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— See Pages 3 & 16

New Agreements Mailed; 1 Delayed

ALBANY — With the exception of Operational unit contracts, copies of the 1973-76 bargaining agreements with the State for the other three negotiating units represented by the Civil Service Employees Assn. have been sent out to all CSEA chapters, a union spokesman said at Leader presstime.

A few chapters are getting additional supplies of the contract booklets for members of the Institutional, Administrative, and Professional-Scientific-Technical units, the spokesman noted but, other than that, the distribution of these units is completed.

Distribution of the Operational contract has been delayed because an error in the original printing necessitated a complete reprinting. CSEA headquarters is ready to ship out the corrected version of the Operational agreement to its statewide chapters as soon as delivery is made.

New employees will be provided by the State with a copy of the appropriate contract as they are hired during the contract period.

Comptroller Says Ethnic Coding Originated In Civil Service Dept.

Bendet Insists Information Must Be Confidential

State Comptroller Arthur Levitt has explained that code numbers and their definitions to record the ethnic background of state employees was devised by the Department of Civil Service.

Replying to an inquiry by Solomon Bendet, president of the Civil Service Employees Assn. New York City Region, Mr. Levitt pointed out that "My office was involved only to the extent it was necessary to transmit the necessary recording instructions to payroll clerks, not for our use, but for use of the Civil Service Commission."

The Comptroller also referred to a memorandum put out on Civil Service Commission stationery in mid-October announcing that the computerized ethnic coding would be institute to replace the "sight survey" that

had been in use.

The Civil Service Commission memorandum to all agency personnel officers states, "We are happy to inform you that the Department of Civil Service has received approval to expand its central computerized file of data on state employees to include ethnic information."

The memorandum also details procedures for entering the ethnic identification of new employees, to be followed by a survey of all current employees.

"It is obvious," the memo states, "that if New York State maintained a centrally located personnel file which included ethnic information on each of its employees, conducting the many annual ethnic surveys mandated for research purposes would be a much easier task than is currently the case. All data necessary to produce required reports could readily be gathered from the expanded file."

Mr. Bendet's reaction to this latest development was guarded. He noted that he has been in touch with various officials of the Civil Service Department, and that various other individuals and arms of the State Government were being mentioned. Therefore, to prevent this from becoming an issue of personalities, he would have no specific comment at this time.

"If for any reason whatsoever — and I doubt that there is a legitimate reason," he said, "it becomes necessary to code"

(Continued on Page 3)

Coding Stirs Albany Fear; Study Asked

ALBANY — The head of the Albany Region of the Civil Service Employees Assn., has called upon CSEA's counsel to study the purpose and legality of the State's plan to identify the ethnic background of its new employees.

Joseph McDermott, CSEA's Albany regional president, told The Leader that his members have expressed serious concern over "the many possible implications" of a new computerized system, which came to light earlier this month; with which the State's Civil Service Department will categorize under various code numbers the "ethnicity" of State workers when they are put on the payroll.

"We are making a cool approach on the matter," Mr. McDermott said. "We are not necessarily condemning the new coding plan, but we definitely feel it bears looking in to." He added that he had not as yet gotten any official reaction from CSEA attorneys.

Reason for the concern voiced by Mr. McDermott's group and also by CSEA's New York City chapter is the state's apparently abrupt departure from the long-established precedent of not recording ethnic origins of its individual employees.

Rank-and-file reaction of the CSEA groups is to read into the move a possible threat to the civil service merit system by the selection of employees through means other than competitive examinations, universally recognized by most public employee groups as the cornerstone of the merit system.

Seek L.I. Challenge Votes

NORTH AMITYVILLE — The Civil Service Employees Assn. has filed for challenge election in three of the sprinkling of units held by outside unions in the Long Island Region.

The challenges have been filed on behalf of employees in the Middle Country, Harborfields and Seaford School Districts. "Disillusionment" among the employees was cited as the reason by regional field supervisor Edwin J. Cleary.

The campaigns will be coordinated from the new regional headquarters office which was opened here last week.

Regional president Irving Flaumenbaum said that the few districts that have signed up with outside unions have not

been getting adequate representation. Complaints from employees in these districts, he said,

prompted action by the CSEA. Elections will probably be scheduled in December.

Food Service Career Ladder Talks To Continue, Guild Says

ALBANY — A statement attributed to Richard Heath, director of institutional services, State Department of Mental Hygiene, declaring that the food service career ladder proposal "is virtually eliminated from consideration by the Office of Employee Relations and the Civil Service Employees Assn.," has been called "completely false" by a CSEA representative.

Robert Guild, CSEA collective negotiating specialist, termed the statement "completely false and in violation of the news blackout agreed to as part of the career ladder discussion ground rules agreed to by OER

and CSEA."

The statement, dated Sept. 11, is part of a "Chronological Record of Attempts to Reorganize Food Service Departments at Institutions," distributed by the Department of Mental Hygiene at a recent meeting of all Mental Hygiene food managers.

According to Mr. Guild, "I can

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Monroe Unit, County Enter Arbitration In Pay Dispute

ROCHESTER — Monroe County chapter, Civil Service Employees Assn., has gone to final, binding arbitration with Monroe County for the fourth time in the past year.

Chapter president Martin R. Koenig said he hopes to receive a decision soon on a case involving the payment of overtime pay to Joseph Catone, an employee of the County Department of Public Works.

CSEA officers claim the contract with the county entitles Public Works employees to premium pay at the rate of time and a quarter for any hours worked or paid for beyond 80 hours during the regular pay period.

The county's position is that an employee must have actually worked all of the 80 hours, thus excluding holidays, vacation time, sick leave or compensatory time, which the employee is paid

for, from any 80-hour period.

"We insist that any hours paid for during any pay period must be counted in the compilation of overtime pay," Mr. Koenig said. "This is another example of the county's constant attempts to reinterpret the contract for their own benefit."

Willard Yates is the chief steward handling the case, which was heard by arbitrator Robert France of the University of Rochester. It was filed as a class action.

Don't Repeat This!

Assembly Committee Under Advisement On Taylor Revisions

THE Assembly Standing Committee on Government Employees has been getting an earful from representatives of public employee organizations during its series of hearings in all parts of the state on the effect of the Taylor Law on public employee labor relations.

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Inside The Leader

100% Membership For Orleans Sheriffs — See Page 3

CSEA Calendar — See Page 3

Latest Eligible Lists — See Pages 8, 15

Non-Teachers To Meet About Outside Firms

ALBANY — The non-teaching school employees' committee, Civil Service Employees Assn., will meet Dec. 8 at the Tom Sawyer Motor Inn. Chairman Edward Perrott said the meeting will discuss the problem of the invasion of school districts by service firms handling such areas as food, custodial work or transportation.

FIRE FLIES

by Paul Thayer

Recently I spent a day making the rounds of some favorite companies in New York and found controversy was everywhere. It varied from quiet discussions to some which raged on throughout the tour until one was somehow glad when the "elevens" at six p.m. sent the day tour on its way.

The time to depart for quieter shores was when the night tour took up where the day tour had

left off, trying without much success to find an answer which no one could provide.

The order had just come down directing the transfer of two men from each company. Once upon a time, not so long ago, this action was described as being for the protection and welfare of the men and their health. Now it was being called by that which it appeared to be... reprisal.

As one man who was almost positive he would be a "victim"

said: "What do I do... call my Trustee?" Nobody tried to answer the question. The Commissioner on the previous Sunday had agreed that some of the blame for the short-lived strike was due to foot dragging on the part of City Hall. As I drove across the George Washington Bridge I remembered how blithely during that same half hour he mentioned a possible penalty of a "ten day rip" as the firemen call it, for all members who participated.

There was also mention of the terrible blow to the firemanic image and of the fact that the New York firefighter is the best paid in the nation. True, the pay for firefighter is pretty good in New York, but two questions always come to mind when a firefighter's pay is called "the best." First, no matter what the pay is, it could never compensate for being under possible sentence of death every moment at work. Second, every penny which has been added to his income over the last eight years was given grudgingly.

Nothing the city gave during those years was given with good grace. It was as though the City of New York was doing its firemen a great big favor by agreeing to place what they believed to be a fair price on the fireman's blood and life.

Throughout the eight years, negotiations on contracts have

dragged on and on, becoming more lengthy each time, with the firemen forced to resort to unheard of practices to convince Father Knick that his modus operandi was anything but funny.

There was the reporting of all injuries — something called for by the "book" which guides a man's every moment in the firehouse. For compliance with the rules, he was condemned for participating in a "sick out." The instructions to the medical people were nothing short of disgusting. To be sure, the instructions were complied with gleefully.

Then came the term "withdrawal of dedication" — a task the firefighter found very difficult and distasteful. Dedication was and continues to be part of his personal way of life.

There was no shortage of dedication the other night on 29th St. when almost every man from Engine 65 was lost... and Lt. Scott and his tigers from Ladder 7 found no lack of dedication when they rushed into the place to find "the brothers" for which hope had started to sink.

There was never a question of dedication as Acting Lt. Dave Miller of Ladder 123 scurried up a ladder, past two rooms of fire to bring out three-year old Cindy Jenkins who appeared to be D.O.A. but was given the breath of life by her rescuer and survived.

Dedication was never a question on Nov. 7 in Brooklyn when Fireman Kenneth Connelly, detailed to 214 Engine from 111 Truck, found the fire spreading into the adjoining building, reached up and pulled the ceiling with his bare hands so the enginemen could get their stream to the fire.

Oh sure! The "media" is hav-

ing a field day with the firefighters, handing out black eyes left and right by every means possible. They all forget that dedication cannot be turned off and on as one would work a spigot. It's there in the hearts of all firefighters no matter what the papers say. The Biblical description centuries ago still applies to firefighters now — "by their deeds ye shall know them..."

Fire News

50 Advancements

A total of 50 firemen fourth grade have been advanced to firemen third grade. Advancements effective Dec. 2 are:

John F. Hughes, Frank A. Soc-hacki, Ralph J. Caramanica, James T. Noon, William P. Jordan, Robert P. Macher, George Barr, Raymond Chrampanis, Salvatore J. Salvato, Lawrence M. Bagnasco, Peter Reynolds, Vincent G. Dillon, Robert W. Cunningham, Robert T. Kilkenny, John J. Sammon (2), John J. DeRosa, George J. Sheehan, Martin E. Olson, William H. McVey, Paul F. Wotman.

Erling R. Salvesen, Jr., Joseph V. Mulryan, Howard J. Hill, Thomas F. Rapatski, Theodore H. Bushmann III, Stephen H. Chimento, Frank P. Perrini, Theodore E. Frett, Jr., Francis J. Fitzpatrick, Jr., William A. Rohe, John M. Kostynick, Robert C. Penta, James A. Ganci, David T. Glassgold, Raymond P. Longobardi, Arthur R. DePew, Frank J. Pellino, Stephen P. Szambel, Kevin D. O'Keefe.

Advancements effective Dec. 9 are: George E. Petricek, Richard G. Farrell, Steven M. Nagle, John J. Acerno, Robert R. Erickson, Harry J. Wehr, George T. Daley, Everett J. Wabst, Frank V. La-Grassa, Ronald J. Sallig.

29 Retirements

The following 22 members, FDNY, will retire for service incurred disabilities, effective between Oct. 27 and March 31, 1974:

Chief In Charge Bernard J. Muller.

Captain Raymond M. Sisk.
Lieutenant Walter T. Lehmann.

Firemen 1st Grade Morton Siegel, Giacchino J. Zerilli, George J. Brenner, Andrew T. Gargiulo, John G. Stoehr, James J. Hayes (1), Jeremiah T. Reen, Francis Zseleczy, Richard J. Schmitt, Michael S. Porter, Joseph F. Mastrocolo, Joseph A. Palladino, Daniel Duddy, Salvatore Meo, William R. Hayes, Raymond C. Smolka, Walter D. Ronnow, Harry G. Schiffmacher, Richard C. Swanson.

The following seven members, FDNY, will retire for non-service incurred disabilities, effective between Oct. 27 and March 9, 1974:

Lieutenants Robert A. Huttner, John J. Ryan.

(Continued on Page 7)

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Match This: 100% Join

ALBION — It's "CSEA all the way!" in the Orleans County Sheriff's Department, according to James Stewart, Civil Service Employees Assn. field representative in the Orleans County area.

In his latest shipment of new membership application cards sent to CSEA Headquarters in Albany for processing, Mr. Stewart is attaching a note to one of the cards: "This card represents 100 percent membership in CSEA for the Orleans County Sheriff's Department. I hope that this group's participation and support of their union will serve as a shining example of what CSEA can expect from other CSEA-represented employees across the state."

The CSEA representative said, "It is, after all, only proper for every worker who benefits from CSEA's collective negotiating experience and know-how to do his fair share towards supporting CSEA."

Legal Advice Set On L.I. Dec. 20

AMITYVILLE — Warren Smith, attorney for the Long Island Region, Civil Service Employees Assn., will be available to advise and assist members at the new regional office here Dec. 20 from 2 to 5 p.m.

The office is located at 740 Broadway, which is Route 110.

Ⓛ 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.

November

- 28—Buffalo chapter meeting: 6 p.m., Plaza Suite, Buffalo.
- 28—CSEA Board of Directors meeting: 33 Elk St., Albany.
- 28—Orange County chapter board of directors meeting, 7:30 p.m. at headquarters, Wickham Avenue, Middletown.
- 28—Erie County chapter meeting: 8 p.m., Candlelite Restaurant, Cheektowaga.
- 29—Dutchess County chapter and Dutchess Education chapter meeting at Regional office in Fishkill, first such meeting of chapters in new Region office.
- 29—Executive board meeting, New York City chapter at 5:15 p.m. at Willy's Restaurant, 166 William St., New York.
- 30—Southern Region executive board meeting at 8 p.m. at Holiday Inn, Newburgh.

