

# Civil Service LEADER

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## LI Conf Meeting

See Pages 8 & 9

### Wenzl Reaffirms CSEA's Stance Of Not Endorsing Presidential Candidates

(Special to The Leader)

ALBANY—Theodore C. Wenzl, statewide president of the Civil Service Employees Assn., last week declared that an endorsement of Richard M. Nixon by the organization's New York City chapter did not reflect the 200,000-member Employees Association's long-standing tradition of non-endorsement of candidates on the national level.

"To put it simply," Wenzl said, "our organization endorses neither the candidacy of Mr. Nixon nor George McGovern."

Wenzl stated that he felt the endorsement was "inconsistent with the goals and structure of the organization," pointing out that CSEA was a non-affiliated organization functioning in New York State only.

Wenzl received additional support on his position from the union's political action committee and its Metropolitan regional conference.

In reaction to the Nixon endorsement, the Metropolitan Conference executive board,

which includes the New York City chapter in its jurisdiction, passed a resolution introduced by Randolph Jacobs, past president, to "disassociate themselves from and disavow the action taken by the executive committee of the New York City chapter in endorsing Richard M. Nixon for President of the United States."

Jack Weisz, current president of the Metropolitan Conference, said that "this Conference voted to have president Wenzl and the CSEA's statewide Board of Directors notified of their decision and that it be made clear that the Metropolitan Conference takes no position on the endorsement of either Nixon or McGovern for President."

The Metropolitan Conference represents approximately 30,000 CSEA members, according to one CSEA spokesman.

Political Action Comm.

Thomas H. McDonough, chairman of the CSEA statewide political action committee, commenting on the New York City chapter action, pointed out that "the political action committee exists, is active, is funded by the union, and receives approval by the union's Board of Directors, in view of which no chapter should take it upon itself to overstep that committee and make endorsements on a national level."

This year, CSEA has for the first time in its history endorsed political candidates on a statewide level. Their approval list included 98 senators and assemblymen.

part of the electorate will be voting by direct mail and the others by voting machines in certain locations.

According to CSEA, this is the timetable and split in voting procedure for which they had finally obtained confirmation in writing late last week from the State Public Employment Relation Board:

Mail ballots will be sent out by the State on Nov. 20 to more than 34,000 employees in the Professional, Scientific and

### Tax And CSEA Negotiate A 38-Point Pact

(Special to The Leader)

ALBANY—The State Department of Taxation and Finance and the Civil Service Employees Assn. have agreed to 38 items as a result of more than seven weeks of negotiations on the departmental level.

Following are some of the more important points in the departmental negotiations agreement.

- The Department will not foster, encourage or condone out-of-title work. Where out-of-title work exists, the Department will appoint that person to an appropriate higher title subject to Civil Service Law. This agreement will only be applicable when it is anticipated that an employee will be performing higher title duties for more than 30 days.

- Tax and Finance will continue to process expense vouchers within 30 days after submission.

- The Department and CSEA

(Continued on Page 3)

### Mental Hygiene Negotiations With CSEA Completed

(Special to The Leader)

ALBANY—A departmental negotiations agreement of 31 points has been reached by representatives of the Civil Service Employees Assn. and the State Department of Mental Hygiene.

According to Robert Guild, CSEA collective negotiating specialist, "a number of extremely significant agreements were reached." Among them are:

- The Department will require the establishment of a safety committee in each institution

(Continued on Page 3)

Technical Services Unit and to about half of the nearly 44,000 workers in the Institutional Services Unit. Personnel in these units will make a choice between the incumbent CSEA and the challenging union, the Service Employees International Union, as to who will represent them in all matters involving terms and conditions of employment.

The balance of Institutional Unit employees, as a result of an eleventh-hour switch in plans

(Continued on Page 16)

### Despite Foot - Dragging: Reallocation Due In Mental Hygiene For RN's & LPN's

ALBANY—In a meeting held last week, Civil Service Employees Assn nursing career ladder committee members voted unanimously to end a news black-out of two years and, according to Sam Cipolla, committee co-chairman, "make known the efforts of the committee in getting the ladder implemented and the problems we're having."

Previously, CSEA and the Department of Mental Hygiene had agreed on a "news black-out" that would hold information on the course of negotiations back until a joint release was agreed upon.

The committee has been working for more than two years to develop greater promotional opportunities and expansion of milieu for both registered nurses and licensed practical nurses.

CSEA's first proposal created 12 new titles and positions. "More importantly," according to Cipolla, "it allowed the nurses to choose one of three fields—patient care, education or administration."

This initial proposal would have elevated the LPN from G-7 to G-10 and then to G-12 after one year in the G-10 title.

For the staff nurse, depending on schooling and experience, current G-12's would be made G-14 and after one year G-16. With a BS and one year in the position, the RN could expect a G-13 position.

Head nurses, under the CSEA proposal, would all be G-20's and also choose between patient care, administration or education.

Lenore Onasch, co-chairman from Buffalo State Hospital, accused the Mental Hygiene Department of "stalling and purposely delaying the negotiation process for months." She said that "it never would have been a reality if it weren't for the 1972 contract which stipulated that it must be implemented by March 31, 1973."

Under the 1972 contract, CSEA negotiates with the Office of Employee Relations for all State departments.

"Now," according to Bernard Ryan, CSEA collective negotiating specialist, "we are working from Mental Hygiene's recent proposal and our original submission."

Cipolla Optimistic

The Mental Hygiene plan stipulates a two-grade reallocation for the LPN to a G-9 position. After one year they would automatically become a G-11. RN's, under the MH plan, would get a one-grade advancement. The

plan would call for six additional titles providing for further incumbent advancement depending on educational requirements.

Ryan noted that "Mental Hygiene's proposal is too demanding in terms of educational requirements, and places limitations on the individual nurse's selection of field." He felt that "concessions would have to be made at OER level and by the Department of Mental Hygiene before CSEA will accept less than what they had originally proposed."

Cipolla termed the progress of negotiations as "looking much better." He said, "We know we'll get at least two or three grades for the nurses, but the real problem lies in working out incumbent rights. We want all those in the position to be grandfathered in, waiving educational requirements for those currently in the job."

### Rensselaer Dinner

TROY — Rensselaer County chapter of the Civil Service Employees Assn. has scheduled its annual dinner-dance for Nov. 17 at Michael's in Latham. The affair is slated to begin at 6:30 p.m.

*Don't Repeat This!*

### Victors Must Now Get Down To Work

THE tumult and the shouting and the circus aspects of the political campaign are now over, and at long last the voter has enjoyed the privilege of making his decision according to the democratic process. For those who campaigned for the State Legislature, the exciting atmosphere of the campaign will quickly fade because the victors must immediately get down to work.

(Continued on Page 8)

### CSEA Steps Up Campaign To Put Down Challenge In 2 Of 4 Units

ALBANY—With balloting little more than two weeks away at Leader presstime, the Civil Service Employees Assn. has stepped up all phases of its campaign to put down a challenge to its rights as bargainer agent in two of the four New York State workers' bargaining units it represents.

CSEA officials said their first concern was to clarify for the employees involved what they claim has developed as a confusing voting procedure, in that



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**Hebrew Society**  
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## C.S.E. & R.A.

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# 'Get Cracking,' PERB Orders Levittown Board On Stalled Bargaining

(From Leader Correspondent)

**MINEOLA**—The Nassau chapter, Civil Service Employees Assn. has secured a strongly worded ruling from the state Public Employment Relations Board ordering the Levittown School Board to get cracking on long-delayed negotiations.

The PERB order demolished a ploy utilized by the Levittown district, and by some others throughout the state, in which the employer argued that it could negotiate teacher salaries even while on an austerity budget, but could not legally bring non-teaching employees up to par.

"The obligation to negotiate over matters within the discretion of the employer and to fulfill such terms of an agreement is an unqualified one," said PERB chairman Robert D. Helsby. "It is clear to us that there is no distinction between teaching and non-teaching employees in this regard."

