K Northport 85.6
- 20 Drucker G Albany 85.3
- 21 Ullman M Lauriston 85.1
- 22 McCans R New Rochelle 84.1
- 23 Zimmerman S Watertown 83.8
- 24 O'Connor J Middletown 83.8
- 25 Yearby N NYC 83.7
- 26 Phillips H Jamestown 83.5
- 27 Mitchell F St Albans 82.9
- 28 Re R Buffalo 82.3
- 29 Wilber M Schenectady 82.3
- 30 Pugliese R E Rochester 82.1
- 31 Martin I Buffalo 82.0
- 32 Hamm D Rochester 81.1
- 33 Monaghan F Levittown 81.0
- 34 Maglieri J Elmsford 81.0
- 35 Christmas M Laurelton 81.0
- 36 Webster J Binghamton 80.3
- 37 Bliel H Bay Shore 80.4
- 38 Peek A Schenectady 80.2
- 39 Eistertz P Watervliet 80.0
- 40 Simmons M Bx 80.0
- 41 Vallone H Hamburg 79.8
- 42 Branch G Syracuse 79.7
- 43 Morrison D Buffalo 79.7
- 44 Babcock D Canastota 79.5
- 44A Bussey R Troy 79.5
- 45 Broadman M Kew Gardens 79.5
- 46 Thompson N Hinsdale 79.5
- 47 Dowar J Ballston Spa 79.4
- 48 Bissel R Sodas Pt 79.4
- 49 Horowitz G Jamaica 79.3
- 50 Doyle I NYC 79.3
- 51 Rowe D Dansville 79.2
- 52 Travers H Middletown 78.8
- 53 Duffy A Solvay 78.8
- 54 Kornhaber N Bx 78.8
- 55 Urelewicz E N Tonawanda 78.8
- 56 Coleman E Bklyn 78.4
- 57 Ellerbe D Bklyn 78.4
- 58 Olson M Babylon 78.3
- 59 Mann R Holcomb 78.1
- 60 Phillips E Lockport 78.0
- 61 Konter C W Seneca 77.8
- 62 Boylan C Riverdale 77.0
- 63 Difant C Bldwmsvil 77.0
- 64 Ford L Binghamton 77.0
- 65 Stillhard J Rochester 76.7
- 66 Lis J NY Mills 76.6
- 67 Perry G Bayport 76.5
- 68 Kantrow M Bklyn 76.5
- 69 Karam M Utica 76.5
- 70 Stone J Victor 76.1
- 71 Holdsworth L Jamestown 75.8
- 72 Kennedy K Watervliet 75.7
- 73 Glenn D Broadalbin 75.7
- 74 Jackson A Bklyn 75.4
- 75 Harris R Utica 75.3
- 76 Fraser M Bronx 74.6
- 77 Casper Z Forest Hills 74.6
- 78 O'Rourke E Dunkirk 73.7
- 79 Duenas E Tappan 73.6
- 80 Wright I NYC 73.5
- 81 Harron H Bay Shore 73.5
- 82 Levine C Levittown 73.4
- 83 Akulin B Flushing 73.4
- 84 Jaeger P Kenmore 73.3
- 85 Fry M Bklyn 73.2
- 86 Beyer S Hamburg 73.0
- 87 Kueffner K S Ozone Pk 72.1
- 88 Mielson R Albany 72.0
- 89 Wolfe G Albion 72.0
- 90 Carrasquillo T Bronx 71.4
- 91 Marchese J Batavia 70.6
- 92 Texter L Blasdell 70.6
- 93 Deplato M West Seneca 70.5

EXAM 35179  
SR LOTTERY INSPECT  
Test Held May 12, 1973  
List Est. Nov. 12, 1973