December

- 1—Installation luncheon meeting of New York Region 11:30 a.m. at Travelers Hotel, 94th St. and Grand Central Parkway, Queens.
- 5—Capital District Retirees chapter meeting: 1 p.m., CSEA Hq., 33 Elk St., Albany.
- 6—Metropolitan Division of Employment Chapter 350 buffet and dance from 6:30 p.m. at Martin Luther King Jr. Labor Center, 310 West 43 St., New York.
- 6—Kings Park State Hospital chapter meeting: 8 p.m., Conference Bldg. 22, Kings Park.
- 7—Onondaga chapter meeting and dinner dance, 6:30 p.m. at Liverpool Country Club, Tulip St. Road, Liverpool.
- 8—Non-teaching school employees' committee meeting: 10 a.m., Tom Sawyer Motor Inn, Albany.
- 11—Syracuse Area Retirees chapter, business meeting, 2 p.m. at Riordan's Restaurant, Auburn.
- 12—Long Island Armory Employees chapter meeting and Christmas party, 12 noon, Tojens Halfway Restaurant, Route 112, Patchogue.
- 14—Metropolitan Armories chapter holidays meeting and party: 5:30 p.m., Flushing Armory, Queens.
- 16—Buffalo chapter Christmas dinner-dance: 6:30 p.m., Buffalo Trap & Field Club.
- 19—CSEA Board of Directors meeting: 33 Elk St., Albany.
- 20—Oneida County chapter Christmas party and dinner from 6:30 p.m. at Twin Ponds Golf and Country Club.
- 22—Long Island Region installation of officers and dinner-dance Holiday Manor, Bethpage.

Time Is Right To Elect Trained Administrators To Political Posts, Chalmers Tells Albany Delegates

By MARVIN BAXLEY

GLENS FALLS — Arvis Chalmers, highly regarded as the state's leading news writer on Albany political affairs, predicted that the Civil Service Employees Assn. will have serious impact on future political decisions in New York.

"It is time to elect trained administrators; they do not have to be politicians," Mr. Chalmers told delegates to the first meeting of the Albany Region No. 4 of the Civil Service Employees Assn., meeting at the Queensbury Hotel here for its autumn workshop and installation of officers.

After crediting CSEA executive vice-president Thomas H. McDonough, who served as the union's first statewide political action chairman, Mr. Chalmers went on to explain that problems of government are becoming so complex that Americans may have to follow the British system, and turn to civil servants. He also advised union members to remember that they owe a responsibility, not only to their jobs, but to their government. "I would like to see CSEA work to develop the best within our two-party system," he said.

Officers Installed

Mr. Chalmers was the featured speaker at the Saturday evening installation banquet at

which Mr. McDonough acted as the installing officer for Albany Region leaders: president Joseph McDermott, first vice-president Jean Gray, second vice-president Boyd Campbell, third vice-president John Vallee, secretary Nonie Kepner Johnson and treasurer Harold Ryan.

Special presentations were also made at the banquet to outgoing officers of the Capital District Conference, which has been succeeded as a governing body by the Albany Region. Honored were former president Ernest Wagner, former first vice-president Jack Dougherty, Jr., former secretary Marian Farrelly and former treasurer Edgar Troidle. Their efforts for the Conference were praised by Albany regional director John Corcoran, who acted as master of ceremonies for the occasion.

CSEA president Theodore C. Wenzl outlined the prospects of affiliation with another union when he spoke to the delegates at the Saturday afternoon business session.

President Wenzl explained that CSEA has so far been successful in warding off challenges from private-sector unions.

Can Call Shots

"CSEA has been in operation for 63 years," the four-term union president explained, while public unions in general have been a factor for only about 10 years as far as strength goes.

He went on to point out that CSEA is in a position to call the shots on affiliation at the present time, "because we are much sought-after in this fast-growing area."

There are three ways to go,



Albany Region president Joseph McDermott speaks during seminar on work performance and ratings conducted by Jean Gray, at microphone. In foreground are Region secretary Nonie Kepner Johnson and third vice-president John Vallee.

Dr. Wenzl said, outlining the potential of affiliating with AGE (Association of Government Employees), NFFE (National Federation of Federal Employees) and NAGE (National Association of Government Employees).

He pointed out that AGE is represented in about 20 states, and that CSEA had a former, unsuccessful affiliation with this group. NFFE consists of only federal employees in approximately a dozen states. NAGE is composed of federal, state and local government employees.

"We are losing the possibility of having good roots in Washington," Dr. Wenzl said, explaining that much legislation affecting labor originates from

DC. "Our working relationships with state legislators are allowed to deteriorate when they are elected to Congress," he said in arguing for an office in the nation's capital.

Pick The Priorities

Albany Region president McDermott, in his first report to the delegates, made a plea for input from the various chapters in the Region.

"There are now 79 chapters in this Region," he said, "and part of the responsibility of the president is to pick the priorities that the Region will want to tackle. To make these decisions, I am eager to hear all suggestions that the members want to

(Continued on Page 14)



OFFICIAL LINEUP — The Franklin County Civil Service Employees Assn. chapter installed officers Oct. 26 at the Crossroad in Molra. Seated, from left, are Leonard LaMoeu, chapter president; installing officer Dorothy MacTavish, statewide secretary, and Richard Cleary, Syracuse Region 5 president. Standing are Robert Fleury, chapter first vice-president; Sandra Pope, chapter secretary; Arthur McGilbon, chapter third vice-president; Gladys Chetney, chapter treasurer, and John D. Corcoran Jr., CSEA regional director.

Alternative 'A' Filing Open Nov., Dec.

Examinations for teaching licenses under Alternative A requirements are intended primarily for lower seniors who are in a college preparatory program for teaching and who will not meet minimum eligibility requirements until Sept. 1, 1974. However, anyone who will meet by this date the minimum eligibility requirements may also apply.

Appointments from these eligible lists cannot be made effective before Sept. 1, 1974. Persons who already have a baccalaureate degree and the minimum specific course required for licensure, or who will have these by Feb. 1, 1974, are advised to consult the separate schedule of examinations for teaching licenses under Alternative B requirements.

Applications for subjects listed below are open to men and women unless otherwise indicated. Applications are not obtainable prior to the opening dates listed below.

TEACHING LICENSES UNDER ALTERNATIVE A REQUIREMENTS — DAY HIGH SCHOOLS

	Applications	
	Open	Close
Agriculture	11-21-73	1-4-74
Bilingual Teacher of Earth Science and General Science (Spanish)	11-14-73	12-28-73
Bilingual Teacher of Chemistry and General Science (Spanish)	11-12-73	12-14-73
Distributive Education	11-19-73	1-3-74
German	12-5-73	1-16-74
Industrial Arts	12-10-73	1-23-74
Modern Greek	12-5-73	1-16-74
Physics and General Science	11-20-73	1-3-74
Swimming and Physical Education	11-21-73	1-4-74

JUNIOR HIGH SCHOOLS

Bilingual Teacher of Mathematics (Spanish)	12-6-73	1-17-74
Bilingual Teacher of General Science (Spanish)	12-4-73	1-15-74
Dance	12-5-73	1-16-74
General Science	12-4-73	1-15-74
Industrial Arts	12-10-73	1-23-74
Music	12-5-73	1-16-74
Orchestral Music	12-5-73	1-16-74
Social Studies	12-11-73	1-24-74
Typewriting	12-10-73	1-23-74

ELEMENTARY SCHOOLS

Bilingual Teacher of Common Branches (Chinese)	12-11-73	1-22-74
Bilingual Teacher of Early Childhood Classes (Spanish)	12-11-73	1-22-74

SPECIAL SERVICES

Teacher of Classes for Children with Limited Vision	11-14-73	12-28-73
Speech Improvement	12-10-73	1-21-74

OTHER LICENSES

Bilingual Teacher in School and Community Relations (Spanish)	11-21-73	1-7-74
School Psychologist-in-Training	11-29-73	1-10-74

Alternative 'B' Filing Open Dec., Jan.

Examinations for teaching licenses under Alternative B requirements are open only to applicants who by Feb. 1, 1974 will have a baccalaureate degree, a specified number of credits in the professional study of education, and, in addition, in certain subjects, a specified number of credits in the subject matter of the license.

Persons who will not have these requirements by Feb. 1, 1974 but are lower seniors in a college preparatory program for teaching, and will not meet certain minimum requirements until Sept. 1, 1974 are referred to the separate schedule of examinations for teaching licenses to be held under Alternative A requirements.

*However, different requirements are in effect for the subjects starred below. For the specific requirements, applicants should refer to the official announcement circulars.

(Applications are not obtainable prior to the opening dates listed below. The examinations are open to men and women unless otherwise indicated).

TEACHING LICENSES UNDER ALTERNATIVE B REQUIREMENTS — DAY HIGH SCHOOLS

	Applications	
	Open	Close
*Aviation Mechanics	12-4-73	1-15-74
*Business Machine Maintenance and Repair	12-4-73	1-15-74
*Commercial Photography	12-4-73	1-15-74
*Costume Design and Illustration	12-4-73	1-15-74
*Gas and Electrical Welding	12-4-73	1-15-74
*Industrial Arts	12-10-73	1-23-74
*Interior Decorating	12-4-73	1-15-73
*Machine Shop Work	12-4-73	1-15-73
*Plumbing	12-4-73	1-15-74
*Radio and Television Mechanics	12-4-73	1-15-74
*Sculpture and Stone Carving	12-4-73	1-15-74
*Typesetting	12-4-73	1-15-74

JUNIOR HIGH SCHOOLS

*Industrial Arts	12-10-73	1-23-74
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SPECIAL EXAMINATIONS FOR EXPERIENCED SUBSTITUTES HELD IN COMPLIANCE WITH CHAPTER 809, LAWS OF 1973

THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

Meeting of The N.Y.S. State Council of School District Administrators (NYSCDA) Part V

(Ed. Note: Dr. Bloomfield attended this conference and completes his report next week with comments by State Director of Education Performance and Review Daniel Klepak.)

GROSSINGER — ASKED ABOUT NYC'S DISTRICT No. 19 LOSING FUNDS Because The District Did Not Comply With A Federal Testing Program, Dr. Nyquist commented:

"They didn't get a million dollars because they refused the test. I've read U.S. Commissioner of Education Otisina's letter and I've read the comments of the central school board as well as that of the school district. I just can't tell who's right.

"At first blush I got very angry about the thing because the first information I had led me to believe they were developing discriminatory tests. In other words, they were having kids of minority groups—probably black and Puerto Ricans, primarily—take special tests meant for them in order to make them look good, instead of testing them on standard instruments—hopefully that are not culturally pregnant, by the way, and give them a fair shake. At first I thought the local school district was right.

"Now, after seeing explanations from the U.S. Office of Education, I'm not sure any more. Unless I made a first-hand study of the tests themselves, I couldn't say who's right in this.

"I'll say one thing. If the U.S. Office is right, it's done a rotten job of educating the community to precisely what they had in mind. Instead of doing it by mail, they should have sat down with the Community Superintendent and the School Board and laid it out for them. A million dollars was at stake. Why that wasn't done, I haven't the slightest idea."

IN HIS ADDRESS BEFORE THE SUPERINTENDENTS, Dr. Nyquist remarked, "We in education are strangers in paradox. The more successful we are, the more good we do, the more students we educate—the more criticism we receive and the more unloving our critics become. This is Nyquist's Third Law of Inverse Reciprocity: Never leave any good turn unstoned."

Describing How He Felt Educators Could Be



JACK BLOOMFIELD

Humanistic, he said they had to "recognize the diversity of talents among our students and offer the diversity of programs which will accommodate individual needs. Historically, the purpose of the schools was to fit students to the schools. Now surely the purpose of the schools is to fit them to suit the individual student."

He then explained what he meant by "Alternative Schools." To him, it is a "catch-all term embracing such diverse kinds of schools as open education schools, schools without walls, learning centers, multicultural schools, community schools and, equally important, specialized secondary schools for the gifted and talented . . .

"I prefer to speak of 'optional learning environments.' I'll occasionally switch back to 'alternatives,' however, since this is the most common usage."

Closing In On A Definition, he added: "Proponents of alternatives in education cite such objectives as freedom from bureaucratic rules of organization; greater involvement by students in planning and implementing academic programs; an emphasis on flexible, individualized learning arrangements rather than teaching, and a commitment to meeting some need within the community that is not being met by the conventional schools. But I would stress the single word choice.

"It is imperative that any educational system permit every individual to achieve his maximum potential, and no single option can serve the needs of all students. Therefore, there must be a variety of options to reflect diverse student needs, parental preferences and the strengths of individual teachers, too. In a positive sense, entry through freedom of choice becomes the chief characteristic of the type of school or program that I consider an optional learning environment which may be classified as a major option."

But He's Not For Vague Programs: "I am convinced that the most free-wheeling alternative schools are on the way out and that, instead, we will have more structured alternatives within the public schools. This is what I've been pushing for right along. In other words, I do not believe in 'deschooling society.' Rather, I am advocating a **reschooling** of society along more humane and creative lines . . .

"Children need to acquire cognitive skills—which schools can teach best. But they also need other skills, such as occupational skills, the skill of making decisions in complex, 'real-life' situations in which consequences follow from decisions, bureaucratic and organizational skills, and skills in the care of dependent persons. These skills can best be acquired outside the traditional classroom setting."

(Next Week: Daniel Klepak names the "best friend educators ever had—but few educators now know it.")