The order came after the Nassau chapter of CSEA had filed an unfair-labor-practices charge in the case. "This ruling will spare school district units from a lot of gobbledygook in the future," said chapter president Irving Flaumenbaum. "We have established the principle—which should have been obvious—that teaching and non-teaching employees are created equal."

The Levittown CSEA unit had submitted its proposals last February for a contract to commence July 1. However, talks were delayed by a representational election in which the CSEA soundly trounced a challenger

#### 'Must Negotiate'

By that time, however, the school district had suffered two budget defeats and was on an austerity budget. The board claimed that it could not increase salaries for non-teaching employees while on austerity and that to conduct negotiations would be futile.

The ruling let the board know that it must negotiate and grant necessary increases.

The PERB also disposed of a tricky board argument based on the Taylor Law prohibition against strikes. The school board

had cited regulations that required it to grant only such increases as required to insure that personnel would be available for necessary services, implying that the no-strike law left the employees with no recourse.

"The Taylor Law withholds that authority (right to strike) from the employees but, in its place, gives them a right to ne-

gotiations," the PERB ruling stated. "The substitution of the one right for the other does not relieve the employer of its obligation to negotiate."

The unit, headed by Clarkson Champney, represents 600 non-teaching employees.

The PERB ruling was secured by regional attorney Richard C. Gaba.



**POLITICAL ACTION SEMINAR** — President Theodore C. Wenzl of the Civil Service Employees Assn. spoke recently on "Politics and the Public Employee" at a session of the Action Course in Practical Politics sponsored by the Amsterdam Chamber of Commerce. Pictured left to right are: Peter G. Urba, executive manager of the Amsterdam area Chamber of Commerce; Wenzl; Mrs. Leo Kosinski, president of the Business and Professional Women's Club, and Richard Tarmey, third vice-president of the CSEA.

## Raise City Nurses' Pay To \$8,650

The contract dispute involving the Licensed Practical Nurses of N.Y., Inc. has been settled by recommendations from a one-man impasse panel appointed by the Office of Collective Bargaining.

The terms include raising the appointment rate for LPNs in City hospitals from the present rate of \$7,400 to \$8,650 per year in a three-year contract, and increasing maximum scales from the current \$8,000 to \$10,300 per year for the same period. Demand for salary adjustments were on the disparity between the \$8,700 paid LPNs in voluntary hospitals, and the \$7,400 paid by City hospitals.

The City argued that this comparison "does not give a true picture," pointing out that City LPNs, in fact, earn almost \$500 more than their counterparts in voluntary institutions: "If fringe benefits such as pension, health and welfare, vacation, holidays, and uniform allowances are costed in, the City's minimum scale is actually worth \$11,351.43 compared with \$10,956 for those employed in voluntary hospitals." The City contributes substantially more for

pension benefits for its employees than the hospitals affiliated with the League of Voluntary Hospitals and Homes.

While declining to raise basic City LPN salaries to the levels paid in voluntary hospitals, Benjamin Wolf, the panelist, emphasized that "unless the City LPNs are paid wages comparable to those in private industry, the City will have great difficulty in recruiting new employees."

In his recommendations, Wolf said he was also taking into account the rise in the cost of living, the financial condition of the City, the limitations imposed by federal wage controls, and the historical relationship between the salaries of LPNs, Nurses Aides and Registered Nurses. Wolf also recommended differential rates based on the type of duty performed, but he denied demands for improvements in uniform and equipment allowances and shift differentials.

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# Thruway And CSEA Ink A 2-Year Pact

ALBANY—Representatives of the New York State Thruway Authority and of the Civil Service Employees Assn., which represents maintenance, clerical and toll collection employees of the Thruway, last week signed a two-year work contract at Thruway Headquarters here, culminating more than ten months of negotiations on salary increases, grievance procedures, working conditions and other fringe benefits.

The agreement, ratified by a majority of the CSEA members in Thruway Unit I voting by mail ballot, provides for a 4 percent pay hike effective immediately, retroactive to April 1, 1972, and a 6½ percent raise in the second year of the contract, effective on July 1, 1973.

A spokesman for CSEA called the agreement "a substantial expansion of employee benefits from both a monetary standpoint and from the standpoint of contract language, which has been cleared up, providing greater employee protection."

The new pact substantially increases the employees' organizational rights, developing more time for negotiations at management expense, and increasing the use of courier services for transmitting union literature. It will also allow use of Thruway phones by CSEA chapter presidents for grievance

work and other CSEA business.

Also included in the agreement is a revised grievance procedure; allowance for use of accumulated vacation credits in half-hour units; mandatory sick leave at half-pay; leave with pay for Thruway promotion exams; an increase in the Tuition Assistance Program support, and leave with pay for compensation hearings and volunteer fire duties.

## 11 Major Changes

For maintenance employees, the contract includes 11 major changes, such as, provision for employee-supervisor meetings; seniority on volunteer assignments; strict seniority on overtime opportunities; prorated cleaning and tool allowances, and disposable uniforms for many maintenance titles.

Toll collection employees will see several shift assignment changes in the new pact: No shift changes are to be made after posting except with the toll collectors' consent; collectors will be permitted to work steady shifts with 75 percent of stations' approval; shift scheduling according to seniority, and a \$25 cleaning allowance for shirts and/or blouses.

Clerical employees will see new sections of the contract on radio dispatcher overtime and rest periods; work clothing for mail room personnel, and three provisions for seniority for the radio dispatcher, among other changes.

## Westchester Unit To Meet Nov. 13

WHITE PLAINS—Westchester unit of the Civil Service Employees Assn. has scheduled a regular meeting for Nov. 13, according to unit president Michael J. Orella.

The meeting will be at 8 p.m. in the Health and Social Services Building, 85 Court St. here.



Secretary of Labor James L. Hodgson, smiling broadly in dark suit, posed in Nassau County with officials after announcing \$100,000 federal grant to back County's pioneering productivity-bargaining study. From left are: Rep. John W. Wydler, Hempstead Town CSEA president Kenneth Cadieux, Nassau chapter president Irving Flaumenbaum, Hodgson, County Executive Ralph Caso, U.S. Senator Jacob K. Javits, Caso aide Vincent Macri and Augie Lanzilotta, representing Oyster Bay Town CSEA.

# Hodgson Sees Productivity Experiment Producing More Money For Salary Increases

(From Leader Correspondent)

MINEOLA — Secretary of Labor James L. Hodgson — flanked by Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum and Nassau County Executive Ralph Caso — announced here last week the award of a \$100,000 Federal grant to finance the nation's first program of joint labor-management productivity bargaining.

Hodgson said the plan was designed to produce savings that could be translated into increased pay and benefits for employees and tax savings for the public.

"This is a unique venture in the public sector, financed but not controlled by the federal government," the Secretary told the press conference. "It is a laboratory which we hope will provide ideas, if not models, for thousands of local government activities."

Flaumenbaum asserted that increased productivity is the fount from which higher living standards will flow, both for

public employees and workers in the private sector. He noted that there would be no consideration of layoffs or increased work loads.

Caso summed up the plan this way: "Work smarter, not harder."

The program — first in the nation and a key objective of the President's Commission on Productivity — had been designed after private consultations with Flaumenbaum by Vincent Macri, a special assistant to Caso.

(Continued on Page 3)

## Tax Agreement

(Continued from Page 1)

will continue to enter into labor/management discussions at the appropriate work location and the Department and CSEA will institute such discussions at additional work locations where mutually agreed. Minutes of labor/management meetings will be sent to each member of the local labor/management committee and the Tax Department CSEA representative. Those issues that cannot be resolved at the labor/management meetings will be referred to the central office in Albany.

- A procedure will be implemented by the Department to include overtime pay in the paycheck following the second pay period in which the overtime was worked.

- Personal leave and vacation leave credits may be used in units of 15 minutes, subject to prior approval of an employee's supervisor.

- The Department has agreed to issue a memorandum defining overtime work rules.