- 1 Halperin A Staten Is 97.5
- 2 Berkowitz B West Islip 95.5
- 3 Nahum L S Hempstead 89.8
- 4 Edelstein S Kew Gardens 86.8
- 5 Donovan J Staten Is 86.4
- 6 Knapp K Cooperstown 85.5
- 7 Moll R NYC 84.8
- 8 Spertell I Hollis 84.4
- 9 Militello F Williamsvil 83.8
- 10 Kearney H Albany 83.4
- 11 Sutkowski F Utica 82.7
- 12 Adams J Buffalo 82.6
- 13 Hewa B Fairport 82.4
- 14 Svendsen C Rochester 82.3
- 15 Teplitzky I Flushing 81.8
- 16 Nassim E Great Neck 80.7
- 17 Voilmar J Buffalo 80.5
- 18 Hehbein V Glendale 80.2
- 19 Engel J Albany 80.0
- 20 Dahlin P Schenectady 79.7
- 21 Nelson R Dundee 79.7
- 22 Gill H Schenectady 79.2
- 23 Majnessy C NYC 78.9
- 24 Arkoilpane R Amherst 78.5
- 25 McNicol D Schenectady 78.4
- 26 Moskowsky D Buffalo 78.3
- 27 Schneider R NY Mills 78.2
- 28 McManus D Binghamton 77.9
- 29 Sowersby L Batavia 77.5
- 30 Chen G NYC 77.3
- 31 Tascari V E Rockaway 76.0
- 32 Nassim J NYC 75.8
- 33 Bitts R Rochester 75.5
- 34 Isowitz A Arverne 75.4
- 35 Greenman A Bklyn 75.0
- 36 Flach W Rochester 74.9
- 37 Cahill R Bx 74.8
- 38 Wamtoone D W Winfield 74.5
- 39 Lindner B Roosevelt 74.3
- 40 Saladino A Levittown 73.7
- 41 Feld R Bklyn 73.3
- 42 Moreno B Carle Pt 72.8
- 43 Bleck S Buffalo 72.8
- 44 Alaimo S NYC 72.7
- 45 Mhelan L Flushing 72.7
- 46 Bilinsky G NYC 72.5
- 47 Dheber H Seaford 72.0
- 48 Aloise J Astoria 72.0
- 49 Williams R NYC 71.8
- 50 Rosenbaum H NYC 71.3
- 51 Mallon L Oyster Bay 71.0
- 52 Teitler A Staten Is 70.8
- 53 Bowers M Fishkill 70.3

EXAM 35369  
PARK MTCI SUPVR  
Test Nov. 10, 1973  
List Est. Jan. 23, 1974

- 1 Walbroel G Staatsburg 97.2
- 2 Rosford H Syracuse 94.7
- 3 Krissler K Castleon Hud 94.6
- 4 Gray H Salamanca 87.4
- 5 Dunne H Salamanca 87.3
- 6 Oliver D Trumansburg 87.1
- 7 Conley P Geneva 86.1
- 8 Arim P Maspeth 86.0
- 9 Piesing W Gardiner 86.0
- 10 Bollinger H Kings Pk 85.6
- 11 Cox E Bay Shore 84.5
- 12 Hamilton E Stony Pt 84.1
- 13 Kraengel C Gansevoort 83.1
- 14 Peterson W Fayetteville 83.0
- 15 Gould D Sackets Hbr 82.8
- 16 Dyer S Salamanca 81.5
- 16 None
- 17 Rorman F W Haverstraw 81.4
- 18 Duggan J Great Valley 81.1
- 19 Weaver H Bluff Pt 80.1
- 20 Yerdon R Coxsack Hud 79.9
- 21 Driver J Sayville 79.7
- 22 Mah D Fonda 79.4
- 23 Rorick C Mt Morris 79.2
- 24 Williams H Yorktown Hs 78.7
- 25 France N Salamanca 76.9
- 26 Kiemle E Fair Haven 76.7
- 27 Ivory R Babylon 76.7
- 28 Langdon E Petermoot 76.4
- 29 Stephen J Saratoga Spg 76.2
- 30 Terrell R Salamanca 75.4
- 31 Pignetti E Wantagh 74.9
- 32 Lukken E East Islip 74.7
- 33 Post C Copake Falls 74.3
- 34 Gonet R Dryden 73.9
- 35 Rosenbauer G Babylon 72.4
- 36 Sainola P Massena 72.4
- 37 Kollar F Coram 71.4
- 38 Boehme W Matuspequa 71.3



**STATE FUND NEGOTIATIONS** — Members of Civil Service Employees Assn. negotiating team for State Fund Insurance chapter lay down initial demands in first session with agency's management team. Chapter president Vincent Rubano, second from right, is flanked here by CSEA collective negotiating specialist W. Ruben Goring and CSEA field representative Adele West. Other negotiators, from left, are (for management) Leon Elterman, deputy executive director of State Insurance Fund; Ben Dissin, director of claims, Medical Department, and Morris Kole, actuary, SIF, and (for union) Helen Bynum, of Rochester; Ed Call, of Albany, and Pat Maxwell, of Buffalo. The meeting was held earlier this month in Manhattan.

## N. Y. Chapter Names Group On Procedures

**NEW YORK CITY** — The executive committee of the New York City chapter, Civil Service Employees Assn., met recently at Barclay's Restaurant. An ad hoc committee to study procedures and make suggestions was appointed by the president, Solomon Bendet. The members will meet and choose their own chairman.