TEACHER ELIGIBLE LISTS

GUIDANCE COUNSELOR IN SECONDARY SCHOOLS (5-72 exam)

Helen S Ratner, 8875; Alex Zimmerman, 8850; Nina S Strattner, 8788; Jane M Reis, 8775; Anne T Prisco, 8713; Muriel E Salzman, 8688; Herbert Eisenberg, 8663; Helen Cohen, 863; Dorothy P Lennox, 8638; Ilse S Laue, 8638; Marcus Smith, 8550; Adele Fink, 8550; Joan Pilchik, 8538; Burton M Goodman, 8513; Mel Steinhandler, 8463; Seymour Page, 8463; Joseph F Demas, 8463; Edward Lansky, 8450; Eleanor A Shea, 8425; Anthony T Sannella, 8400; Herbert L Kahn, 8400; Eugene Wexler, 8400; Leon Nissenfeld, 8400; Harold Pockris, 8400; Gertrude R Weiss, 8363; Marilyn Brandee, 8350; Norman Kusnitz, 8325; Margaret L Shelley, 8275; Gwendolyn

Limoni, 8275; Harriet J Peaceman, 8263; Barbara S Smith, 8263; Nicola Provenzano, 8263; Evelyn Paris, 8213; Judith L Block, 8213; Barbara Krauser, 8200; Carol Fine, 8188; Charles B Collins, 8175; Deborah E Phillips, 8150; Sheldon Osinoff, 8138; Samuel Grotas, 8113; Fred J Mrakowitz, 8100; Bernice O Eisenberg, 8100; Bruce Wood, Hilda L Magin, 8075; Claire J Henderler, 8075; Theodore J Timmins, 8063; Bernard S Zemsky, 8050; Giovanna Vernaci, 8025; Eleanor Torrest, 8025; Angel S Almeda, 8025; Anathony V Formisano, 8013; Rosemary A Davis, 8013; Myrna Modell, 8000; William C Quinn, 8000; Dona B Schwab, 7988; Ruth E Drummond, 7988; Shirley Kimmel, 7988; Della S Meister, 7975; Julie Anne K Wanzel, 7963; David I Zuckerman,

7963; Sheila Gordon, 7950; Carol White, 7925; Bertram Parks, 7925; McDannell Pietronoto, 7913; Leah Miller, 7900; Albert J Forte, 7888; Gail Donnenfeld, 7888; Sheila A Killilea, 7875; Elvin Adams, 7875; Janet S Kelly, 7863; Edward Isseks, 7863; Esta H Himmelfarb, 7850; Norman D Dolch, 7850; Kathleen M McAvoy, 7850; Ellen C Oflaherty, 7838; Natalie H Rubinton, 7838; Carol McGuire, 7838; Martin D Jahre, 7825; Robert Schnabel, 7813; Hlene A Wareham, 7813; Lawrence White, 7800; Gladys K Sobel, 7800; Alice Israel, 7775; Mary M Pannone, 7763; Stuart Donner, 7763; Michael H Brenner, 7763; Melvyn L Lebowitz, 7763;

H Ronald Nathan, 7750; Anne C Conway, 7750; Bennett M Strudler, 7750; Marilyn P Goldberg, 7750; Agnes C Serbaroli, 7738; Joseph Siegel, 7738; Donald B Schneider, 7713; Patricia M Tuohy, 7713; Ralph N Ferrara, 7700; Rita C McDonough, 7700; Joan R Sanfilippo, 7700; Albert R Griffith, 7700; Sylvan J Kippe, 7700; Arthur Barkin, 7700; Carol A Bisci, 7688; John P McNicholas, 7688; Lillian G Zupnick, 7688; Emanuel M Rubin, 7688; Rose Lieberman, 7675; Marcia R Serlin, 7675; Judith E Klempner, 7675; Rita Coren, 7663; Joan P Frey, 7663; Gerald Herman, 7650; Saul Knobel, 7650; Edna M Korr, 7638; Nellie H North, 7638; Pearl Zucker, 7625; Simon Friedman, 7625; Florence C Jerome, 7625;

(Continued Next Week)

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TEACHERS
SCHOOL PSYCHOLOGISTS
SCHOOL SOCIAL WORKERS
LABORATORY SPECIALISTS
LABORATORY TECHNICIANS
SCHOOL SECRETARIES
ATTENDANCE TEACHERS

ATTENDANCE TEACHERS
(Spanish-Speaking)
SCHOOL RESEARCH ASSISTANTS
BILINGUAL TEACHERS IN SCHOOL AND COMMUNITY RELATIONS

The foregoing examinations are limited to experienced substitute teachers, substitute school psychologists, substitute school social workers, substitute laboratory specialists, substitute laboratory technicians, substitute school secretaries, substitute attendance teachers, substitute attendance officers, substitute auxiliary attendance teachers, substitute auxiliary attendance officers, substitute attendance teachers (Spanish-speaking), substitute school research assistants, and substitute bilingual teachers in school and community relations in day schools of the New York City public school system.

Applications will be received between Oct. 5, 1973 and Dec. 21, 1973.

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TUESDAY, NOVEMBER 27, 1973

If You Play With Fire...

THIS newspaper does not intend to join any crusade calling for the resignation of Richard Vizzini as president of the Uniformed Firefighters Assn. for his role in the 5½-hour strike of New York City firefighters.

We are not members of the UFA, and, therefore, believe the determination of Mr. Vizzini's future as the elected leader of the union is strictly an internal matter to be decided by the membership of that organization. There are many extenuating circumstances.

We do believe that Mr. Vizzini owes his first allegiance to the membership at large, and not just to the executive board of the union.

There are a number of things to be said about the Firefighters president. First, he did keep his campaign promise to lead his membership in strike action, if need be. Second, he has had the courage to publicly admit that he disregarded the mail vote taken by his membership against the strike. Third, he certainly does keep a clean office, as indicated by the burning of the ballots in a general house-cleaning two days after the vote.

On the other hand, we do wish that he hadn't blamed that old devil press for making him do it. Every union leader and politician in America must maneuver under the glare of the press — whether it be newspapers, magazines, radio or television.

In a democracy, the news media are the dispensers of information to the people so that they can judge the action of their leaders. We believe the public needs to know if the smoke in the smoke-filled rooms where power is bartered is from cigars or from some devils' inferno.

The Civil Service Leader, as its name proclaims, is proud to be identified with public employees. As such, we are gratified to know that the majority of the firefighters were aware of their special life-protecting responsibilities, and, consequently, voted to stay on the job during their labor dispute.

Mr. Vizzini had to make the crucial decision, however, that faces all men in positions of power: Whether to do only what the membership or constituency wants, or to exercise independent judgment based on knowledge that only the man at the top — on the spot — knows. It is an inherent risk of leadership.

Someone Can Get Burned

CONTROVERSY over safety in the World Trade Center continues to rage — and better "controversy" than fires if reports of the fire warning system are accurate.

There has even been a case of disciplinary action attempted against one state worker when he failed to participate in a fire drill because he could not hear the warning signal.

Many state workers are located in WTC, the world's second tallest building. Consequently, the Civil Service Employees Assn. New York City Region president, Solomon Bendet, has been continuing to fire off letters to concerned officials in the City Fire Department and the State Executive Department pleading that improvements must be made.

Mr. Bendet has been sounding warnings on the issue for many months now. Surely someone out there must hear them, but if the continuing experiences at the World Trade Center are an indication, maybe not.

Human lives are at stake. Does anyone care?

Don't Repeat This!

(Continued from Page 1)

In general these representatives confirmed the views expressed by Dr. Theodore Wenzl, president of the Civil Service Employees Assn., that the Taylor Law gives to the public employers the financial and legal encouragement to bargain in bad faith and to foment strikes. While the Taylor Law provides severe penalties for employees who go on strike, the public employer may bargain in bad faith with impunity. Employees who engage in strike activities may, on the other hand, be fined two days' pay for each day on strike; fines may be imposed on the employee organization; the organization may be deprived of the dues check-off privilege; organization leaders may be fined individually and subjected to imprisonment for contempt.

To Equalize Positions

These opposing approaches have given rise to universal demands among employee organizations that the prohibition against public employee strikes should be removed from the Taylor Law, in order to equalize the positions of both sides across the bargaining table. The prohibition against public employee strikes, according to these recommendations, would apply only to such critical employments as police and fire protection.

In making these recommendations, the public employee organizations are not strike-happy. On the contrary their position is simply that the legality of such strikes would be a deterrent to strikes by providing an incentive to the public employer to bargain in good faith.

This position may be demonstrated by what happened in New York City when the firemen went out on strike for a period of five hours. The position of the Uniformed Firefighters Assn. is that the strike was precipitated by the refusal of the Lindsay Administration to bargain, months after its collective bargaining agreement with the firefighters had expired. Presumably, the Mayor's advisers preferred to let the matter rest so that the problem would be resolved by the incoming Beame Administration.

No doubt there will be endless debate over the morality of the false announcement of the strike vote conducted by the Honest Ballot Association. In the final analysis, this will be answered in the courts if the District Attorney's office in Manhattan determines that such a false report somehow violated a criminal statute. On the other hand, there is no escaping the proposition that the union leaders were at least in part driven into this desperate action by the refusal of the City to bargain, coupled with the responsibility of the leadership to its members to bring the bargaining to some kind of conclusion.

What is ironic about the whole situation, is that the bargaining problems were finally resolved by the creation of an impasse panel, as required by the Taylor Law. If that requirement had been met by the City promptly, the issues would have been resolved in an orderly fashion without the five-hour strike.

Elimination of Strike Bar

It is this kind of stalling and bargaining in bad faith that Dr. Wenzl had in mind when he proposed the elimination from the

(Continued on Page 13)



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.

Chides Willowbrook Rules

A recent decision and opinion of a hearing officer in a disciplinary proceeding against an employee at a state hospital contains some interesting and extremely relevant legal principles.

The employee was charged by the hospital with misconduct under section 75 of the Civil Service Law. The first of two specifications under the charge alleged that the employee had been drinking intoxicating beverages during working hours. The second specification alleged that the employee had been excessively absent and tardy.

The employee elected, pursuant to the provisions of the collective agreement between the State of New York and the Civil Service Employees Assn., to have his case heard and determined by an independent hearing officer.

The personnel records produced by the hospital showed that the employee was absent on leave without pay for one day in 1971; nine days in 1972 (of which four were the result of a strike, and none in 1973.)

IN DISCUSSING the absenteeism question, the hearing officer referred to the hospital rules on attendance and lateness and stated in his opinion: "Attendance rules (p. 3) of the Willowbrook State Hospital Orientation Handbook — (WSC-89C REV 8-13-68) impose both an unobtainable, and in my view, an unrealistic attendance requirement of 100 percent attendance. Neither personnel staffing patterns nor employee conduct can be regulated with precision. I see no purpose in making demands on employees which cannot, in the personnel experiences of the business or institutional community, ever be reached. The prevailing, and in my opinion, better practice, is to establish a series of progressive penalties for the same offense.

The hearing officer also found that the rule on tardiness lacked what he termed "the indispensable prerequisite of a definite guideline for employees." The Handbook merely stated that, "lateness cannot be tolerated."

It was noted in the opinion that such a statement fails to put an employee on notice as to just what the institution will tolerate.

HE SAID that in his view the institutional rules should have all or some of the following benchmarks.

"1. The rule must be reasonably administered in a non-discriminatory manner. 2. The rules should not conflict or be inconsistent with the negotiated terms of the collective bargaining agreement. 3. The rule should be clear on its face and must be disseminated and, if necessary, explained for the employees. 4. The penalties for the violations of institutional rules must be clearly spelled out for employees."

The employee's lateness record showed that in 1970 he was late six times for a total of 11 hours; in 1971 he was late seven times for a total of nine hours and 50 minutes; in 1972 he was late four times for a total of three hours and 45 minutes, and there was no lateness in 1973 through March, 1973. It was also noted by the hearing officer that the punishment for any rule infraction should be meted out immediately, and the penalty should be commensurate with the offense committed. The hearing officer found that the hospital failed to communicate with the fired employee as to the precise gradual schedule of penalties that would be enacted for tardiness, nor did the hospital furnish the hearing officer with basis for making a comparison with other employees in the institution.

WITH REGARD to the allegation of drinking on the job, the hearing officer stated some very important laws in the area of disciplinary hearing. He pointed out that the degree of proof required in a civil case is not as great as that demanded in a criminal proceeding. Nevertheless, he pointed out that the dismissal of an employee from his job is tantamount to industrial capital punishment, and thus requires a higher standard of proof than would be necessary in a disciplinary proceeding involving a lesser degree of punishment. Thus, he reasoned that an offense by an employee bordering on criminal conduct may require proof beyond a reasonable doubt, or clear and convincing proof.

The hearing officer dismissed the "drinking" specification and imposed a 3-day suspension on account of the "absence and lateness" specification.

Letters To The Editor

Waterfront Comm. Refutes Editorial

Editor, The Leader:

Your issue of Nov. 6, 1973 carried an editorial which charged the Waterfront Commissioners with practicing nepotism, paternalism and political patronage.

It is most unfortunate that your newspaper saw fit to publish such an attack without contacting the Commission to verify your "facts."

The truth of the matter is that in its 20 years of existence recruitment of potential employees of the Commission has never been through the political patronage system. Rather, it has always been the Commission's policy, and it is now, to recruit persons through high schools, business schools, colleges, law schools, veteran discharge centers, civil service lists and from referrals by existing employees. Never has any applicant even been asked questions concerning political affiliations.

With respect to your allegation of nepotism, other than a brother and sister who joined the Commission staff soon after its creation, a grade 1 clerk who is related to a porter-handyman, and a part-time clerk who is the father of an assistant manager of one of the Commission's longshore information centers, there are no family relationships between employees of the Commission.

Furthermore, your suggestion that promotions among employees in the Commission is by favoritism is also totally without substance. Advancements within the Commission follow the civil service philosophy wherein a person must first be found qualified for the vacant position prior to seniority being considered. Moreover, there is absolutely no distinction in the treatment of those Commission employees who are members of the local chapter of CSEA and those who chose not to join.

The Commission does not affirmatively recommend that the Taylor Law be extended to cover it (as well as other bi-state agencies) for two basic reasons: (1) any job action by its employees (union or legal prohibitions against strikes notwithstanding since it is a fact of life that the ultimate weapon any union has is to strike and since such strikes do occur despite the Taylor Law) may tie up the entire port of New York-New Jersey with serious economic consequences to the public in both states; and (2) in view of the bi-state nature of the Commission, it is a practical impossibility to establish negotiating and review machinery adequate and efficacious for both employees and employer.

Recognizing these facts, the Commission has adopted a policy, fully known to all its employees, that Commission employees will receive every salary increase and benefit achieved by similar state employees through state collective bargaining. This is decided as "paternalism."