- Monthly orientation meetings will be held by the Department in Albany for all new employees. Meetings will be held as required in other locations. At the conclusion of these meetings, a CSEA-designated representative will be given an opportunity to discuss CSEA programs. There will be no charge to leave credits for attending these meetings.

- The Department has also agreed to establish a training or indoctrination period for tax examiners.

CSEA representatives feel that the agreement with Tax and Finance represents positive steps by the union in achieving better employment conditions.

## Stony Brook Chapter To Hold Masquerade Nov. 11 At Larkfield

STONY BROOK — The Stony Brook University chapter of the Civil Service Employees Assn. will hold its fun-filled annual masquerade party Nov. 11 at the Larkfield Country Club, East Northport.

The event has become a high point on the CSEA social calendar. Tickets, at \$13.50 per person, cover a cocktail hour starting at 8 p.m., sit-down dinner and unlimited refreshments. Tickets may be secured from Libby Loria, social committee chairman, at (516) 246-5659 or Betty Dow at (516) 246-3635. Dress is optional, but costumes are preferred.



**TAX AND FINANCE AGREEMENT** — Representatives of the Civil Service Employees Assn. and the State Department of Taxation and Finance sign an agreement on departmental negotiations following more than seven weeks of talks. Seated, from left, are John Conoby, CSEA collective negotiating specialist; Jack Dougherty, CSEA departmental negotiating committee chairman; Dan F. Halloran, director of personnel for the department; Jack Daley, president of the CSEA Tax and Finance chapter, and John

Handrahan, principal labor negotiations representative for the department. Standing are Robert Bouchard, assistant director of treasury; various CSEA representatives; Mary Henzel, operational-Albany; Mary Carnibucci, administrative-Albany, and Santa Orsino, administrative-Albany; Robert Daly, assistant administrative director for the department; William Seldon, assistant director of the sales taxes bureau; other CSEA representatives: Robert Miller, PST-Buffalo, and Frank Sanders, PST-The Bronx. Missing from photo is Hazel Van Tassell, PST-Binghamton.





"Were yo" scared for your safety?" asked a reporter. "When you're a fireman, there's no time to worry about your safety," came the reply.

Thus spoke Capt. Charles A. Wilson Jr. of Marine Company 9, who quietly and without fanfare, heroically jumped to the deck of a flaming oil barge in Arthur Kill and secured two lines to it, enabling his fireboat, the "Alfred F. Smith," to pull the po-

tential bomb away from the Cop Edison plant on the Staten Island side.

At one point during that fire, which appeared from the air to be about a mile of solid flame upon the water and against the shore, the "Smith" was confronted by a fire storm with winds of 75 miles per hour containing practically no oxygen. The need at the moment was for full reverse of the engines, but the air going through the intakes above deck contained so little oxygen

that the motors started to fall and the speed was reduced. The situation was so critical at one point that Captain Wilson ordered all hand to don life jackets against the possible need to abandon ship.

On film taken at water level from the Staten Island side of the fire, the flames were so intense and furious that they appeared to be twice as high as the super structures of the pathetic, brave little fireboats which seemed like bobbing corks on a sea of fury.

The breaking up of the mass of flame into three parts was a stroke of genius and undoubtedly save the day. However, the thoughts expressed in this column, about two years ago, upon hearing about the last reduction of the fire boat fleet almost

came to pass. They were to the effect that some day in the future, near or distant, somebody would have regrets for the tragedy which was sure to result from that foolhardy act.

It is respectfully suggested that all the footage of film taken at that fire be obtained by the Fire Department, spliced and shown to the Budget Commission and anybody else who may have had a hand in reducing the Marine Division to its present deplorable level.

The Marine and Aviation Department now sports a former fire boat which is used as a tug to entertain VIPs. If it was too costly for the Fire Department, why is it not too costly for Marine and Aviation?

The explosion awakened me and shook my building in Fort Lee. Upon hearing of the fire, the first thought which came to mind was static electricity. Now I understand from a friend, who is an authority on such matters, that they failed to ground those barges when loading and unloading as a regular thing. Sounds as though some federal agency should take a hand in the matter. Why risk the lives of fire-fighters to put the fires out if the people at the oil outfits don't give a damn?

Nov. 8 at 10 a.m. a memorial Mass will be said for the late Battalion Chief William C. Rinsdale at St. Nicholas of Tolentine Church, Fordham Rd. and University Ave., the Bronx. At 11 a.m. a memorial plaque will be dedicated to his memory in the quarters of the 19th Battalion, 33 Truck and Engine 75 on Jerome Ave. and Evelyn Place, the Bronx (two blocks south of Fordham Rd.). He was a good fireman and a good friend. Please try to attend.

When Engine 226 interchanged with 105 Truck for AFRD the other day, little did they know what the next few hours would bring. At 3:53 hours, 105 Truck

rolled to 4th Ave. and Carroll St. and Fireman Anthony Fusco, who was roof man, did just that. Fire was showing in the front and he started down the rear fire escape to the top floor and made his search. He found an 82-year-old woman on the floor two rooms in and managed to drag her to the window and on to the balcony. The fire was on the floor below and had vented itself in the rear just below where Fusco and the woman were located. He could only go up and she couldn't understand English. So in his best Italian, he told her in plain words what he had in mind. She didn't have the strength to co-operate so he had to push and lift her, rung by rung, up the iron ladder to the roof. If you have ever tried that after taking a hell of a feed, you know what he was up against. He made it, other brothers did the mouth-to-mouth bit and off to Methodist Hospital she went. I hear it was a great job, Tony, and it couldn't have happened at a better time (while you were with 105 Truck). In my estimation, that company is one of the very best there is anywhere, ever. Congratulations!

**Hispanic Society**

On Nov. 29 at 7:30 p.m. the Hispanic Society of the Dept. of Sanitation will meet at the Brotherhood In Action Building, 560 7th Ave., Manhattan.

**Local 444 Meeting**

The Association of Classified Employees of the Dept. of Sanitation, Local 444, will hold its regular meeting at 8 p.m., Nov. 9, in the 2nd floor auditorium, 125 Worth St., Manhattan.

**Amer'can Legion**

The American Legion Dept. of Sanitation Post No. 1110 will hold its executive meeting at 6 p.m. and its regular meeting at 8 p.m. on Nov. 15 at 128 W. 17 St., Manhattan.

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## Manhattan State Honors Rose Battle At Dinner-Dance



Serving on the committee for dinner-dance were, from left, seated: Eula Alston, member of the chapter board of directors; Gwenlyn Stanley, secretary; Eugenia Chester, third vice president; standing: Charles Perry, second vice-president; Theodore Scott, board member; Herman Plumber, board member, and committee chairman James Fields, recording secretary.



Guest of honor Rose Battle, former president of Manhattan State Hospital chapter of the Civil Service Employees Assn., receives gift in honor of her retirement from current chapter president Cleo Ransom at chapter's first annual "get-together."



Guests and chapter officers at the head table were, from left, seated: Robert Thompson of Ter Bush and Powell; Mr. and Mrs. Robert Guild (he is CSEA research analyst); guest of honor Rose Battle; Dorothy King, Metropolitan Conference secretary and Creedmoor chapter first vice-president; standing: Connie Sykes (wife of Joseph); Thelma Ramsay, Manhattan State treasurer; Cleo Ransom, Manhattan State president; Joseph Sykes CSEA field representative; Samantha Brown, Manhattan State delegate; James Fields, Manhattan State recording secretary, and Donald King (husband of Dorothy).

## City Technical, Secretarial Titles Open Without Deadline

Secretarial and technical titles, both open competitive and promotional, predominate in the City's roster of exams open for application without deadline. Testing and eligible lists are set up periodically, in order of application.

For more information on how to apply, see the "Where to Apply" column on Page 11.

### Secretarial Titles

**Promotion to Sr. Shorthand Reporter, Exam 2641 (\$7,800)**—open to City-employed shorthand reporters who have served a year in that title. Separate eligible lists established for each agency or unit. Testing begins Oct. 2.