On the committee are Sam Kart, Evelyn Glenn, Melvin Kaplan, Sam Emmett, Helen Murphy, Gennaro Fischetti, Elsie Yudin, Robert Diaz, Rosalee Jones, William Raye, Hyman Rosenbaum, Giles Spoonhour, Jack Schyler and Hal Goldberg. The delegates also voted to retain counsel to represent the interests of the chapter.

### ARMORIES MEETING

**NEW YORK CITY** — There will be a general meeting of the Metropolitan Armories chapter, Civil Service Employees Assn., on Feb. 21 at 2 p.m. to choose a nominating committee for elections in May. Members will meet at the 369th Armory, 3366 Fifth Ave., Manhattan.

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

## Delegate's Election In N.Y. Is Readied

**ALBANY** — The chairman of the Civil Service Employees Assn. special elections committee, Bernard Schmahl, has announced that ballots for the election of an additional delegate to the New York City chapter of CSEA from the Department of Social Services, Bureau of Disability Determinations, will be mailed to eligible members Wednesday, Feb. 13, from CSEA Headquarters here.

Mr. Schmahl said that completed ballots should be returned to a member of the New York City chapter's election committee on or before Thursday, Feb. 28, 1974. (This means "in the hands of," not merely postmarked.)

## Blood Donation

**MINEOLA** — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., announced the semi-annual blood drive for county employees will be held Feb. 14.

The blood bank will receive deposits from 11 a.m. to 4 p.m. at the McRae Auditorium at the Nassau County Medical Center. Deposits are credited to BAND, the county employees mutual blood bank program, and all employees are entitled to withdraw blood in emergencies.

## Ravena Talks Hit Impasse

**ALBANY** — Contract negotiations have been broken off and an impasse declared between the Civil Service Employees Assn. and the Ravena-Coeymans-Selkirk School District. The Ravena-Coeymans-Selkirk unit of CSEA, which represents non-teaching employees, has been working without a contract since July 1, 1973.

CSEA field representative James Cooney accused the school district of failing to negotiate in good faith. According to Mr. Cooney, "Since the union started negotiations with the school district last April 18, we have scheduled 16 negotiating sessions. The school district has either cancelled or changed nine of these scheduled meetings."

Mr. Cooney continued, "The union has presented 31 demands to the school district. At this time, we have reached agreement on only three or four of these points. Our only chance of getting some movement was to declare an official impasse."

A mediation session has been scheduled for Feb. 14. The mediator will be Dr. Egon Plager, mutually chosen by the school district and the union.

"If we can't settle our differences in this session," Mr. Cooney stated, "we will proceed to State mediation with the Public Employment Relations Board."

Mr. Cooney heads negotiations for CSEA and Prescott Archibald, president of the local school board, is chief negotiator for the Ravena-Coeymans-Selkirk school district.

## Rockland Retirees Schedule Meetings

**ORANGEBURG** — The Rockland-Westchester Retirees chapter, Civil Service Employees Assn., will hold a regular meeting Feb. 14 at 2 p.m. Members will meet at Home 29, Rockland State Hospital, Orangeburg.

On March 7, the chapter will conduct a political action luncheon meeting, beginning at noon at the Holiday Inn, Route 303, Orangeburg. Legislators have been invited, and State Senator Theodore Ackerson has accepted. Also attending will be Theodore C. Wenzl, statewide CSEA president.



## WORKMEN'S COMP. TRAINING SESSION

Representatives of the State Workmen's Compensation Board's Albany chapter of the CSEA meet at Albany headquarters for a training session on grievances, disciplinary procedures and contract negotiations. Pictured left to right around the outside of the table are:

Shirley Griffin and Anne Kennan, chapter representatives; Edward Diamond, Bernard Ryan and John Conoby, CSEA staff members; Joseph Conway, chapter president, and Ruth Koeppe and Joan Hoffmeister, chapter representatives. Pictured left to right in the center are: Ruth Ballantine, Madeline Fitzgerald, Florence Cardinal and Judy Turner, chapter representatives.

**QUEENS RESIDENTS NAMED**

ALBANY — The Governor has appointed six Queens residents to the Board of Visitors of Queens Children's Hospital. Appointees and expiration dates are: Francis X. Fallon, Dec. 31, 1975; Doris J. Harris, Dec. 31, 1976; Elsie S. Gottlieb, Dec. 31, 1976; Ruth P. Bodian, Dec. 31, 1977; Michael Nemeth, Dec. 31, 1977; Patricia Gracl, Dec. 31, 1978. There are no salaries.

**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), 85 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201 phone: 852-5000.