Walter Arms,
Director of Information
Waterfront Commission
of New York Harbor

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Should Increase SLA Aides' Pay Grade

Editor, The Leader:

The Investigation Bureau of the State Liquor Authority has been compelled to hire provisional non-civil service appointees without examination and required investigatory experience as Investigators. Several appointments have already been made and others are presently being processed.

This situation further proves the validity and desirability for increasing the present pay grade of SLA investigators. Although a civil service examination and a four-year list was established for the position in November 1972, that list is already exhausted and inactive.

SLA investigators have been patiently awaiting determination of their pay grade appeal made last spring to the State Civil Service Commission, but no decision has been made to date.

Simple economics dictate that increasing the pay grade with the original high educational standards and former required experience will solve the acute recruitment problem.

Anthony Papa
New York

Civil Servants Pay Their Own Salaries

Editor, The Leader:

Since I am a state employee,
I pay my own salary;
Since I pay my own salary,
I am an employer;
Since I am an employer,
I expect a job well done
And I get it!

Anne Burley
Fort Montgomery

Resents Ticketing By Parking Officer

Editor, The Leader:

In answer to your column in The Leader on Nov. 13, 1973, entitled "The Parking Enforcement Beat" by Grady O'Connors:

I work for the post office as a truck driver. About three months ago I was double-parked in front of my house on Eastern Parkway. There was no traffic and I was there about one or one and one-half minutes. A traffic man gave me a summons for double-parking. He did not say one word to me although I was sitting in my car at the time and I have witnesses to prove it. I pleaded "not guilty" and was fined \$25.

I can understand how those unfortunate people feel when summons men take advantage of the public. Can you imagine all the summons they are handing out? Anyone would get mad. That is one reason why they are being harrassed. That summons man should have some sense and decency and respect for the public. I am also a public servant. I never harrass anyone and try to hide behind my badge. I always try to help my fellow man instead of harrassing him.

If your parking officer would show some understanding maybe things would be different.

Jack Bookman
G.P.O. Special Delivery

Princ. Budget Exam.

The city Dept. of Personnel reports that 24 candidates for promotion to principal budget examiner will take the written part of exam 3614 on Dec. 12.

KEY ANSWERS

EXAM 3514 PROM. TO SERGEANT Test Held Nov. 10, 1973

Of the 24,180 candidates who were called to this exam, 20,395 appeared. Candidates who wish to file protests against these proposed key answers have until Dec. 11, 1973 to submit their protests in writing, together with the evidence upon which such protests are based.

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

EXAM 3535 S.M. EXAM 8635 PROM. TO ASSISTANT FOREMAN Test Held Nov. 10, 1973

Of the 8,750 candidates who were called to this exam, 8,023 appeared and one candidate was called and appeared for the special military exam. Candidates who wish to file protests against these proposed key answers have until Dec. 10, 1973 to submit their protests in writing, together with the evidence upon which such protests are based.

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

EXAM 2066 COMPUTER PROGRAMMER

Test Held June 9, 1973
Of the 97 candidates who filed for the June 9 exam, 33 appeared and 16 candidates appeared at the Sabbath Observer test on June 8. The following key answers were re-released by the city, Dept. of Personnel last week.

1. A; 2. C; 3. B; 3. C; 5. A; 6. B; 7. A; 8. D; 9. B; 10. C; 11. D; 12. D; 13. B; 14. D; 15. D; 16. A; 17. B; 18. B; 19. C; 20. D; 21. D; 22. C; 23. A; 24. D; 25. C; 26. A; 27. A; 28. C; 29. B; 30. Delete; 31. A; 32. D; 33. D; 34. A; 35. B; 36. A; 37. D; 38. A and/or B; 39. B; 40. C; 41. B; 42. B; 43. A; 44. D; 45. B; 46. D; 47. A; 48. A; 49. B; 50. C; 51. B; 52. B; 53. C; 54. B; 55.

D; 56. C; 57. D; 58. C; 59. C; 60. A; 61. A; 62. D; 63. A; 64. D; 65. B.

SABBATH OBSERVER TEST Held June 8, 1973

1. D; 2. A; 3. B; 4. Delete; 5. A; 6. D; 7. D; 8. D; 9. A; 10. B; 11. B; 12. C; 13. D; 14. D; 15. B; 16. A; 17. B; 18. A; 19. D; 20. A; 21. C; 22. B; 23. C; 24. A; 25. C; 26. B; 27. D; 28. C; 29. A; 30. D; 31. C; 32. A; 33. B; 34. C; 35. D; 36. A; 37. A; 38. B; 39. C; 40. B; 41. A; 42. D; 43. B; 44. D; 45. B; 46. C; 47. B; 48. B; 49. A; 50. D; 51. A and/or B; 52. A; 53. D; 54. A; 55. D; 56. B; 57. B; 58. C; 59. B; 60. D; 61. C; 62. D; 63. C; 64. C; 65. A.

EXAM 0121 CAR MAINTAINER GROUP F Transit Authority Test Held Nov. 10, 1973

Of the 686 candidates who were called to this exam, 481 appeared. Candidates who wish to file protests against these proposed key answers have until Dec. 11, 1973 to submit their

protests, in writing, together with the evidence upon which such protests are based.

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

EXAM 3522 PROM TO STRUCTURE MAINTAINER GROUPS A, B, C, D, & E Transit Authority Test Held Nov. 10, 1973

Of the 109 candidates who were called for this exam, 77 appeared. Candidates who wish to file protests against these pro-

(Continued on Page 10)

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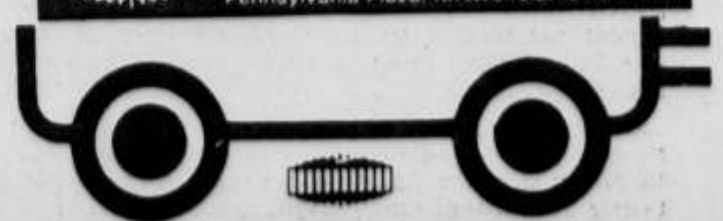
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State And County Eligible Lists

N.Y.C. List Progress

CIVIL SERVICE LEADER, Tuesday, November 27, 1973

EXAM 34821
ADMINISTRATIVE SRVS G-18
Test Held Oct. 14, 1972
List Est. July 25, 1973

1 Mitchell G A Albany	89.2
2 Schlesinger R Hackensack	88.5
3 Oursler J Massapequa	88.3
4 McGirr D H Buffalo	88.1
5 Carey J E Schenectady	86.6
6 Fava L M Barneveld	85.7
7 Blot K T Albany	85.5
8 Torkelson R Cohoes	85.5
9 Herman A B NYC	85.4
10 Purcell J F Latham	85.3
11 Miller W R Ballston Lk	85.0
12 Schulman I Merrick	84.9
13 Sawran T R Oswego	84.7
14 Gerard K H Roslyn Hts	84.5
15 Ruhe H S New York	84.4
16 Miller H New York	84.2
17 Pozefsky C S Schenectady	84.2
18 Sfrrett W D Willard	83.9
19 Sprissler L Albany	83.7
20 Levy D A Flushing	83.7
21 Sanders J H Schenectady	83.7
22 Idzik R E Clarence	83.4
23 Speckard H J Bridgewater	83.3
24 Schuff J A Albany	83.1
25 McKenna W D Hamilton Bch	83.0
26 Humphrey B A Webster	82.9
27 Brockhouse F W Vestal	82.0
28 Montoro D Albany	81.8
29 Kerwin D J Troy	81.7
30 Mitchell K F Jackson Hts	81.6
31 Mattei A M Albany	81.2
32 Schomaker F P Endwell	81.1
33 Fetterly K M Albany	81.0
34 Baez J A Queens	81.0
35 Markowitz A A Loudonville	81.0
36 Burrell C E Latham	81.0
37 O'bryan J A Troy	80.9
38 Schmidt M R Rensselaer	80.8
39 Walsh A M Albany	80.7
40 Bendel M R Scotch Pl NJ	80.4
41 Atteberry K V Hyde Park	80.4
42 Dunham M A Scotia	80.0
43 Neylan T P Albany	79.9
44 Malachowski M Brooklyn	79.8
45 Capuano C B Athens	79.8
46 Terwilliger G R Poughkeepsie	79.8
47 Zielinski T M Middle Vill	79.7
48 Baker P C Delmar	79.7

49 Church A D Ballston Lk	79.7
50 Mancinelli I Brooklyn	79.6
51 Bishop I W Troy	79.5
52 Hyland E E Rensselaer	79.5
53 Vrooman E M Voorheesvil	79.4
54 Barish B M New York	79.4
55 Davies J T Watervliet	79.4
56 Rosenkrantz R I Albany	79.3
57 Zuvers A J Rochester	79.3
58 Roth M F Watervliet	79.2
59 Johnson J R Ithaca	79.0
60 Montague G T Round Lake	78.7
61 Champagne D M E Syracuse	78.7
62 Muehl S Albany	78.6
63 Jones G D Wannagh	78.6
64 Mulvey J F Albany	78.6
65 Dagen W Bronx	78.6
66 Jones D R Johnstown	78.5
67 Ness K A Brooklyn	78.5
68 Cushman W J Corning	78.3
69 McArthur P T Delmar	78.3
70 Coburn J Albany	78.3
71 Pittinsky M New York	78.3
72 Baciewicz B J Watervliet	78.2
73 Glubiak G H Brewster	78.2
74 Sedlmayer E J Castleton	78.1
75 Grande C A Bronx	78.1
76 Miller K A Albany	77.8
77 Burton D J Albany	77.7
78 Barth M G Albany	77.7
79 Levine H S Fulton	77.6
80 Childs G D Menands	77.6
81 Bellinger P M Albany	77.6
82 Janitz M F Syracuse	77.6
83 Kaufman F Jamaica	77.5
84 Peister R A Albany	77.5
85 Czajak E F Albany	77.5
86 Dryer E M New York	77.4
87 Felicetti J F Albany	77.3
88 Kahon J E Brooklyn	77.2
89 Westfall A R Albany	77.1
90 Meyer S L Brooklyn	77.0
91 Kelleher J T Selden	76.8
92 Calhoun R G Saratoga	76.8
93 Quinn R H Brooklyn	76.8
94 Adlowitz F L Albany	76.7
95 Rampolla M A Latham	76.7
96 Moore M Albany	76.7
97 Howard A J Philmont	76.6
98 Yanson O A Albany	76.6
99 Watson B Flushing	76.5

100 Slevinski S E Watervliet	76.5
101 Richardson D J Schenectady	76.5
102 Casaly R J Ballston Spa	76.3
103 Smith G C Brooklyn	76.3
104 McLaughlin R W Utica	76.3
105 Ksenich R A Loudonville	76.2
106 Church P V Albany	76.2
107 Meany J B Delmar	76.1
108 Hillsley E Albany	76.1
109 Ryan R J Schenectady	76.1
110 Chase L H Alcovoe	76.0
107A Findlay D A New York	76.1
112 Steup F C Newburgh	75.8
113 Nottke H W Latham	75.8
114 Herman W C Rochester	75.8
115 Mahar W E Troy	75.7
116 Hansen I V Rego Park	75.6
117 Jaworowski H Bronx	75.5
118 Debye N R Kinderhook	75.5
119 Gates C A Albany	75.3
120 Forget D P Ballston Spa	75.2
121 Heisman I Albany	75.2
122 Goldenberg J Bronx	75.2
123 Ziegler B J N Syracuse	75.2
124 Davies C E Utica	75.1
125 Puccio P S Albany	75.0
126 Fetterly G D Albany	74.9
127 McNamara T P Pleasant Val	74.8
128 Dillon F H Berne	74.8
129 Baker B W Troy	74.8
124A Senkowski D A Grahamsville	74.5
131 Mastrogiacomio L D N Syracuse	74.7
132 Rivkin M S Manlius	74.7
133 Israel R Brooklyn	74.7
134 Bena J J Mechanicvil	74.5
135 Brennan J T Schenectady	74.5
130 Granda L V Troy	74.7
137 Himler M S Clay	74.4
138 George K L Endwell	74.3
139 Brown P N Canisteo	74.3
140 McGowan G A Albany	74.2
141 Rinebolt G A Albany	74.2
142 Bromley T Albany	74.0
143 Olson N S New York	73.9
144 Hayward D R Syracuse	73.8
145 Conley C H Albany	73.8
146 Bittle P S Pawling	73.7
147 Martin R T Scotia	73.7
148 Carnell D D Slingerlands	73.7
149 Connolly K S Scotia	73.7
150 Jimpson L M Albany	73.6
151 Outhout M J Clinton	73.5
152 O'Donnell J P Buffalo	73.5
153 Ehrenhaft H H Albany	73.5
154 Davies D R Delmar	73.3
155 Parisi F J Schenectady	73.3
156 Cavanagh P A Orchard Park	73.2
157 Kaido E M Albany	73.2
158 Schinnerer J A Guilderland	73.1
159 Ricci J P Schenectady	73.1
160 Puller G Massapequa	73.1
161 Livingston P C Latham	73.1
162 Kirsch B Holbrook	73.0
163 Becker M Brooklyn	73.0

EXAM 35177
ASSOC PAYROLL AUDITOR
Test Held May 12, 1973
List Est. Aug. 29, 1973

1 Klimovich N M Staten Is	86.0
2 Adler N E Brooklyn	85.7
3 Mastanduno J M Brooklyn	81.5
4 Fishman S Brooklyn	79.5
5 Rubenstein L Brooklyn	79.5
6 Drogini M Woodhaven	78.5
7 Spreter C Camillus	73.3

EXAM 35072
PROM TO ASSOC COMP CLAIMS AUDIT
Test Held Mar. 24, 1973
List Est. Sept. 5, 1973

1 Bell A F Val Stream	83.1
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EXAM 35176
PROM TO TEST PAYROLL AUDIT
Test Held May 12, 1973
List Est. Sept. 5, 1973

1 Levine I Brooklyn	86.3
2 Eiron R S Coram	84.1
3 Benkovic F Binghamton	82.0
4 Feuer A H Pearl River	82.0
5 Litzler R Staten Is	75.5
6 Zarider S Val Stream	78.5
7 Greenberg I Brooklyn	71.8