**Shorthand Reporter, Exam 2160 (\$6,600)**—open to the public with no formal requirements set. Practical testing: dictation at 150 words per minute; transcription at typewriter.

**Stenographic Reporter Series (\$7,650 and \$7,800)**—open to the public, with no formal requirements. Senior Shorthand Reporter, Exam 2157 (\$7,800); Hearing Reporter, Exam 2091 (\$7,650); Grand Jury Stenographer, Exam 2089 (\$7,650). Hearing Reporters may be required to work at night, weekends and holidays. Practical testing: dictation at 160 words per minute, of legal and technical material.

**Stenographer, Exam 2167 (\$5,600)**—open to the public, with no formal requirements. Practical testing: dictation at 80 words per minute. Qualifying typing speed: 35 words per minute.

**Typist, Exam 2175 (\$5,200)**—open to the public, with no formal requirements. Practical testing: typing from printed copy at 35 words per minute.

### Engineering Titles

Applications for the following engineering and related titles are accepted in person only from 9 a.m. to 10 a.m. Thursdays, in Room M-9, 40 Worth St., Manhattan.

**Promotion to Civil Engineer, Exam 2558 (\$14,000)**—open to City employees who have served for a year as assistant civil engineer and possess N.Y. State Professional Engineer's License.

**Promotion to Civil Engineer (Highway Traffic), Exam 2560 (\$14,000)**—open to City-employed assistant civil engineers with N.Y. State Professional Engineer's License.

**Assistant Civil Engineer, Exam 2034 (\$12,100)**—open to the public. Required: possession of a N.Y. State Professional Engineer's license or a baccalaureate degree in civil engineering, plus two years of paid profes-

sional experience as a civil engineer. Training and experience evaluation. Note: qualifying written test may be required; consult exam announcement.

**Civil Engineer, Exam 2060 (\$14,000)**—open to the public. Required: N.Y. State Professional Engineer's License and (a) a bachelor's degree plus four years of experience, or (b) high school graduation plus eight years experience.

**Architect, Exam 2028 (\$14,900)**—open to the public. Required: N.Y. State registration as architect, to be presented at time of application.

**Promotion to Architect, Exam 2538 (\$14,000)**—open to City employees who have served as assistant architect for a year and who possess N.Y. State registration as architect.

**Civil Engineer (Highway Traffic), Exam 2062 (\$14,000)**—open to the public. Required: N.Y. State Professional Engineer's license, plus B.A. and four years experience or high school diploma and eight years experience.

**Promotion to Mechanical Engineer, Exam 2585 (\$14,000)**—open to City employees who have served for one year as assistant mechanical engineer and possess N.Y. State Professional Engineer's license.

### Medical Titles

Applications for the following titles are accepted in person only from 9 a.m. to 11 a.m., weekdays, in Room M-1, 40 Worth St., Manhattan.

**Occupational Therapist, Exam 2114 (\$9,850)**—open to the public. Required: graduation from accredited school of occupational therapy or registration as therapist by the American Occupational Therapy Assn. Citizenship not required.

**Physical Therapist, Exam 2118 (\$9,850)**—open to the public. Required: N.Y. State license in physical therapy, or certificate from licensing authority pending receipt of license, or eligibility certificate ("green card") plus letter of recommendation and five years of experience. Citizenship not required.

**Veterinarian, Exam 2117 (\$11,850)**—open to the public. Required: N.Y. State license in veterinary medicine.

**X-Ray Technician, Exam 2180 (\$8,000)**—open to the public. Required: N.Y. State license as General X-Ray Technician.

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## GSEA Clears The Air In Nassau

**HEMPSTEAD**—The Civil Service Employees Assn., facing management with evidence of unfulfilled promises, has secured the installation of ventilating devices at the State Labor Department and Workmen's Compensation Nassau County offices in Hempstead.

CSEA representative Helen Murphy and field representative Nicholas Pollicino brought about the action. About 80 employees in the Labor Department and 100 in the Workmen's Compensation Division office had complained of physical discomforts attributable to stale air. The installation of window vents came in time for the critical period between the air-conditioning and heating seasons.

## Ulster Members Go On Health Outing

**KINGSTON**—Ulster County chapter of the Civil Service Employees Assn. has scheduled 46 people to participate in an "Outing for Health" on Nov. 11, according to chapter president Harold DeGraff.

A charter bus will leave the Trillways Terminal in Kingston at 9 a.m. and arrive in Clinton at 10:30 so employees can be given comprehensive medical checkups by Metropolitan Diagnostic Institute.

## Columbia Assoc.

The Columbia Association of the Dept. of Sanitation, Inc., will hold its delegates meeting at 8 p.m., Nov. 14, at Columbia Hall, 543 Union Ave., Brooklyn. Its mass meeting will be held Nov. 16 at 8 p.m. at Columbia Hall.

## Dutchess Ed Meeting

**POUGHKEEPSIE**—Dutchess County Educational chapter of the Civil Service Employees Assn. will meet Nov. 15 in Poughkeepsie High School, according to chapter president John Famelette.

## Stenographers

An open competitive exam (12-297) for legal stenographers for positions in Suffolk County will be held Dec. 2. Applicants must have completed high school with courses in typing and stenography, plus one year experience in a law office including the taking and transcribing of legal dictation.

Applications must be filed by Nov. 10 with the Suffolk County Civil Service Dept., County Center, Riverhead, N.Y. 11901 (phone: 737-4700 ext. 249).

## Fire Scientists

The National Association of Fire Science and Administration will hold its first fire science symposium at N.Y.C. Community College, 265 Jay St., Brooklyn, on Nov. 18.

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TUESDAY, NOVEMBER 7, 1972

## The Nassau Experiment

**P**RODUCTIVITY seems to be the "in" word in government circles these days but, to date, it has been a favorite label of management rather than labor and appears to many civil service union leaders to be more a device to create higher work loads and create an abundance of personnel performing out-of-title work.

For those reasons, we urge both management and labor to keep an eye on an experiment that is about to begin in Nassau County. Under a Federal grant of \$100,000, County officials and the Nassau chapter of the Civil Service Employees Assn. will work in tandem on studying means of creating productivity with an eye to savings which can be applied to employee pay raises as well as reducing tax loads in some areas.

In a ceremony on Long Island last week, U.S. Secretary of Labor James L. Hodgson, in announcing the study grant, was flanked by Nassau County Executive Ralph Caso and Irving Flaumenbaum, president of the CSEA's Nassau chapter. It was this public display of management and labor being defined as equals that pleases us as much as anything. All other goals aside, it is our hope that the Nassau experiment will do much to create an image of labor equality in the affairs of government that is so vitally needed these days. Despite a variety of labor laws intended to create such equality, the genuine respect of government for labor is lacking in far too many areas.

The Nassau experiment, if successful, could be a lesson to management that there is more to be gained than lost in treating workers as equals, not only at the bargaining table but in the operation of government.

## Good Start; Not Enough

**N**EW YORK CITY citizens are sure to be pleased by Mayor John Lindsay's announcement that the hiring freeze in the Police, Fire and Sanitation Departments is over. The additional personnel in such vital areas as health and safety are welcome, indeed.

However, we are puzzled that the de-icing did not include additional beefing up of forces in the Transit Authority police. Crime hazards underground rank close enough to those committed elsewhere that there can be no rationale for not increasing protection for subway riders.

The solution is obvious. By ridding itself of thousands of provisionals still on the City's payroll, there would be enough money not only to hire more Transit Police but even more firemen and patrolmen.

Relaxing the freeze is a good start, but it's not enough.

### Questions and Answers



**Q.** My mother, who's in a nursing home in another State, has most of her care paid by the Medicaid program. I would like to report some unsanitary conditions in the home. I heard that social security offices will accept such complaints. Is this true?  
**A.** Yes. Local offices of the Social Security Administration now receive and report such complaints so they can be investigated. If you have any nursing home complaints, call, write or visit any social security office.