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

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

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

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

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

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

**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, 526-8000; and for federal, 526-6192.

**March 1 Next Deadline To Apply For Jr. Federal Assistant Jobs**

Anyone who is a U.S. citizen and has two years of college or progressively responsible administrative, technical or clerical experience may apply to take an examination for junior federal assistant. Applications (card form 5000 AB) received by March 1 entitle candidates to take the exam on March 30. The position has a starting salary of \$7,198 (GS-4), or \$138 a week.

A written test will be given throughout New York State on March 30 for the federal position. (See below for later test dates.) The test will consist of office skills, arithmetic reasoning and abstract reasoning.

Positions filled from this exam — announcement 411 — will include service representative with the Social Security Administration and taxpayer service representative with the Internal Revenue Service as well as account maintenance clerk, voucher examiner, accounting technician and other jobs throughout the United States.

Candidates may indicate on their application if they want to take the test in: the Bronx, Brooklyn, Manhattan, Staten Island, Hempstead, Jamaica, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill,

Poughkeepsie, Riverhead or Yonkers.

Completed applications should be returned to the New York City Area Office, U.S. Civil Service Commission, 26 Federal Plaza, New York, N.Y., 10007, (212) 264-0422. Applications — refer to announcement 411 — may be obtained from the above address and Room 402, 175 Fulton Ave., Hempstead, N.Y., 11550 (516) 483-2664; Room 200, The Title Guarantee Co., Bldg., 90-04 161 St., Jamaica, N.Y., 11432 (212) 526-6192; 590 Grand Concourse at 150 St., Bronx, N.Y., 10451 (212) 292-4666; and Room 413, U.S. Post Office Bldg., 271 Cadman Plaza E., Brooklyn, N.Y., 11201 (212) 596-5005.

Persons residing in Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland and Northern Westchester Counties may call toll free (800) 522-7407 for information regarding this examination. Refer to announcement No. 411.

**Tests At Later Dates**

Those who are interested in taking the junior federal assistant exam but cannot meet the March 1 deadline may submit applications at later dates for later tests. Applications must be received by March 20 for the April

27 exam; by May 3, June 1 exam; and by May 24, June 22 exam.

**NAMED TO WARWICK BOARD**

ALBANY — Governor Wilson has announced the reappointment of Elizabeth L. Van Leer, of Warwick, as a member of the Board of Visitors to Warwick State Training School for Boys for an unsalaried term ending February, 1980.

**Chemists & Assistants To Take Exams Feb. 16**

On Feb. 16, 471 candidates for chemist will take exam 3137, and 524 candidates for assistant chemist will take exam 3042. Both exams will be written and will begin at 9 a.m. at Charles Evans Hughes High School, 351 West 18th St., Manhattan, on the second floor.

In addition, 68 candidates for promotion to chemist will take exam 2752 on Feb. 13. This technical-oral exam will be held through the morning at the Dept. of Personnel, 220 Church St., Manhattan, in room 424.

**Dpty. Mayor Class**

The city Civil Service Commission will hold a public hearing Feb. 19 on a proposal to put the title of Deputy and City Administrator under the heading Office of the Mayor, instead of under the subheading Office of Administration, and a proposal to increase the number of deputy mayors from two to three.

The hearing, to be held at 10:30 a.m., in room 401, 220 Church St., Manhattan, is a formality since the Mayor already has named three deputy mayors.

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Long Island delegates cheer at the news of the CSEA victory in the Middle Country School District vote. They were attending a meeting of the Long Island Region executive board at the Region's headquarters in Amityville. Shown from left are Jack Geraghty, Nassau; Sylvia Weinstock, Pilgrim; Catherine and Ben Kosiorowski, Pilgrim.



The happy quartet who worked hard to achieve the Middle Country victory are, from left, Pat Morano, field representative; Edwin T. Cleary, regional field supervisor; Walter Weeks, president of the Suffolk Educational chapter, and Irwin Scharfeld, field representative.

## Long Island's Delegates Meet, Protest Soaring Costs Of Fuel

AMITYVILLE — Leaders of the Long Island Region of the Civil Service Employees Assn. speedily dispatched a 26-item agenda at the regular meeting, Jan. 31, at the Region headquarters building here.

The approximately 50 delegates unanimously voted to demand action to control the escalating prices of gasoline, home-heating fuel and wheat. Regional president Irving Flaumenbaum was authorized to dispatch telegrams to Long Island's five U.S. Representatives and the two U.S. Senators. The group also voted unanimously to sue Joseph Ostrop, who publishes a local area newspaper, to stop him from falsely claiming to be the official organ of the Long Island Region.