EXAM 35270
PROM TO CHIEF, BUREAU OF DEPT PROGRAMS EVAL
Test Held Aug. 27, 1973
List Est. Sept. 5, 1973

1 Thomson R D Mechanicville	89.6
2 Salter R Albany	77.0
3 Berkun H O Rensselaer	74.6

EXAM 51210
PROM TO SECRETARIAL STENO
Test Held Jan. 13, 1973
List Est. Sept. 5, 1973

1 Jones R M Buffalo	87.0
2 Davis M Cheektowaga	84.2
3 Duzczak C Buffalo	83.6
4 Arrigo E E Eden	83.3
5 Wojtan D M Cheektowaga	79.5
6 Rus A A Buffalo	76.9
7 Licata A Buffalo	75.8
8 Mayo G J Buffalo	75.8

EXAM 35193
SR MECHL SPEC WRITER
Test Held April 14, 1973
List Est. Aug. 29, 1973

1 Wilson J J Baldwin	80.5
2 Banuls R Albany	80.5
3 Dineen J J Delmar	77.7
4 Johannesen R M Cir Moriches	77.5
5 Borst J V Greene	77.5
6 Camilli R C Albany	76.5
7 Pascale J V Albany	75.9
7A DeSouza M A Loudonville	72.9
8 Simone F J Schenectady	72.7
9 Shelgren J D Averill Park	70.0

EXAM 51228
MORTGAGE TAX CASHIER
Test Held Mar. 24, 1973
List Est. July 19, 1973

1 Capuano P Hastings	72.8
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EXAM 51136
PRIN ENGR ASST (Revised)
Test Held Oct. 14, 1972
List Est. July 9, 1973

1 Kane G E Buffalo	95.1
2 Manly P L Clarence	90.8
3 Pitirri J C Buffalo	90.4
4 Knab G P Buffalo	88.8
5 Ronas C G Buffalo	87.4
6 Krausz F F Buffalo	82.5
7 Ignatowski G J Cheektowaga	81.8
8 Dalconzo F C Lancaster	79.6
9 Krausz G J Buffalo	77.3
10 Koszuta D E Depew	76.7
11 Wood D D Buffalo	76.0
12 Veiders R D Cheektowaga	74.4

The listing below shows the status of eligible lists from which certifications have recently been made. Certification is basically an administrative process. The City Personnel Department "certifies" eligibles, which means supplying their names to appointing agencies. The agencies then may call the certified eligible for job interviews.

Eligibles may either fill existing vacancies or replace provisionals. After certification, however, a background investigation is conducted to confirm items such as citizenship, license or diploma as required. A medical exam will also be given prior to appointment.

Those who fail to appear when notified of an interview or decline appointment at the interview will be removed from the list. To have their names restored to the list, they must ask the Personnel Department. When restored, their names are placed at the bottom of the list, providing it is still in existence.

Those certified but not interviewed remain in this list order and are recertified when hiring is next conducted.

"OC" indicates an open competitive eligible list, "prom" a promotional list, and "SM" a special military list. The exam number and date the eligible list was established are given in parenthesis.

For more information about the certification process, contact the Department of Personnel at 566-8804 or 8809.

- Account Clerk — Brooklyn Boro Pres; 1 job, \$6,100 — 30 cert. between nos 1074 & 1201 from OC list (exam 9115, 9-14-70).
- Administrative Aide — TA; 3 jobs, \$8,200 — 40 cert. between nos 36 & 85, from OC list (exam 2026, 7-26-73).
- Assistant Architect — SS; 2 jobs, \$13,300 — 6 cert; no 10 cert from Gp 3; no 5 from Gp 6; and nos 2, 4, 5 & 6 from Gp 7 from OC list (exam 2031, various dates).
- Assistant Civil Engineer — SS; \$13,300 — nos 1 & 2 cert. from prom list (exam 0510, 8-27-71).
- Assistant Mechanical Engineer — MSA; 2 jobs, \$13,300 — 28 cert; no 9 cert from Gp 2; nos 4 & 8 from Gp 3; no 12 from Gp 4; 11, between nos 1 & 11, from Gp 5; 14, between nos 1 & 14 from Gp 6 from OC list (exam 2038, various dates) and no 5.5 cert from SM list (exam 8637, 5-25-70).
- Assistant Stockman — MSA; 15 jobs, \$6,600 — 46 cert. between nos 75 & 359, from OC Gen. Entrance Stores Series (exam 2244, 7-11-73).
- Associate Methods Analyst — Compr; 1 job, \$17,450 — no 1 cert from prom list (exam 3528, 9-19-73).
- Attorney — Sheriff; 2 jobs, \$15,600 — 25 cert. between nos 1 & 23.5, from OC list (exam 2229, 9-13-73).
- Civil Engineer — MSA; 1 job, \$16,400 — 15 cert; nos 1 & 2 cert from Gp 1; from prom list (exam 3603, 11-8-73); 12, between nos 7 & 17, cert from Gp 2 and no 5 cert from Gp 3 from OC list (exam 2060, various dates).
- Clerk — EPA; \$5,500 — 123 cert. between nos 243 & 3298, from OC list (exam 2063, 2-7-73).
- Engineering Technician (Drafting) — EPA; 1 job, \$9,500 — nos 1, 2 & 15 cert from OC list (exam 2083, 4-11-73).
- Estimator (General Construction) — HDA; 4 jobs, \$13,300 — 19 cert. between nos 7 & 41 from OC list (exam 1219, 7-13-72).
- Fire Alarm Dispatcher — PD; \$9,800 — no 49.5 cert from OC list (exam 2269, 7-11-73).
- Hostler — PD; 5 jobs, \$6,700 — 5 cert. between nos 16 & 29, from OC list (exam 7048, 4-30-71).
- Laundry Worker — Bd Hier Ed; 2 jobs — 49 cert. between nos 96 & 144, from OC list (exam 1185, 5-9-73).
- Locksmith — Bd Hier Ed; 1 job, \$11,520 — 12 cert. between nos 1 & 12, from OC list (exam 2205, 11-3-73).
- Oiler — EPA; \$5.53 per hour — 7 cert. between nos 9 & 57, from OC list (exam 2115, 3-16-73).
- Patrolman — PD; \$11,200 — 67 cert; 9 cert. between nos 270 & 3231 from OC list (exam 9019, 4-27-70); 12 cert. between nos 749 & 2216, from OC list (exam 9049, 4-27-70); 31 cert. between nos 226 & 3951, from OC list (exam 9080, 4-27-73); 13 cert. between nos 149 & 4482, from OC list (exam 0013, 3-5-71); no 5873 cert from SM list (exam 7063, 8-5-68); and no 2034, cert from OC list (exam 8046, 12-9-68).
- Planner — Pln Coms; \$14,800 — no 3 cert from prom list (exam 2589, 7-25-73), Plumber — Bd Hier Ed; \$8.53 per hour — 30 cert. between nos 1 & 30, from OC list (exam 2121, 10-9-70).
- Police Administrative Aide — PD — nos 795, 1619 & 1639 cert from OC list (exam 2251, 3-21-73).
- Policewoman — PD; \$11,200 — 11 cert. between nos 87 & 1372, from OC list (exam 9081, 11-30-72).
- Principal Budget Examiner — Bd of Ed; 1 job — nos 1, 3, 4 & 5 cert from prom list (exam 7710, 5-18-72).
- Principal Water Use Inspector — EPA; 2 jobs, \$12,200 — 6 cert. between nos 4 & 9, from prom list (exam 2716, 4-25-73).
- Public Relations Assistant — TA; 1 job, \$9,200 — 47 cert. between nos 8 & 70, from OC list (exam 1022, 6-18-71).
- Public Services Officer — EDA; 2 jobs, \$9,500 — 15 cert. between nos 1 & 15, from OC list (exam 2133, 7-5-73).
- Senior Air Pollution Control Engineer — EPA; 1 job, \$18,070 — 7 cert. between nos 3 & 10, from prom list (exam 2608, 3-21-73).
- Senior Clerk — Queens DA & HSA; \$7,000 — 7 cert. between nos 1 & 93.5, from prom list (exam 1570, 8-29-73).
- Senior Administrative Assistant — HSA, EPA, Bd of Ed; 5 jobs, \$11,800 — 23 cert. between nos 1 & 15, from prom list (exam 2607, 8-29-73).
- Senior Engineering Technician — Queens Boro Pres; 1 job, \$9,900 — 5 cert. betwn nos 36 & 39, from OC list (exam 0153, 4-8-71).
- Senior Housing Inspector — HDA; 1 job, \$11,250 — 15 cert. between nos 14 & 28, from prom list (exam 1687, 1-18-73).
- Senior Public Health Physician — HSA; 4 jobs, \$26,750 — 10 cert. between nos 1 & 10, from OC list (exam 0210, 11-14-73).
- Senior Supervisor Park Operations — Park Adm; 1 job, \$14,850 — nos 18, 19 & 20 cert from prom list (exam 2647, 9-12-73).
- Sewage Treatment Worker — EPA; 20 jobs, \$42.28 per week — 43 cert. between nos 220 & 260, from OC list (exam 1071, 10-11-72).
- Stationary Engineer — TA; 1 job, \$14,200 — no 1 cert from prom list (exam 2651, 9-14-73).
- Supervising Deputy Sheriff — Sheriff; 1 job, \$18,145 — nos 9, 10, 11 & 12 cert from prom list (exam 0606, 5-27-71).
- Watertender — TA; 1 job, \$12,531 — 8 cert. between nos 9 & 16, from OC list (exam 2178, 6-8-73).

Phone Operators: Call West Point

Anyone with one year of experience on a switchboard or as a central telephone office operator, may apply to become a telephone operator with the U.S. Military Academy at West Point. Salary starts at \$6,408.

Telephone experience must include some long-distance or information operating duties. Candidates must have good hearing and eyesight and full use of fingers, hands and arms. They must also be willing to work irregular hours. Candidates should request announcement 382.

Telephone operator is one of five positions open at West Point. Applications and further information on all positions may be obtained from D/Army, Civilian Personnel Division, West Point, N.Y. 10996; telephone: 914 938-2115.

Other Jobs

- Other positions and their salaries and exam numbers are:
- Civil Engineer — \$9,969; no. 0810;
 - Supervisory Facilities Management Assistant (scheduling) — \$9,969; no. 1601;
 - Accounts Maintenance Clerk — \$7,198; no. 0520;
 - Supervisory Cadet Hostess — \$9,969; no. 382.



LOOKING FORWARD — Here's the lineup as the Harlem River State Hospital chapter, Civil Service Employees Assn., installs officers. From left; Kenneth Foley, proxy for Charles Rouch, trustee; Alice Boyce, trustee; Armand Bessette, proxy for Frederick Frankie, third vice-president; Martha McConchie, first vice-president; James J. Lennon, president, Southern Region; Anna Bessette; Robert Thompson, second vice-president; Edna Kimbel, secretary/treasurer, and Marilyn Conklin, trustee.

ATTENTION: ALL CSEA MEMBERS

JACK AND SY OF WELLS INVITES YOU TO OUR OPEN HOUSE PARTY ON NOVEMBER 30 AND DECEMBER 1st.

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HEMPSTEAD, L.I., N.Y. 11550
1Vanhoe 1-8900



SUGGESTION ACCEPTED — Dr. Charles W. Laffin Jr., left, president of State University at Farmingdale, awards a certificate of merit to Eric Christensen of the biological technology department. The certificate, from the New York Civil Service Commission, cites "inventiveness which he displayed in devising an improved traffic barrier for use in directing vehicle traffic at an intersection on the Farmingdale campus." Mr. Christensen entered his idea under the SUNY employees suggestion program.



WELCOME CHECK — Tris Schwartz, right, president of the Hudson River State Hospital chapter, Civil Service Employees Assn., donates a check for the Southern Region retirees' chapters to Nellie Davis, president.

Police Can Get College Degree

Police officers interested in obtaining a Bachelor of Arts degree may now file applications with Brooklyn College for entrance in its "Liberal Studies Program for Police," leading to a degree in five years.

The first two years of the program are designed to meet the specific needs and interests of police. Officers in the program are given credit for Police Academy work, are eligible for veteran's credits, and are eligible for New York State Incentive Awards. The program is open to all police officers working in New York City, and is part of the School of General Studies, evening division.

The curriculum offers work in the humanities, social and natural sciences, ethics, social and child psychology, political thought, speech, statistics, international politics and social problems.

The program provides for the development of a post-police "second career" based on college achievement. More than 125 active police officers are currently enrolled, and are pursuing second careers in education, business and accounting, law and health services.

For further information, contact the Liberal Studies Program for Police, Brooklyn College, 72 Schermerhorn St., Brooklyn; phone: 858-1503.

Federal News

New York Gets Cash From Feds To Assist Personnel Systems

New York State received a \$792,000 allocation of federal grant funds under the Intergovernmental Personnel Act (IPA) last week, the U.S. Civil Service Commission announced. Under the IPA, the Commission is authorized to make grants to assist state and local governments in strengthening management by improving personnel systems and training professional, administrative, and technical employees.

The grants are made on a matching funds basis with the federal government authorized to contribute up to 75 percent of the total costs of projects. For fiscal year 1974, Congress has appropriated \$10 million for use by state and local jurisdictions.

In addition to grants, the IPA offers other assistance programs to state and local governments. For example, jurisdictions may send their employees to federal training courses. In fiscal year 1973, about 15,000 state and local government employees attended U.S. Civil Service Commission training courses.

The IPA also authorizes technical assistance in personnel administration. This could involve such areas as assessment of training needs, evaluation of personnel procedures, and design and review of employment tests.

The New York Civil Service regional office is located at 26 Federal Plaza, New York, New York 10007; telephone: (212) 264-4612.