## Don't Repeat This!

(Continued from Page 1)  
 Nov. 15 is the first day for prefilling of bills in the State Legislature, and the trickle of bills on that day will be just a token of the avalanche of legislative proposals that will descend upon the Legislature in the course of the session. Hundreds of these bills will be of major concern to the Civil Service Employees Assn. and the public employees whom they represent. Assemblyman Andrew Stein of Manhattan has already announced that he will prefile a bill that would mandate retirement allowances for former State employees to be increased at the same percentage rate at which base salaries are increased.

### Profusion Of Bills

Other legislators are no doubt prepared to file bills in profusion, pro and con the best interests of civil service employees. It is within this area of operation, the necessity for advancing favorable bills and killing unfavorable ones, that CSEA is obliged to play a role typically obscure, but nonetheless of vital import to the interests of civil service generally and to employees particularly.

This unheralded role of CSEA was demonstrated just last week, when it won a significant victory in the Appellate Division, Third Department. That case involved specifications by the State Civil Service Commission for a civil service examination, in which the Commission specifically asserted that preference in employment would be given to blacks and Puerto Ricans. The Appellate Division slapped the Commission on the wrist with respect to this specification, because the Court could find no relevance between the racial specification and job performance. On the other hand, the Court expressed concern that such a non-job related specification would undermine the basic intent of the merit system: to find the best qualified employees and would undermine the Constitutional prescription against racial and religious discrimination in employment.

### Some CSEA Targets

Insofar as the legislative session is concerned, CSEA will have a back-breaking job poring over hundreds of bills affecting civil service employees beneficially or adversely. On the affirmative side, CSEA will be confronted with the difficult task of repealing the law which deprived thousands of supervisory employees of the benefits of CSEA membership. It will be faced with the difficult task of getting through the Legislature a union agency bill, so that free-loaders who get all the benefits of CSEA research, negotiating skills and organized power will be required to pay to CSEA an equitable share of CSEA costs in winning those benefits.

CSEA will be confronted with seeking changes in pension benefits from a Legislature that last year refused to even consider pension reform. It will be obliged to seek changes in the Taylor Law, which is clearly tipped in favor of public employers as against public employees. It will be obliged to use all of its muscle to defeat countless legislative proposals that will destroy the merit system.

Now that the election is over, CSEA swings into action.

## 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.

## The Expression Of Views

In March 1970, the New York State Teachers' Assn. (NSTA) sent a statement to its member associations and to various student associations which said that UFSD No. 3, Town of Brookhaven, "is not an appropriate place at present in which professional teachers should seek employment." In addition, this "urgent advisory" called upon "all teachers in the State not to make application or take employment" in the school district "until the current situation between the Port Jefferson Station Teachers' Assn., Inc., and the school district officials is resolved." The statement continued by saying that this advice was made necessary because the district had "blatantly frustrated peaceful methods of maintaining harmonious and cooperative employer-employee relationships."

A few weeks later, the school district commenced an action in the Suffolk County Supreme Court seeking an injunction against NYSTA and NEA as well as money damages. The defendants moved to dismiss the complaint on the grounds that what the district sought was a restraint on freedom of speech, which is forbidden by the First Amendment to the U.S. Constitution and Article I, section 8 of the State Constitution. The courts have held, and it is settled law, that "Regulations aside, there is no power in government under our Constitution to exercise prior restraint of the expression of views, unless it is demonstrable on a record that such expression will immediately and irreparably create injury to the public weal . . ."

The school district alleged that the defendant organizations are in a position to impose effective sanctions against their members who do not comply with the request to refuse employment with the school district, and that the statements issued by NYSTA have interfered with the district's efforts to engage teachers, which it must by law do in order to comply with the legislative mandate to provide education in the community. The district argued that these two considerations constitute unlawful coercion which serves to annul the defendant's rights of free speech.

**THE LOWER COURT** denied the motion to dismiss the complaint, however, and this was affirmed by the Appellate Division, Second Dept. The Acting Presiding Judge, James D. Hopkins, dissented and voted to dismiss the complaint. He stated that the record of the case did not support the district's contention that there would be disciplinary action taken against teachers who worked at the district, and the record did not support the school board's allegations of not being able to carry out the statutory mission of education. He also pointed out that there was no violation of the letter or spirit of the Taylor Law. All the defendants did was to support the collective bargaining efforts of the teachers by "verbal exhortations not to seek employment with the school district." The dissent went on to say, "A balance between individual rights of freedom and the public interest in maintaining the efficiency of the school system must be recognized. But the burden is always on the State (the district in this case) to prove that the action to be restrained would materially interfere with the necessary operations of a public function."

The matter came before the Court of Appeals last Spring, and the case was reversed (complaint was dismissed) based upon the dissenting opinion of Judge Hopkins. **Board of Education, UFSD No. 3, Town of Brookhaven, v. NEA and NYSTA**, 30 N.Y. 2d 938; 335 N.Y.S. 2d 690.

## Tax Counsel

**ALBANY**—Saul Heckelman, of Delmar, a career tax department employee since 1958, has been named Deputy Commissioner and Counsel to the Department of Taxation and Finance at \$30,967 annually. He succeeds Edward H. Best, who retired last December. Heckelman is presently serving as Acting Commissioner in the absence of Commissioner Norman Gailman.

## Appointed To Board

**ALBANY**—Alton G. Marshall, former secretary to the Governor and current president of Rockefeller Center, Inc., has been appointed to the Board of Directors of the New York City Convention and Exhibition Center Corporation for a term ending Aug. 20, 1975. Members receive \$100 per day on corporation business to a maximum of \$5,000 yearly.



# Letters To The Editor

## Answers Editorial

Editor, The Leader:

I would like to take this opportunity to respond to your editorial entitled "Second Thoughts Needed," which appeared in the Civil Service Leader on Tuesday, Oct. 3, 1972.

In this editorial, you stated your concern about a reported plan through which the State will experiment with placing juvenile offenders in private homes

and "thus, eventually close down some of the State training schools in July 1971." It inherited a commitment made by the Department of Social Services to phase out the Hudson Training School for Girls over a three- to five-year period. This had been done to counteract considerable budgetary pressure to close that institution immediately. Additional pressure, because of the State's fiscal situation and the dwindling number of juveniles referred for service, was exerted upon the Division to close two additional institutions at that time. The Division acknowledged the aforementioned commitment, but urged the administration to allow it to devise a plan where by economies would be affected

within the training school system and through which all of the remaining facilities would remain in operation.

I have not planned nor asked for the closing of the other institutions. I believe that the training schools are a vital and necessary part of an overall set of offerings which any balanced juvenile rehabilitation program under State auspices must have. I do not believe that the majority of the kinds of youths handled in the training school system can be effectively treated in private homes. I do not intend to subcontract for private homes to replace training schools, but I do believe we have got to make our training school pro-

grams more attractive and palatable to localities who share 50 percent of the operating costs with the State.

Your editorial claims that the true cost for handling a youth in a training school is about half of the \$20,000 amount which our agency has announced. Let me clarify this point.

The cost of care per child for the year 1971 to place the youngster in the training school system was \$19,246.45 or \$52.73 per day. The figure included central administrative support \$1.27 (2.4 percent), community services bureau \$4.48 (8.5 percent), employee fringe benefits \$10.61 (20.1 percent), and on the grounds costs at the training schools \$36.37 (69 percent).

We have never stated that the nearly \$20,000 shared by localities and the State consisted solely of the on-campus cost in any of our institutions. As a matter of fact we are actively exploring ways with the administration to delete some portions of these total costs in computing the chargeback rate for localities.

In the final analysis, it will take much cooperation between localities, the State, and all employees to devise ways to avoid having the training school system price itself out of existence as far as its juvenile referral sources are concerned.