Pat Morano, right, checks the tally from William Dugan, Public Employment Relations Board, at the Middle Country School District vote in Coram, CSEA ousted AFSCME.

Instead, the leaders voted unanimously to affirm that the Region will be served, along with the statewide Civil Service Leader, by the Regional Reporter.

Delegates debated various operations of the statewide political action committee, and unanimously directed that a letter of protest be sent to Albany headquarters.

They also expressed their pleasure at a report by Mr. Flaumenbaum that the Board of Directors had scheduled a statewide convention to open March 25 at the Concord Hotel.

The Regional leaders also heard reports from Ben Kosiorowski, of Pilgrim State, about the format of meetings; Jack Geraghty, of Nassau, on the staff Human Rights Committee program, and Hardy Horan, president of the Hoch Psychiatric Hospital chapter, on delinquent dues.

## L.I. Receives Right For Challenge Vote

VALLEY STREAM — On the heels of a CSEA victory in the opening of a campaign of challenge elections against the toeholds of outside unions in the Long Island Region, CSEA this week won the right to a representational election in the Valley Stream Central High School District.

The State Public Employment Relations Board approved the bid of the Civil Service Employees Assn. for an election sought by employees unhappy with the tactics of the Service Employees International Union.

Employees have sought the aid of CSEA attorneys to overturn a "railroaded" contract approval in addition to the opportunity to vote for CSEA representation.

CSEA regional field supervisor Edwin J. Cleary reported that the SEIU suddenly produced a contract three days after CSEA filed for a representational election. Employees complained to CSEA that the SEIU rammed the contract through in an improper joint meeting with its three other school district units. Four separate contracts were presented for ratification in a confused mass meeting, according to CSEA officials.

An election is expected to be scheduled in March. A vote had

been originally scheduled Feb. 6, but was delayed by an unsuccessful appeal from the SEIU.

Regional CSEA president Irving Flaumenbaum asserted that the "nibbling" tactics of outside unions over the last few years are being replaced by a counter-attack by CSEA. "Those few units which fell for the exaggerated claims of the outside unions have learned that they are better off being allied with their fellow civil servants in CSEA," Mr. Flaumenbaum said. "We look forward to working with the Valley Stream employees after the election."

CSEA a week earlier defeated AFSCME in a representational vote in the Middle Country School District. The employees chose CSEA after four years of AFSCME representation. Employees had gained only 4 percent pay increases in the last few years, and voiced dissatisfaction with the service from their union representative because he reportedly lived and stayed in Connecticut.

## Assistant P.R. Director To Serve State CSEA

ALBANY — Roger A. Cole, has been named assistant director of public relations for the Civil Service Employees Assn., it was announced by Theodore C. Wenzl, president

Mr. Cole joins CSEA from General Electric Company, where he served in a variety of communication assignments at GE facilities in Schenectady and Columbia, Maryland. His most recent assignment was as a specialist in employee and public communications at Columbia.

In his new Albany-based position he will be responsible for coordinating a variety of pub-

licity and public relations projects and programs for CSEA. He will be responsible to Joseph B. Roullier, director of public relations.

Mr. Cole succeeds Kirby T. Hannan, who left the union staff last fall to take a position with the New York State Council of Retail Merchants in Albany.

A native of Wells, N.Y., Mr. Cole is a graduate of Wells Central School and attended Ithaca College, Ithaca, N.Y. He served in the Marine Corps from 1957 to 1961. He was a news reporter and columnist for The Leader-Herald, Gloversville, for four years, and was assistant public relations director for General Telephone Company of Upstate New York, Inc., for three

## Probation Unit Readies Agenda

ALBANY — The Statewide Probation Officers Committee of the Civil Service Employees Assn. held a meeting in Albany on Jan. 28 to establish an agenda for the upcoming year and to deal with various topics already under the consideration of the committee.

The CSEA committee is currently studying the feasibility of establishing a mandated minimum starting salary of \$14,000 for all probation officers in the State. The committee is attempting to determine the success factor in those counties where the State has completely taken over probation duties.

This committee will also be studying the effectiveness of the newly established Probation Academy which is scheduled to open in September.

Also the committee will attempt to develop methods to improve public awareness of the probation officer's role with the community through a public relations program.

Members of the committee are: James Brady, chairman; Allan Greenfield, James Pristina, Peter Grieco, Joseph Gilligan, James Mattei, Harold Fanning and Eulis Cathey, Sr.



ROGER A. COLE

years prior to joining General Electric at Schenectady in 1969.

He is married to the former Joan L. VonderHeide of Wells and they are the parents of two children, Roger A. II, 9, and Melissa Lynn, 6. They will be residing in the Albany area in the near future.