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

CIVIL SERVICE LEADER, Tuesday, November 27, 1973

Key Answers

(Continued from Page 7)
posed key answers have until Dec. 11, 1973 to submit their protests, in writing, together with the evidence upon which such protests are based.
1. C; 2. B; 3. C; 4. D; 5. D; 6. C; 7. B; 8. D; 9. B; 10. C; 11. C; 12. C; 13. B; 14. B; 15. C; 16. D; 17. C; 18. D; 19. D; 20. D; 21. B; 22. D; 23. D; 24. D;

25. C; 26. D; 27. C; 28. D; 29. B; 30. C; 31. C; 32. D; 33. C; 34. A; 35. D; 36. B; 37. C; 38. C; 39. D; 40. A;
41. C; 42. C; 43. B; 44. C; 45. C; 46. C; 47. D; 48. C; 49. C; 50. C; 51. C; 52. C; 53. A; 54. A; 55. C; 56. B; 57. B; 58. C; 59. A; 60. D;
61. B; 62. B; 63. C; 64. A; 65. C; 66. B; 67. D; 68. A; 69. B; 70. C; 71. A; 72. B; 73. B; 74. D; 75. D; 76. D; 77. B; 78. A; 79. D; 80. B.

Final Key Answers

The city Civil Service Commission has rendered final the following key answers:
Prom to District Superintendent, Special 1, Special Military 1—test held Sept. 29. No changes.
Bldg. Custodian
The city Dept. of Personnel reports that 13 candidates for building custodian will be taking the oral part of open competitive exam 2196 on Nov. 28 and 29.

Fire News

(Continued from Page 2)
Firemen 1st Grade Robert J. Connelly, George M. Houston, Michael Stawchansky, Seymour Moss, Eugene B. Molese.
Wanna be a good guy? Give a pint of blood. Call UN 1-7200 The Greater New York Blood Program

First HA Lady Cop Sworn In

The first woman to be appointed to the city Housing Police Dept. was a member of a class of 230 trainees sworn into the department last week.
She is Cynthia Brown, 24, who previously served for 17 months as a special officer with the Dept. of Social Services.

The trainees have begun an intensive 16-week course in the Housing Police Academy to qualify as probationary patrolmen in the department. During their training period they will be engaged in academic, physical and firearm instruction.
Graduation of this class will bring the strength of the Housing Police Dept. to a total of 1,889 men in all ranks.

Police News

Police Recognition

The Police Dept. has awarded 187 of its members with departmental recognitions for outstanding performances. These recognitions are awarded in terms of promotional points which will count, where applicable, toward boosting the scores of recipients on promotional exams.

All 187 winners, effective Nov. 15, were police officers and will receive 1/4 point toward promotion for excellent police duty.

Promotions

The following 35 promotions within the Police Dept. were effective as of Nov. 16:
Capts. Joseph F. Veyvoda and Harold Schryver, to Ass't. Chief; Capts. Williams R. Bracey, Patrick S. Fitzsimons and John A. Clark, to Deputy Chief; Surgeon Robert Gittler to Deputy Chief Surgeon; Capts. Gerard J. Kerins, Francis M. Connolly and John P. Wynne to Inspector; and Capt. Robert Colangelo to Office of Chief of Operations.
Capts. Walter F. Priestly, John J. Quinn, Walter J. Jones, Martin L. Kost, Liam P. Kenny, Robert J. Houlihan, Arthur J. McNevin and Thomas J. Guthrie to Deputy Inspector and Capt. Francis M. Sullivan from Narcotic Div. to 110th Precinct, in command; and Lts. Edward J. Six, Richard G. Colberg to Captains.

Sgts. Martin P. Veilson, Paul L. Brennan, Peter J. Dunne, Robert J. Doucet, Robert A. Hogan, Robert M. Smith, Anthony J. Nicoletti, and Anthony J. Casatoro to Lieutenant; Police Officer Thomas M. Murray to Sergeant; Police Officers Ralph J. DeCollibus and Salvatore T. Palmeri to Detective, Investigator; Police Officers John McCarthy and Lawrence J. DePaolis to Investigations Unit and Myron E. Ludvick, from City Wide Anti-Crime Section to Internal Affairs Division.

Shop Clerk Phys.

All 330 candidates who took the physical exam for shop clerk, exam 2159, on Nov. 12 and Nov. 15, passed, the city Dept. of Personnel announced.

Malfitano Trustee

ALBANY — Dr. Anthony A. Malfitano, of Syracuse, has been appointed a trustee of Onodaga Community College for an un-salaried term.

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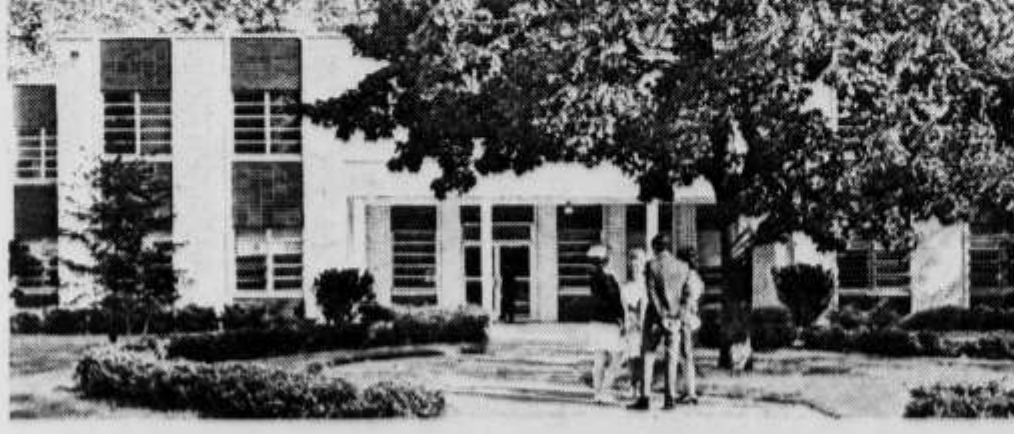


Physical Disabilities

An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

*Joseph J. Panzarella, Jr., M.D.
Medical Director*



Mental Health

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

*Philip Goldberg, M.D.
Medical Director*

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Eligibles

EXAM 1216
CUSTODIAL ASST.

This list of 5,421 eligibles, established Nov. 7, resulted from testing for which 9,737 candidates filed. Salary is \$6,700.

(Continued from last week)

No. 2001 — 95.40%

2001 Robert Green, Jesse A White, Milton Williams, Robert E Stanley, Anthony C Smith, Tyrone J Powell Sr, Patrick O Rawlins Jr, Landos Davis, Barry S Jenkins, Louis Rubianes, Eugene R Otto, James R Boyd, Lawrence Jackson, Richard Holaday, Carl D Foye, Willie E

Gibbs, Wilton Thompson Earl Milton, Juan Torres, Joseph P Dusenberry.

2021 — 95.40%

2021 Isidro Pizaro, Thurman Bryant, Otis Richardson Jr, Hipolito Rodriguez, Geraldo Rodriguez, Edward Kane, Jesus J Escalera, Isaiah Johnson, Charles K Williams, Kevin A Daniels, Angel Ortiz, Eric V Small, Juan Rueda, Emiliano Torres, Ramon A Monroe, James H Johnson Jr, Eric R Rambert, Van Assh, Juan Gonzalez, Rosario Macaluso.

No. 2041 — 95.40%

2041 Paul E Wright, Philip Latham, Robert E Hubbard, Christopher Gause, John Kimp-

son, Joseph T Musgway, Peter S Webb, Harry L McCord, Ventura Sanchez, Samuel McPherson Jr, Borhan A Adossa, Albert Walker, Dennis L Bayne, Lewis A Bizjak, Gerard Garvin, Willie E Lassiter, Douglas Singleton, Rick P Levine, Thomas H Najdek, Rodney E Bennett.

No. 2061 — 95.40%

2061 Michael A Lopez, Russell Jones, Cecil C Bryant, Chris Fields, Terrence Marsh, Angel L Nieves, Vincent B Hollman, James H Belmont, Van Finnie, Charles A Jones, Monte M Little, Corey P Boozer, John Gillam.

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ALL BRICK

This beautiful custom built home has everything. Huge living room, banquet sized dining room, modern eat in kitchen plus dinette. Main floor powder room, 4 large bedrooms, Hollywood color tile bath plus shower. Finished basement with built in bar. Garage. 40x100 landscaped grounds, 2 wood burning fireplaces and a long list of appliances. Best offer in ages. Ask for Mr. Rogers.

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ard C Riche, Jerry Baldwin, Charles Mitchell, Victor Sanchez, Norman E Peterson, Mario Dangelia, Joel G Dunn, Ronald Mims, Angel D Santos, Bernard Dandridge, Gerard Mackey, Calvin Hutchins, Hector J Matos, Frank T Green, Enrique Hernandez.

No. 2121 — 95.10%

2121 Serafin Alacon, Robert Andrews, Agustin Montanez Jr, Pablo Liman, Anthony Wells, John L James, Herman Thornton, Gary Neville, Ralph E Packard, Manuel L Bland, Joseph Green, Frank Cunningham, Simmie Maestack, Albert Ross, James R Murray, Herbert R Coleman, Dennis L Bland, Massimo Antenucci, William Sanders, Carlos Medina.

No. 2141 — 95.10%

2141 Larry Melendez, Edwin Mercado, Edward Oliver, Edwin T Carroll, Johnnie Boyd Jr, Benito Rivero, Alfred Nesbit Jr, Gregory K Beatty, Robert Calhoun, Harry Lopez, Jorge Jimenez, Louis Ronda, James A Behling Jr, Lance W Perry, Robert Williams, Jerry Anderson, Ignacio Perez, Jorge L Brito, Emilio F Gracia, William G Smith.

No. 2161 — 95.0%

2161 Samuel Clark, William C Nieves, Louie T Medlock, Jose F Bravo, William Galney, Robert K Robinson, James E Lewis, Earnest L Williams, Carmelo P Nieves, Joseph N Dickens, Omster Stillely, William Nicholson, Robert W Smith, Clinton J Baskin, Harold Jefferson, Julius R Nance, Rudy Sheares, Lee Jones, Jerome R Garner, Carlos H Orosena.

No. 2181 — 95.0%

2181 Larry E Pearson, Peter Cruz Jr, Maurice W Little, Irving Stoutmoris, Frank A Camarda, Henry Thompson, James Ruggiero, Augusto Antonetty, Marvin L Lewis, Jesse Williams, Alvin Davis, Jesus Hernandez, Bryant L Jefferson, Wilfredo Badillo, Andrew N Miller, Marvin S Rosenberg, Kenneth R King, Richard Sussman, Lloyd Parahoo, Edmund Ogarro Jr.

No. 2201 — 94.80%

2201 Theodore Ellis, James Boggs, Angelo Hunter, Carlos S Martinez, Tomas Rios, Avon Williamson, Ramon Velez, Elma Marshall, Floyd C Taylor, John N Mihalakis, Eufemio N Bocanegra, Wing S Hom, Ronald J Simmons, Santos Figueroa, Obadiah Sims, John D Dixon, Bobbie S Spearman, Carlisle Catwell, Richard R Taylor, Daniel M Garrett Sr.

No. 2221 — 94.70%

2221 Prince Gadsden, James Veve, Stanley E Dollar, John E Chandler, Felix Miranda, Stanley Newby, James J Stukes, Adriel Morales, Johnny F Ingram, Eugene H Wilson Jr, Vincent A Mascia, Herbert Johnson, John M Braun, Larry H Miller, Richard Gatta, Luis Rios, Anthony C Hedgspeth, Walter Vernon, Thomas L Keyes, Ewart G Carrington.

No. 2241 — 94.60%

2241 Albert Stewart Jr, Edward J Simmons, Stanley Robinson, Robert A Brown, Frederick Andrews, Steve Callen, Jerome Arps, R Michael Pagan, Clifford Brantley, Rodney R Humes, Wesley B Lucky, Saul Lopez Jr, Ralph Ponce, George W Mims, Milton Smith, Stephen Carbone, Jack A Aloisio, Joseph R Juliano, Donald E White, Franklin Hinton.

(To Be Continued)

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Law Clerk Oral

A total of 133 candidates for law clerk will be taking the oral part of exam 3076 on Nov. 26 and 27, the city Dept. of Personnel announced last week.

College Offc Ass't Exam

One hundred sixty-two candidates for college office assistant "A" will be taking a typing test for exam 3010 on Dec. 1, according to the city Dept. of Personnel.

Don't Repeat This!

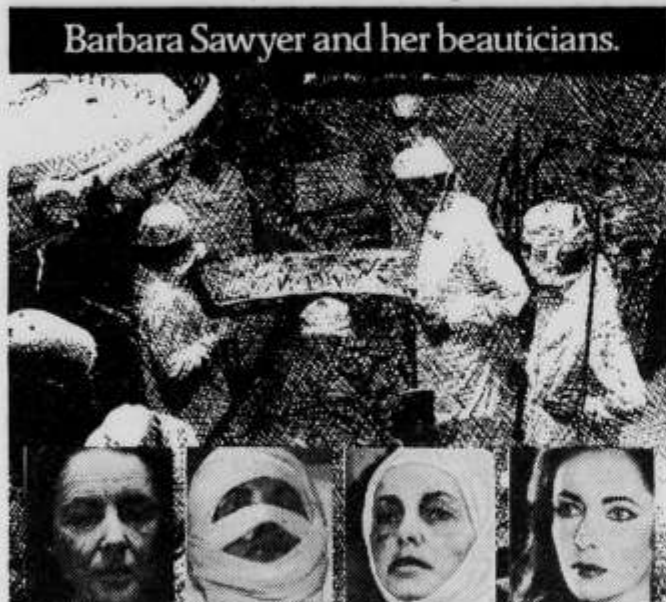
(Continued from Page 6)

Taylor Law of the bar against a public employee strike. For what has happened is that in too many cases the public employer uses the bar as a challenge to the union leadership to pull a strike, on the assumption that the leaders would be reluctant to

engage in illegal conduct.

Significantly, the strike of the firemen in New York City was not resolved on the initiative of the City administration, but at the urgent recommendation of Supreme Court Justice Sidney Fine, at a hearing before him on an injunction to prohibit continuation of the strike. What Justice Fine did was to force the City to comply with the Taylor Law by establishing the required impasse panel. Once the City agreed the firemen returned.