MILTON LUGER, Director  
State Division for Youth

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North Syracuse Finnegan Volkswagen, Inc.  
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West Nyack Foreign Cars of Rockland, Inc.  
Woodbury Courtesy Volkswagen, Inc.  
Woodside Queensboro Volkswagen, Inc.  
Yonkers Dunwoodie Motor Corp.  
Yorktown Mohagan Volkswagen, Inc.





# Hodgson Sees Employees Gaining By Productivity

(Continued from Page 3)

A joint labor-management team would be established to seek ways to increase the effectiveness of employees' efforts. About 25,000 employees of Nassau County and its three component townships would be represented.

Later, it is hoped that the team can develop joint bargaining on behalf of the area's four major governmental units and the CSEA representing the employees of each. Such bargaining would eliminate disparities among the contracts currently reached separately with each unit of government.

## Basis For Raises

Macri had told The Leader earlier that increased productivity could provide a basis for pay increases exceeding the federal wage guidelines, which provide for such boosts when they can be shown to be non-inflationary because of higher productivity.

Caso said that Westchester, Rockland, Orange, Erie, Dutchess and Bergen counties had already requested that they be briefed on the progress of the plan.

Studies under the plan will be assisted by Dean Robert McKersie of the Cornell School of Industrial and Labor Relations and members of the faculty of C. D. Post College.

Flaumenbaum cautioned, however, against expecting instant results. "This is a far-sighted effort to perfect a new partnership of labor and management.

I feel that it is an appropriate effort for the CSEA, giving a new dimension to our slogan, 'We Serve.' In the long run, we hope that this will prove to be a boon to labor, management and the U.S.A.

"I certainly prefer a constructive approach to the self-destructive tactics that we have seen practiced by some in New York City."

Others who participated in the announcement included Senator Jacob K. Javits, Rep. John W. Wylder, Hempstead Town CSEA unit president Kenneth Cadieux, Augie Lanzilotta of the Oyster Bay Town CSEA unit, Alex Bozza, president of the North Hempstead Town CSEA unit, was unable to attend because of conflicting duties.

# LI Conf Prepares To Mobilize For Challenge

BALDWIN — Mobilization of the 50,000-member Long Island Conference of the Civil Service Employees Assn. for the representational election among the Institutional and Professional, Scientific and Technical units occupied delegates at the Conference meeting here Oct. 28.

Conference president George Koch announced that the presidents of affected chapters would be meeting in Albany on Nov. 8 to refine plans for getting out the vote.

Long Island regional field supervisor Edwin J. Cleary explained the preparations and warned: "The Service Employees International Union is bringing its carpetbaggers from all over to

work on this. It means a lot to them—but it means even more to you."

The meeting also provided the opportunity to play host to the political candidates endorsed by the CSEA. Most, with the exception of Assembly Majority Leader Perry Duryea, who was campaigning in Montauk about 75 miles away, attended and mixed with the delegates during lunch.

Joseph Keppler, chairman of the Conference political action committee, also announced that letters listing the endorsed candidates had gone to the 50,000 CSEA members in Nassau and Suffolk Counties. In addition, a telephone squad was assigned to man nine telephones at the Long Island regional office in Smith-

town in a followup push to aid the candidates.

Cleary explained that the SEIU challenge was being met by a telephone committee, visits by a Conference mobile unit, campaign socials, flyers, advertising and — especially — the technique of the "buttonhole conference." Individual CSEA members are being urged to carry the message to their fellow employees.

SEIU literature, Cleary said, is packed with misleading statements. Campaign workers have been provided with "truth sheets."

As examples of the closing of ranks among CSEA members that is taking place, Cleary said that:

- Michael Murphy, president

of the Retired Employees chapter, has rounded up retirees to assist.

A security force known as "Gambino's raiders" — made up of volunteers from Joseph Gambino's Department of Transportation chapter — has been detailed to stand guard at upcoming campaign events. It is hoped that their presence will head off any threat of disorder.

The Nassau and Suffolk County chapters offered volunteer manpower.

Koch assured Cleary that the professional staff would have financial support for any necessary expenditures.

The mobile unit, a van rented and equipped by the CSEA, has been visiting the affected insti-

tutions. It will appear Nov. 8 at Central Islip State Hospital, Nov. 9 at the Suffolk State School and further locations for the rest of the month.

Koch told the delegates that the Nov. 8 meeting had been called after he objected that too many loose ends had been left in the statewide mobilization plan.

Koch noted that the SEIU was "just a disgruntled group that used to be called Council 50. We've got to show them that we are number one," he told the delegates. "We've done it before."

The Nassau chapter was the host chapter of the meeting, which was held at Carl Hoppl's restaurant.



Long Island Conference leaders appear with some of the endorsed political candidates from Long Island. Front, from left, are: Joseph Keppler, Conference political action chairman; Martin Ginsberg, Rep.-Nassau Family Court; Stuart Levine, Rep.-10th Assembly District; Mrs. Bernard Meyer, representing husband, Dem.—Court of Appeals; Anthony Coraci, Rep.-3rd AD; George Koch, Conference president. In back are: George Farrell, Rep. 21st AD; Peter Costigan, Rep.-2nd AD; John Kingston, Rep.—Assembly Majority Leader, and Robert Wertz Rep.-4th AD.

# Advise Members To Up-Date Insurance Beneficiaries

ALBANY—New York State Retirement System CSEA chapter president, John DiNuzzo, has asked special support from the Civil Service Employees Assn. public relations committee in communicating to all State employees the importance of keeping up-to-date the beneficiary on their \$20,000 "life insurance policy" which is part of their retirement plan benefit package.

CSEA negotiated this change to the Retirement System death benefit in 1968. It was "aimed at the employee working on the

job right now," said DiNuzzo. While part of the retirement package, it allowed for an "insurance policy" of three times one's annual salary to a maximum of \$20,000 should a member die. Premiums on a policy like this purchased commercially were estimated at \$20-\$30 per month depending on age.

DiNuzzo claimed, "One of the main problems we face is that members fail to update their beneficiary when they marry or remarry or upon the death of a beneficiary. This causes problems, which in some cases cannot be resolved. The wrong people get

the \$20,000 simply because someone didn't take the time to update their beneficiary."

According to the CSEA-negotiated death benefit plan, in the case of those who haven't designated a beneficiary, the Retirement System would use the beneficiary designated when the employee originally entered state service.

Evelyn Glenn, member of CSEA's public relations committee, was in accord with DiNuzzo's efforts to communicate to the employees the value of protecting this benefit.

Ms. Glenn said, "It is perhaps one of the best benefits that CSEA has negotiated for us. It puts almost \$30 in my pocket every month." Ms. Glenn also emphasized that employees can go directly to their personnel office to obtain the necessary forms to change beneficiary or write directly to the Registration and Plan Changes Section of the New York State Retirement System, Albany, N.Y. 12207.

DiNuzzo concluded, "By writing to this section, they can ask who their beneficiaries are and get change forms, if necessary."

# Recognition For Syracuse State School



Congressman James M. Hanley (Dem.-35th CD), left, presents flag that flew over US Capitol to Syracuse State School chapter president Clarence Laufer, who, in turn, gave it to the school.



Laufer was also presented a plaque by William Frost of Blue Cross/Blue Shield for his meritorious service in promoting health care. Another plaque was given by Frost to Representative Hanley.



Robert Guild, Civil Service Employees Assn. research analyst, accepts gift from Laufer for his services on behalf of Mental Hygiene employees.



Felix Munn, retired treasurer of Syracuse State School chapter, is congratulated by Laufer after being presented a "token of appreciation."

# Mental Hygiene Departmental Agreement Covers 31 Points

(Continued from Page 1)

consisting of no less than five members, two of whom shall be designated by the CSEA chapter president. This committee will periodically survey work practices, equipment, and working environment and make recommendations for safety improvement to the Director.

The Department will prescribe that each institution management will be required, as a matter of policy, to furnish the CSEA chapter president with a copy of charges and specifications served on an employee who holds a position allocated to a unit represented by CSEA.

The Department will advise institution managements that regular assignment of a ward aide, grade 4, to be in charge of a cottage, building, or ward is inappropriate.