The Assembly Standing Committee on Government Employees has not yet made its recommendations. Whatever it may do as a result of its extensive hearings, it is clear that reform of the Taylor Law will be one of the most interesting problems that will confront the State Legislature when it convenes in January.



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But most of all, there'll be the friendliest wine and cheese merchants ever, pressing their goods on you. You might sip a Bordeaux, nibble a hunk of Gouda, try a little Riesling, savor a glorious Brie, delight in a California Burgundy—or a New York State Champagne. (And every bite, every sip, is free.)

You can come in when the doors open; stay until they close and you'll learn more about wine (and wine bargains) than you'd find in a dozen books.

This is the show all New York is coming to see. Beat the crowd—don't wait in line—save money to boot by sending for special discount tickets now—only \$2.50 each, a savings of \$1 off the regular \$3.50 admission price. (Under 18 admitted only with parent.) Use the coupon.

New York Coliseum December 8-16 1 pm til 10 pm \$3.50

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Gen. Series Cert Pool

A certification pool for general entrance series, exam 2088 eligibles will be held Nov. 28, the city Dept. of Personnel announced last week. A total of 240 eligibles, between numbers 448 and 1100, were called to the pool.

Appointment salary for attendant is \$6,850; elevator operator, \$6,650; messenger, \$5,500; office

Dessauer Named

ALBANY — Dr. John H. Dessauer, of Rochester, has been named a director of the New York State Science and Technology Foundation for an unsalaried term ending July 30, 1975.

appliance operator, \$5,500; process server, \$5,500; toll collector (markets) \$7,200, and watchman, \$6,850.

Civil Service Activities Association

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CITY _____ Zip Code _____



Wenzl Explains Affiliation At Albany Region Meeting

(Continued from Page 3) make."

President McDermott made the first group of major appointments necessary to get the Region's services functioning. He named Carole Trifletti as corresponding secretary, and appointed the following committee chairman: Irene Dougherty, social; Cosmo Lembo, activities; Mary Moore, publicity; Betty Lennon, education; Timothy McInerney, finance, and Ernest Wager, constitution and by-laws.

Mr. Wagner explained that the Model Constitution was not in concurrence with restructuring mandates "as I understand them," but said he would follow through immediately in order to clarify the matter.

Delegates also elected six delegates at large to serve with the regional officers on the Region's executive council. Elected were Jack Daley, president of Tax and Finance chapter; Howard Cropsey, president of Albany County chapter; Timothy McInerney, president of Transportation Region 1 chapter; Al Briere, president of Employment chapter; Earl Kilmartin, president of Office of General Services chapter, and Ann Urban,

president of Commerce chapter.

Cost-Of-Living Increases

A resolution was introduced by Education delegate Richard Fila that cost-of-living increases over and above salary raises be included when the contract is reopened in 1975.

Saturday morning events featured a general meeting to gather information for presentation to the Legislative Committee on Civil Service Exams. This meeting was presided over by Jean Gray, statewide chairman of the CSEA committee on work performance and ratings.

Bendet Seeks State's Action On Fire Alert

NEW YORK — The executive department, Office of Employee Relations, at Albany, has been warned of unsatisfactory fire alert conditions at the World Trade Center.

Sol Bendet, president of the New York City chapter, Civil Service Employees Assn., who last week announced a complaint to John T. O'Hagan, fire commissioner, wrote to the State agency:

"As president of the New York City chapter of CSEA, and in accordance with the grievance procedure, the multi-agency grievance is hereby presented for your adjudication.

"Each floor of the building has two horns that serve to warn of impending danger. These horns are located on the center of the floor and are approximately 10 feet apart. Because of the location and limited number of alarms on each floor, it becomes virtually impossible for employees located anywhere but in the central part of the floor to hear an alarm. During a recent fire drill, there were employees who remained at their work stations because of an inability to hear the warning.

"These conditions create an extremely serious safety hazard, and, therefore, it is incumbent upon the State of New York to take whatever steps necessary to create safe working conditions for the employees of the State of New York."



IN GOOD HEALTH —

The James E. Christian Memorial Health Department chapter, CSEA, installs officers (top photo) in Albany. From left are Ernst Stroebel, Health Department representative to the CSEA State Executive Committee; Robert Russom, executive council; Shirley Thayer, vice-president; Alice Erickson, delegate, and Pat Martenis, executive council. In the side photo, Al Mead, left, as the chapter's new president presents a plaque to his predecessor, Mr. Russom. Mr. Stroebel looks on.

Civil Service Devised Ethnic Code

(Continued from Page 1)

the ethnicity of each individual state employee, it should be done by an agency of state government that is bound to confidentiality and in which there is no possibility of using the information to discriminate and/or violate the state constitution provisions as to merit and fitness. My investigation is continuing."

He also acknowledges that he has been contacted by several organizations outside the union, of-

initions, were actually devised by the Department of Civil Service in furtherance of its duty to satisfy the requirements of the Federal Equal Employment Opportunity Commission and in conjunction with related studies it has been authorized to make.

The background of these studies was explained in the First Annual Report on the Ethnic and Racial Characteristics of Employees of the State of New York, issued by the Department of Civil Service in 1967, which stated that the "data will prove invaluable as New York State strives unrelentingly toward its goal of equal opportunity for all in government service." Its recent decision to record the data on the PR 75 form, in place of the recurring "sight surveys," was explained in an October memorandum, a copy of which is enclosed. My office was involved only to the extent it was necessary to transmit the necessary recording instructions to payroll clerks, not for our use, but for the use of the Civil Service Commission.

For all of these reasons, your questions might better be addressed to the Civil Service Commission. However, I can offer some further background information concerning Payroll Bulletin P-72 and the collection of coded ethnic data by means of the PR 75 form.

The PR 75 form to which you have referred is a form devised about 15 years ago to enable payroll agencies in the executive branch of government to report both personnel and payroll data to the Department of Civil Service and Audit and Control. Each of these agencies records only the information necessary to serve the agency's purpose.

Payroll Bulletin P-72 may appear to you to be a duplication of the instruction given in the

Civil Service Department's memorandum. However, the two agencies concerned with employee matters (Civil Service and Audit and Control) have learned that payroll agencies rely on a standardized method of communication such as the bulletin to simplify, to the extent possible, the reporting requirements of a complex personnel-payroll system. The primary purpose of Bulletin P-72, therefore, was to provide a reference document, in the

usual format, for payroll clerks. It also served the useful purpose of referring questions directly to the appropriate person in Civil Service, since we knew that our payroll auditors would be unable to answer any questions the payroll agency might have.

We have been assured by the Department of Civil Service that the compilation of ethnic information is necessary and that the confidentiality will be protected.

Food Service Career Ladder Talks Still Alive

(Continued from Page 1)

safely tell all food service workers, without violating the blackout myself, that discussions with OER on implementing food service career ladders will continue."

He added, "The only holdup at the present time has been caused by the failure of OER to name a replacement for John

McKenna, formerly assistant director for OER and a member of the food service career ladder discussion group. CSEA representatives have been pressing OER to name McKenna's replacement for several months. As soon as McKenna's replacement is named, we will be back in meeting with OER."



HAPPY SEND-OFF — Tania Cook Bitely and her husband, Darryl, seated next to her, are all smiles as she is feted by the Oneida County chapter, Civil Service Employees Assn. The couple is moving to Cleveland, Ohio, and she was presented with a plaque and gift. A social service worker, she was also a delegate of the Oneida chapter and member of the grievance and political action committees. With them, from left, are: Roger Solimando, chapter representative; Lewis Eddy, chairman; Gerald Boehrlert, second vice-president; Roger Kane, CSEA field representative; and Louis Sunderhaft, chapter president.

CATEGORY

WHITE

00 — Includes all persons of Indo-European descent including Pakistani and East Indian.

BLACK

01 — Includes all persons of African descent as well as those identified as Jamaican, Trinidadian, and West India.

PUERTO RICAN

02 — Includes all persons of Puerto Rican descent.

SPANISH SURNAMED

03 — Includes all persons of Mexican, Cuban, Latin American, or Spanish descent.

ASIAN AMERICAN

04 — Includes persons of Japanese, Chinese, Korean, or Filipino descent.

AMERICAN INDIAN

05 — Includes persons who identify themselves or are known as such by virtue of tribal association.

OTHER

06 — Includes Aleuts, Eskimos, Malaysians, Thais, and others not covered by the specific categories listed.

fering support to his investigation and condemning any attempts at discrimination.

Reprinted below is the full text of Comptroller Levitt's letter of explanation of how the ethnic coding had come to public attention on stationery from the Audit and Accounts Division of his department.

TEXT OF COMPTROLLER'S RESPONSE

Your letter of Nov. 9 questioned the use of code numbers to record the ethnicity data concerning state employees. The code numbers, together with def-

Latest State And County Eligible Lists

EXAM 34820
ADMINISTRATIVE SRVS G-18
Test Held Oct. 14, 1972
List Est. July 25, 1973
(Continued From Previous Week)

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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.

186 McGowan G Albany	73.0
187 Longeway J Albany	73.0
188 Winne R Mechanicvill	72.7
189 Manning W Troy	72.5
190 Plescia J Bklyn	72.5
191 Becker M Bklyn	72.5
192 Eisenstein R Jamaica	72.4
193 Balkin T Williamsvill	72.4
194 Sarnelli B Bklyn	72.3
195 Wright R Amherst	72.3
196 Curley D Troy	72.0
197 Dendover R Schenectady	71.8
198 Puttrngill A Ilion	71.8
199 Zeichner J Bklyn	71.8
200 Fricke H Albany	71.7
201 Kontaxis E Hobart	71.7
202 Hughes E NY	71.6
203 Schwartz R Bx	71.4
204 Gerrish D NY	71.2
205 Mattox R Rensselaer	71.1
206 Weinblatt A Bklyn	71.1
207 Schmitt J Albany	71.1
208 Zetena V Oakdale	71.0
209 Wood A NY	70.9
210 Levinstein W Troy	70.7
211 Drisvold R Troy	70.7
212 Witsneski J Loudonville	70.6
213 Sheehan R Waterford	70.6
214 Dickman D Buffalo	70.5
215 Bennett R Watervliet	70.5
216 Nirenberg I Bklyn	70.5
217 Fitzgerald W Loudonville	70.3
218 Glover R Newark	70.2
219 Gordon S N Bellmore	70.4

EXAM 35112
PRIN ACCT AUDIT CLERK
Test Held Apr. 14, 1973
List Est. Aug. 31, 1973

(Continued From Previous Week)

276 Wilson D Amsterdam	72.2
277 Voelk D Delmar	72.0
278 Olan H Brentwood	71.9
279 Nebrich R Buffalo	71.8
280 Edelstein S Kew Gardens	71.8
281 Sadowski C Schenectady	71.6
282 Fraser L Voorheesvill	71.5
283 Coughlin K Astoria	71.4
284 Nolte J Staten Is	71.4
285 Lewis E Albany	71.4
286 Hollister K Bath	71.3
287 Lomasney P Albany	71.3
288 O'Connell M Albany	71.3
289 Barrett D Silver Lake	71.2
290 Wingie D Albany	71.1
291 George J Coxsackie	70.9
292 Stewart W Schenectady	70.9
293 Novosel D E Chatham	70.9
294 Horan H Albany	70.8
295 Huber M Niverville	70.7
296 Conroy M Watervliet	70.6
297 Schultz S Staten Is	70.2

EXAM 34823
ADMINISTRATIVE SRVS G-18
Test Held Oct. 14, 1972
List Est. July 26, 1973

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1 Oursler J Massapequa	89.0
2 Schlesinger R Hackensack	88.0
3 McGirr D Buffalo	87.4
4 Garey J Schenectady	86.1
5 Mitchell G Albany	85.7
6 Blot K Albany	85.5
7 Gerardi K Roslyn Hts	85.3
8 Fava L Barneveld	84.7
9 Torkelson R Cohoes	84.5
10 Herman A NYC	84.1
11 Sawran T Oswego	84.0
12 Pozefsky C Schenectady	84.0
13 Serrett W Willard	83.7
14 Ruhe H NY	83.6
15 Purcell J Latham	83.5
16 Blum T Maiden Brg	83.1
17 Speckard H Bridgewater	82.8
18 Levy D Flushing	82.7
19 Sanders J Schenectady	82.7
20 McKenna D Hamilton Bch	82.7
21 Schulman I Merrick	82.1
22 Idzik R Clarence	81.9
23 Miller H NY	81.7
24 Burrell C Latham	81.5
25 Montoro D Albany	81.5
26 O'Bryan J Troy	81.4
27 Humphrey B Webster	81.4
28 Fetterly K Albany	81.2
29 Baez J Queens	81.0
30 Kerwin D Troy	81.0
31 Walsh A Albany	80.9
32 Schmidt M Rensselaer	80.8
33 Mitchell K Jackson Hts	80.4
34 Dryer E NY	80.2
35 Fatei A Albany	80.1
36 Schuff J Albany	80.1
37 Brockhouse F Vestal	80.0
38 Champagne D E Syracuse	80.0
39 Atteberry K Hyde Pk	79.9
40 Zavers R Rochester	79.8
41 Bendel M Scotch Pl, NJ	79.6
42 Barish B NY	79.6
43 Dunham M Scotia	79.5
44 Malachowski M Bklyn	79.5
45 Muehl S Albany	79.4
46 Capulano C Athens	79.3
47 Zielinski T Middle Vill	79.2
48 Baciewicz B Watervliet	79.2
49 Neylan T Albany	79.1
50 Vrooman E Voorheesvill	78.9
51 Meyer S Bklyn	78.8
52 Johnson J Ithaca	78.7
53 Church A Ballston Lk	78.7
54 Mancinelli L Bklyn	78.6
55 Montague G Round Lake	78.5
56 Terwilliger G Poughkeepsie	78.5
57 Childs G Menands	78.4
58 Davies J Watervliet	78.4
59 Glubiak G Brewster	78.4
60 Janitz M Syracuse	78.1
61 Roth M Watervliet	78.0
62 Markowitz A Loudonville	78.0
63 Felicetti J Albany	78.0
64 Hyland E Rensselaer	78.0
65 McArthur P Delmar	77.8
66 Pittinsky M NY	77.8
67 Sedlmayer E Castleton	77.6
68 Kaufman F Jamaica	77.5
69 Cushman W Corning	77.5
70 Kelleher J Selden	77.5
71 Nesa K Bklyn	77.5
72 Baker P Delmar	77.4
73 Barth M Albany	77.4
74 Jones D Johnstown	77.0
75 Grande C Bx	76.9
76 Jones G Wantagh	76.8
77 Pfister R Albany	76.7
78 Czajak E Albany	76.5
79 Coburn J Albany	76.5
80 Bellinger P Albany	76.3
81 Burton D Albany	76.2
82 Siegel J Bklyn	76.2
83 Ksenich R Loudonville	76.0
84 Adlowitz F Albany	75.7
85 Church P Albany	75.7
86 Kahau J Bklyn	75.7
87 McLaughlin R Utica	75.6
88 Miller K Albany	75.6
89 Steur F Newburgh	75.5
89A Senkowski D Grahamsville	75.5
90 Westfall A Albany	75.4
91 Dagen W Bx	75.4
92 None	
93 Levine H Fulton	75.1
94 Yanson D Albany	75.1
95 Casaly R Ballston Spa	75.0
96 Rampolla M Latham	75.0
97 Hansen I Rego Pk	74.9
98 Ryan R Schenectady	74.8
99 Puccio P Albany	74.7
100 Moore M Albany	74.7
101 Davies C Utica	74.6
101A Findlay D NY	74.6
102 Mahar W Troy	74.5
103 Brennan J Schenectady	74.5
104 None	
105 Muscarella S Buffalo	74.4
106 Hillsley E Albany	74.4
107 Holmzee A Wappingr. Fls	74.4
108 Gates C Albany	74.3
109 Dillon F Berne	74.3
110 Forget D Ballston Spa	74.2
111 Carnell D Slingerlands	74.2
112 Chase L Alceve	74.2
113 Smith G Bklyn	74.1
114 Himler M Clay	74.1
115 Bittle P Pawling	74.0
116 Goldenberg J Bx	74.0
117 Quinn R Bklyn	74.0
118 Herman W Rochester	73.8
119 Israeli R Bklyn	73.7
120 Jawrowski H Bx	73.5