The Department will declare it to be a matter of policy to give first preference for promotion or advancement in non-competitive class positions to qualified per-

sons already in the employ of the institution.

The Department will establish overtime rosters in each work location in the institutions in an effort to promote equitable distribution of overtime assignments.

The Department will issue a memorandum extolling the merits of two consecutive days off each week and will encourage institutions to accommodate this concept in work scheduled. CSEA as a matter of policy, does not provide two consecutive days off.

The Department will send a memorandum to all institutions stating that it agrees with CSEA that better employee relations could be established if employees could, where desired, be allowed weekends off-duty. Due to patient and resident care and programming, it is recognized that this is not possible. However, every effort should be made to allow, where desired, employees to have at least one weekend off during each six-week period.

The Department agrees to reserves the right to bring this before the Departmental labor-management committee for the Department to investigate and show cause why an institution, provide each employee whose earnings for a given payroll are either higher or lower than normal, a copy of his form PR-758 for that payroll period. This form clearly delineates between regular and overtime earnings and, in addition, shows precise deductions in cases where employees were on leave without pay.

## At New Paltz

ALBANY — The Governor has appointed Joseph T. Garland, of Climax, to the unsalaried Council for the State University College at New Paltz for a term ending July 1, 1977.

## Appoint Denison

ALBANY — The Governor has reappointed William A. Denison, of Adams, to the unsalaried Council of the State Agricultural and Technical College at Canton for a term ending July 1, 1981.



Long Island Conference president George Koch, extreme right, presides over meeting at Carl Hubbl's in Baldwin.



Delegates from New York's easternmost area, Suffolk County, meet with some of the endorsed candidates. From left are Joseph Love, first vice-president of Suffolk State School chapter; E. Ben Porter, president of Suffolk County chapter; Assemblyman Robert Wertz; Joseph LaValle, president of Suffolk State School chapter; Assemblyman Anthony Coraci and Assemblyman Peter Costigan.

## Murray Achtel To Receive Louis Goldstein Memorial Award

Murray Achtel, former president of the New York State Shorthand Reporters Assn., will be presented with the Louis Goldstein Memorial Award by the trustees of the memorial fund and the NYSSRA. Achtel, also a member of the Civil Serv-

ice Employees Assn., is being honored for his three years of service as editor of *The Transcript*, the NYSSRA's quarterly professional journal.

The testimonial dinner will be held at the Douglastown Steak House, 63-20 Marathon Parkway,

Douglaston, Long Island, at 7:30 p.m. on Nov. 11. Price per person is \$12.50. Checks should be made payable to NYSSRA and sent to Charles G. Foster, Official Court Reporter, Supreme Court, Queens County, 68-11 Sutphin Blvd., Jamaica, N.Y. 11435.

Vincent Ruggi, delegate from Stony Brook University, gives his opinion during discussion.



Blanche Rueth, Nassau chapter representative on statewide legislative committee, speaks out on role of lobbyists and attorneys as Ralph Natale, Nassau second vice-president, listens.



# Eligibles on State and County Lists

**ASSOC CLAIMS ENGR**  
EXAM 34759  
Test Held May 13, '72  
List Est. Aug. 23, '72

- 1 Freia J E Northport .....88.6
- 2 Ribley R Hudson .....81.8
- 3 Herzog H Conklin .....78.4
- 4 Thornwell W Bay Shore .....76.0
- 5 Stone G Schenectady .....76.0
- 6 Greenslade G Wappinger Fls .....75.3
- 7 Chamberlin W Schenectady .....74.5
- 8 Powell D Fairport .....74.0
- 9 Treadway W Albany .....74.0
- 10 Jeffers J Babylon .....73.8
- 11 Fullam D Poughkeepsie .....73.5
- 12 Hiss J Albany .....73.4
- 13 Brew F Hudson .....73.4
- 14 Lenaerts J Huntsgn Sta .....72.8
- 15 Queen D Rhinebeck .....72.7
- 16 Paronis Z Camillus .....72.7
- 17 Berry B Yorktown Hs .....72.1

**GENL PARKWAY FOREMAN**  
EXAM 34770  
Test Held May 13, '72  
List Est. Aug. 24, '72

- 1 Hopkins E Caryville .....77.0
- 2 Fay M Mt Vernon .....71.9
- 3 Gambino E Mt Vernon .....70.4

**PRIN EDITORIAL CLERK**  
EXAM 34776  
Test Held May 13, '72  
List Est. Aug. 24, '72

- 1 Delair H Troy .....84.9
- 2 Stewart W Schenectady .....76.7
- 3 Cenci A Albany .....73.5

**ASSISTANT DIRECTOR FOR  
FEDERALLY AIDED PROGRAMS**  
EXAM 34827  
Test Held July, '72  
List Est. Aug. 10, '72

- 1 Malesky T Schuylerville .....85.0
- 2 O'Connor J Altamont .....84.2
- 3 Clark R Delmar .....83.9
- 4 Calvia T Ballston Lk .....83.0
- 5 Cammer C Slingerlands .....79.7
- 6 Hone D Schenectady .....79.2
- 7 Conte B Scotia .....78.2
- 8 Carowella J Schenectady .....72.7

**SR MEDICAL RECORDS CLERK**  
EXAM 34768  
Test Held May 13, '72  
List Est. Sept. 12, '72

- 1 Goulette M Syracuse .....90.5
- 2 Lee L Romulus .....88.9
- 3 Johnson R Saranac Lake .....88.0
- 4 Coons R Kinderhook .....86.4
- 5 Owings M Bx .....85.4
- 6 Swift E Haverstraw .....84.4
- 7 Menges B Elmira .....84.3
- 8 Martz G Ovid .....83.7
- 9 Higgins M Glens Falls .....83.7
- 10 Gormley S Sherrill .....83.3
- 11 Caines C Queens Vill .....83.1
- 12 Schuteker W Buffalo .....83.1
- 13 Hill C Tonawanda .....82.5
- 14 Raskin S Bklyn .....82.3
- 15 Finnery M Stony Pt .....82.0
- 16 Kime D Caledonia .....81.9
- 17 Melleutine S Tonawanda .....81.7
- 18 Kreuzer L Cheektowaga .....81.6
- 19 Pate D Albany .....81.5
- 20 Meyer M Gowanda .....81.5
- 21 Rondinone P Staten Is .....81.1
- 22 Breaute E Latham .....80.4
- 23 Mendus B Schenectady .....80.3
- 24 Hovey D Ballston Spa .....80.2
- 25 Bernstein G Kew Gardens .....80.2
- 26 Vics H Albany .....80.0
- 27 Sapone D Troy .....80.0
- 28 Frederick M Chestertown .....79.7
- 29 Virgin G Tivoli .....79.6
- 30 Dolezel P Albany .....79.4
- 31 Dranichak M Binghamton .....79.3
- 32 O'Brien D Utica .....79.3
- 33 McCoanell F Millbrook .....79.2
- 34 Lasser L Bklyn .....79.1
- 35 Devery M Ballston Spa .....78.8
- 36 Abrams P Schenectady .....78.5
- 37 Abrams V Schenectady .....78.2
- 38 McRoberts L Dover Plains .....78.2
- 39 Brennan M Jackson Hs .....78.2
- 40 Rasmussen M Bklyn .....78.1
- 41 Mikolajek L Buffalo .....78.1
- 42 Blum D Albany .....78.0
- 43 Quackenbush M Albany .....77.8
- 44 Margolis A Flushing .....77.5
- 45 Nugent R Rochester .....77.5
- 46 Tyler J Rome .....7.5
- 47 Obzowka V N Tonawanda .....77.5
- 48 Boyd J Watervliet .....77.3
- 49 Becker M Troy .....77.1
- 50 Gunther N East Islip .....77.0
- 51 Kellner I Ctl Islip .....77.0
- 52 Weatherspoon C Buffalo .....76.9
- 53 Owen D Delmar .....76.6
- 54 Schilling L Albany .....76.5
- 55 Taub J Bklyn .....76.4
- 56 Brown F Bay Shore .....76.4
- 57 Achambulat M Stony Pt .....76.4
- 58 Racinski V Elnora .....76.3
- 59 Muska A Binghamton .....76.2
- 60 Simmons C Cheektowaga .....76.1
- 61 Kussack F Schenectady .....76.0
- 62 Malone J Cohoes .....76.0
- 63 Clemente J Troy .....76.0
- 64 Behrens R Utica .....76.0
- 65 Rappold G Cheektowaga .....75.8
- 66 Slater B S Glens Fls .....75.7
- 67 Martell S Poughkeepsie .....75.5
- 68 Trapasso K Albany .....75.5
- 69 Colvin V Rensselaer .....75.4
- 70 Arnold H Buffalo .....75.4
- 71 Gabner M Cheektowaga .....75.2
- 72 Morrison R Fairlawn NJ .....75.2
- 73 Stoner D Williamsvil .....75.1
- 74 Reilly K Albany .....75.0
- 75 Lemon T Delmar .....75.0
- 76 Schlaus U Kenmore .....75.0
- 77 Nickerson J Pawling .....74.9
- 78 Havena B Ogdensburg .....74.9
- 79 Pelsmarker G Kenmore .....74.8
- 80 Howard P Buffalo .....74.7