EXAM 34775
SR UNDRWRTG SR PAY AUD CLK
Test Held Feb. 24, 1973
List Est. Aug. 6, 1973

1 Taub J Bklyn	91.6
2 Farber H Bklyn	86.7
3 Orriz M Bx	85.4
4 Lisi R Far Rockaway	85.3
5 Petagna M Bklyn	84.5
6 Moccia A Bklyn	84.2
7 Nelson M Jackson NJ	83.4
8 Perri J Bklyn	83.2
9 Eustace I Bx	82.6
10 Benner F Bx	82.2
11 Wilhelm W NYC	82.2
12 Madison M Rosedale	79.5
13 Plantz C Rensselaer	78.7
14 Pelon D Depew	78.2
15 Spencer I NYC	78.0
16 Dunbar L Bx	77.8
17 Gardner E Ridgewood	77.5
18 Hecht I Bx	77.2
19 Margules B Bx	77.0
20 Heyward E Bklyn	76.9
21 Greco P Bayside	76.3
22 Downes I Richmond HI	76.2
23 Blank B Larchmont	75.9
24 Martin A NYC	75.5
25 Chapman R NYC	75.0
26 Regenbogen B Bklyn	74.5
27 Graziano G Rensselaer	73.2
28 Tyce M Bklyn	72.2
29 Fair M Bx	71.2
30 Williams J Rochester	70.8

EXAM 35051
SR CLK ESTATE TAX APPRSL
Test Held Feb. 24, 1973
List Est. Aug. 1, 1973

1 Edelstein M Rochester	90.1
2 Lamanto G Buffalo	89.8
3 Bort P Baldwin	87.0
4 Lajoie M Cohoes	86.6
5 Ryan T Troy	85.4
6 Coffey T Albany	85.1
7 Davignon C Mechanicvill	83.9
8 Hoffman F Bklyn	83.3
9 Stephanian F Buffalo	82.5
10 Weaver P Rochester	82.4
11 Foster G Schenectady	81.5
12 Quackenbush S Troy	81.2
13 Babulski J W Seneca	80.7
14 Kennedy R Bx	80.0
15 Engert F Scotia	78.1
16 Ross J Schenectady	76.5
17 Brozen L Flushing	76.2
18 Winton E Buffalo	72.8
19 Jones J Rochester	72.7
20 Larkin A Williston Pk	72.2
21 Strauss H Bklyn	72.1

EXAM 35058
PROM TO ED DIRECTOR 1 & 2
Test Held April 14, 1973
List Est. Sept. 24, 1973

1 Sauter A W Pearl River	87.8
2 McPeck E D Orchard Pk	85.2
2A Harris D L Beacon	85.0

121 Jimpson L Albany	73.4
122 Brown P Canisteo	73.3
123 Fetterly G Albany	73.2
124 Johnson D Rochester	73.2
125 Martin R Scotia	73.2
126 Ziegler B N Syracuse	73.2
127 Baker B Troy	73.1
128 Oathout M Clinton	73.0
129 Livingston P Latham	72.9
130 Bena J Mechanicvill	72.8
131 Bromley T Albany	72.8
132 Rinebolt J Albany	72.7
133 Kirsch B Holbrook	72.7
134 Forslin G Massena	72.7
135 Kaido E Albany	72.7
136 McGowan G Albany	72.5
137 Olson N NY	72.4
138 Becker M Bklyn	72.3
139 Wallace B E Greenbush	72.2
140 Connolly K Scotia	72.2
141 Davies D Delmar	72.1
142 Fricke H Albany	72.0
143 Winne R Mechanicvill	72.0
144 George K Endwell	71.8
145 Puller G Massapequa	71.8
146 O'Donnell J Buffalo	71.7
147 Plescia J Bklyn	71.7
148 Schinnerer J Guilderland	71.6
149 Parisi F Schenectady	71.6
150 Wright R Amherst	71.3
151 Balkin T Williamsvill	71.1
152 Cooke R Albany	71.0
153 Sheehan R Waterford	70.4
154 Wendover R Schenectady	70.3
155 McArdle D Albany	70.0
156 Rosenkrantz R Albany	70.0

3 Spears M R Utica	84.8
4 Flanigan M Dover Plains	84.4
5 Sonnenblick P H Queens Vll	83.8
6 Kaper E C Elmira	83.6
7 Childs A M Irvington	83.4
8 McDonough W E Staten Is	82.4
9 Langer M Spring Val	82.3
10 Schroth I W Rome	81.8
11 Logsdon G Huntington	80.3
12 Bullock P T Canaan	80.2
13 Siraguse R C Albany	79.9
14 Eve DennisH	
14 Eve D W Babylon	79.2
15 Perlman K Wappingr Fls	79.0
16 Abramtsev D Pine Bush	78.7
17 Mason D J Staten Is	77.8
18 Algier A J Geneseo	77.7
19 Carlo J Staten Is	76.8
20 Boone W J Poughkeepsie	76.3
21 Bodge C L NYC	75.6
22 Halloran L Staten Is	75.5
23 Laspro J R NYC	75.4
24 Burnett C Glens Falls	74.0
25 Czarnetzky J Schenectady	73.8
26 Brund N Newburgh	73.1
27 Spadaro S 5 Ellenville	72.0
28 Cusick P Rock Tavern	71.7
29 Acee E H W Seneca	71.5

EXAM 35247
PROM TO MOT LI CLK SR
Test Held June 2, 1973
List Est. Sept. 20, 1973

1 Magee D J Albany	92.5
2 Bianchi J L Cheektowaga	91.8
3 Wickert K M Albany	90.1
4 Koch M H Franklin Sq	89.3
5 Taglione C Stillwater	88.9
6 Chochra N J Troy	86.0
7 Cronin K R Albany	85.5
8 Nostro G E Buffalo	85.5
9 Smith E M W Sand Lake	85.3
10 Kreamer J Hamburg	85.0
11 Degroot A E Binghamton	84.8
12 Jahn Violet East Meadow	84.4
13 Domino P V Kenmore	83.8
14 Einbinder J Baldwin	83.7
15 Driggs D A Albany	83.4
16 Kaney P Hamburg	83.3
17 O'Brien H Levittown	82.4
18 Milstrey M Schenectady	82.3
19 Alksnis E Albany	82.0
20 Todorof F Buffalo	82.0
21 Owens K Utica	81.8
22 Davis L L Albany	81.6
23 Haig A New Hyde Pk	81.5
24 Smith F Albany	81.3
25 Mawbey E K Schenectady	81.2
26 Broderidge M L Staten Is	81.1
27 Delsole C Afton	81.0
28 Mulligan L Albany	80.7
29 Weglarz J H Troy	80.5
30 Golombek I H Buffalo	79.0
31 Jacobs A C Albany	78.3
32 Silverman F Flushing	78.2
33 Frangella J M Catskill	77.4
34 Montague M M Buffalo	77.2
35 Boos H E Middle Vill	76.7
36 Keller J A Binghamton	76.5
37 Lafreniere J A Schenectady	76.3
38 Hanson M Albany	75.5
39 Chance P Buffalo	75.0
40 Miles R W Corona	75.0
41 Reicher I B Brooklyn	74.6
42 Humphreys E Schenectady	74.6
43 Macloskey C S Spencerport	73.8
44 Aison H Saratoga Spgs	73.3
45 McGoff J M Binghamton	73.1
46 Egan W C Watervliet	73.0
47 Guenette J Troy	72.0
48 Crier T Troy	71.1
49 Wilkes G Garnerville	71.0
50 Cohen J Rockaway Bch	71.0
51 Kennedy M E Jackson Hts	70.5
52 Rubin M Kew Gardens	70.3

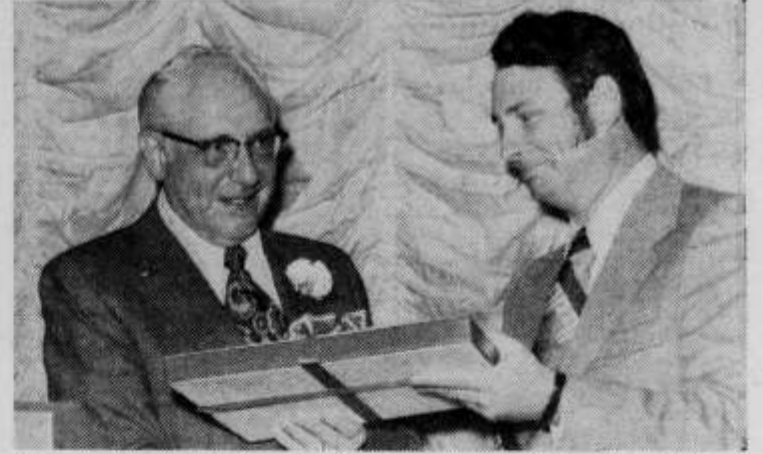
EXAM 35100
PROM TO EDUC SUPVR VOCAT
Test Held Apr. 14, 1973
List Est. Sept. 20, 1973

1 Mecklenburg D C Tupper Lake	85.2
2 Brackett R H Newark	84.6
3 Putzbach C J West Seneca	83.6
4 Burdman H Buffalo	82.3
5 Coppola G Orchard Park	80.6
7 Ramsey N M Binghamton	79.0
8 Roe R M Horseheads	77.3
9 Ianacone R West Seneca	76.6
10 Kaler W H Islip	76.5
11 Leitten J D Clarence	75.6
13 Brade L C	

McDERMOTT INSTALLED AS ALBANY REGION PRESIDENT



CSEA Executive vice-president Thomas H. McDonough administers the oath of office to Albany Region's officers at their installation event. From left are president Joseph McDermott, first vice-president Jean Gray, second vice-president Boyd Campbell, third vice-president John Vallee, secretary Nonie Kepner Johnson and treasurer Harold Ryan.



Edgar Troidle, left, outgoing treasurer of Capital District Conference, is presented gift by Albany Region president Joseph McDermott for his 10 years of service to the Conference.



Chairmen named to regional committees are, from left, Ernest Wagner, constitution and by-laws; Irene Dougherty, social; Mary Moore, publicity; Cosmo Lembo, activities, and Timothy McNerney, finance. Committee chairmen held organizational meetings Friday evening to plot out their programs for the year.



CSEA president Theodore C. Wenzl takes time out to catch up on his reading between Albany Region meeting and Morrisville 25th anniversary celebration on the same day.



Marian Farrelly, who has received many awards and tokens of appreciation during her years as Capital District Conference secretary, adds a kiss from Region president Joseph McDermott.

(Leader photos by Dick Durling)



Three recently elected chapter presidents among delegates at meeting are, from left, Earl Kilmartin, Office of General Services; Robert Canfield, Rensselaer County, and Donald Ruggaber, Audit and Control.



Newly appointed Albany Region corresponding secretary Carole Trifletti, second from left, talks with some newly elected members of Region's executive council, from left, Al Briere, president of Employment chapter; Jack Daley, president of Tax and Finance chapter, and Ann Urban, president of Commerce chapter.



Several members of CSEA's Board of Directors attended the meeting. From left are Howard Cropsey, Albany County; Jimmy Gamble, Environmental Conservation; John Weidman, Agriculture and Markets; Dorothy MacTavish, statewide secretary, and Jack Dougherty, Tax and Finance.



Numerous members of the CSEA Headquarters staff were present for the Regional installation. Shown here, from left, are John Corcoran, Albany regional director; Edward Diamond, director of recruitment and education, and his wife, Marion, and Joseph Lochner, executive director,



Another member of the CSEA Board of Directors, Gerald Purcell, Executive departmental representative, is shown here with SUNY at Plattsburg's Betty Lennon, who was appointed co-chairman of the Region's education committee.



Among the out-of-area CSEA dignitaries attending the installation are, from left, New York City Region president Solomon Bendet and his wife, Sally; State Executive Committee chairman Victor Pesci, and County Executive Committee chairman Arthur Bolton.