- 81 Ciesla O Buffalo .....74.6
- 82 Lemler A Albany .....74.6
- 83 Vanarum R Stillwater .....74.3
- 84 Molyneux P Binghamton .....74.2
- 85 McLaughlin D Saranac Lake .....74.2
- 86 Bloom R Bellerose .....74.2
- 87 Carr J Round Lake .....74.1
- 88 Richardson M Syracuse .....74.1
- 89 Geiger M Albany .....74.0
- 90 Neher C Orchard Pk .....73.9
- 91 Brown R Albany .....73.8
- 92 Tasik J Watervliet .....73.8
- 93 Benjes M Kinks Pk .....73.7
- 94 Caivana C Menands .....73.6
- 95 Marblo B Bellerose .....73.3
- 96 Diastro D Cohoes .....73.3
- 97 Kunz J Buffalo .....73.3
- 98 Krupp J Lingsta Mar .....73.3
- 99 Kingwood C Niverville .....73.3
- 100 Moccia C Forest Hills .....73.2
- 101 Mihok E Saratoga Spg .....73.2
- 102 Meyer R Salt Pt .....73.1
- 103 Wozniak B Cheektowaga .....73.1
- 104 Meyer J Middletown .....73.0
- 105 Renaud P Whitehall .....72.8
- 106 Schielman I Bklyn .....72.7
- 107 Ryan A Albany .....72.7
- 108 Sheer I Buffalo .....72.5
- 109 Petronis J Mechanisvil .....72.5
- 110 Lermer P Bx .....72.5
- 111 Butler G Corona .....72.5
- 112 Elias R Syracuse .....72.4
- 113 Mutterer M Loudonville .....72.4
- 114 Schultz I Flushing .....72.4
- 115 Pryor L Carmel .....72.4
- 116 Seypura G Schenectady .....72.3
- 117 Aum R Ballston Spa .....72.3
- 118 O'Brien H Levittown .....72.2
- 119 Willey J Bay Shore .....72.0
- 120 Heekin J Schenectady .....72.0
- 121 Morgan D Albany .....72.0
- 122 Williams M Albany .....71.5
- 123 Stack B Albany .....71.4
- 124 Snyder P Albany .....71.4
- 125 Jones D Lisbon .....71.3
- 126 Dibble R Albany .....71.2
- 127 Myrhol J Staten Is .....71.2
- 128 Shank H Albany .....71.0
- 129 Higgitt H Troy .....71.0
- 130 Johnson K Mechanisvil .....70.3
- 131 Wasilewski P Syracuse .....70.3
- 132 Cox D Pennellville .....70.3
- 133 Bernun B Eastchester .....70.3
- 134 Bernard Y Grahamsvil .....70.3
- 135 Nelson C Binghamton .....70.1
- 136 Marriott L Buffalo .....70.1

**SR IDENT CLERK**  
EXAM 34813  
Test Held June 3, '72  
List Est. Sept. 12, '72

- 1 Heekin J Schenectady .....86.5
- 2 Kuchis L Albany .....83.8
- 3 Lagasse E Schenectady .....82.3
- 4 Grijmliik J Latham .....80.8
- 5 Plenkowski W Schenectady .....79.4
- 6 Tymeson G Cohoes .....79.3
- 7 Glaser W Loudonville .....78.0
- 8 Moon M Catskill .....77.9
- 9 Egan L Loudonville .....77.1
- 10 Reeves P Troy .....76.6
- 11 Lynch S Albany .....76.5
- 12 Salmon C Schenectady .....76.4
- 13 Martin C Glenmont .....74.0
- 14 Hudecek J Albany .....73.7
- 15 Rickenberg J Ballston Spa .....73.7
- 16 Porter H Coxsackie .....72.4
- 17 Farley S Rensselaer .....72.3
- 18 Miskewicz D Albany .....72.2
- 19 Windle B Loudonville .....72.1
- 20 Sunkis I Green Isl .....72.1
- 21 Fancher N Richmondvil .....71.9
- 22 Donnelly J Cohoes .....71.9
- 23 Senick D Loudonville .....70.8
- 24 Wagoner L Albany .....70.4
- 25 Vacca S Schenectady .....70.2
- 26 Ringert M Albany .....70.1

**PRIN CLERK LIBRARY**  
EXAM 34789  
Test Held May 13, '72  
List Est. May 6, '72

- 1 Decastro M Oswego .....87.9
- 2 Romano C Canton .....86.8
- 3 Randall B Homer .....83.7
- 4 Hardy G Snyder .....83.6
- 5 Kuehen M Kenmore .....83.1
- 6 Carlisle P Buffalo .....82.8
- 7 Coyle J Buffalo .....82.8
- 8 Lazarus M Buffalo .....82.3
- 9 Day M N Tonawanda .....82.3
- 10 Ridsdale E Raymondville .....80.0
- 11 Gibney A Genesee .....78.9
- 12 Hornbeck M New Paltz .....78.9
- 13 Santella J Buffalo .....78.0

- 14 Hasbrouck E Modena .....78.0
- 15 Ribble N Cortland .....78.0
- 16 Gould C Lunkirk .....78.0
- 17 Holmstrom H Buffalo .....77.8
- 18 Bell H Warnerville .....77.6
- 19 Hartmann S Stillwater .....77.6
- 20 Gay R Tonawanda .....76.8
- 21 Cook I Fulton .....76.6
- 22 Munna L Breatwood .....76.5
- 23 Whalen M Oswego .....76.2
- 24 Meyer L NY .....75.0
- 25 Andrews V Williamsvil .....75.0
- 26 Merritt E Lockport .....74.8
- 27 Morenus R Endicott .....74.6
- 28 Vonnegut P Albany .....73.9
- 29 Nichols A Morrisonville .....73.9
- 30 Graff P Lake Grove .....73.8
- 31 Galvin H Snyder .....72.1
- 32 Reynolds P Oneonta .....71.2
- 33 Collins S Tonawanda .....71.1
- 34 Bender F Kenmore .....71.0

**SR BLDG SPACE ANALYST**  
EXAM 34637  
Test Held June 10, '72  
List Est. Sept. 14, '72

- 1 Mabel B Albany .....94.3
- 2 Flavin R Cohoes .....88.9
- 3 Potter I Albany .....81.3
- 4 Leonard T Albany .....76.8
- 5 Cushing J Albany .....70.8



**ELECTIONEERING** — Joe Boyd, center, Republican candidate for Congress, chats with two leaders of Suffolk County chapter of the Civil Service Employees Assn. at recent luncheon. At left is chapter president Ben Porter and at right is chapter vice-president George Harrington.

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  2. OLYMPIA electric portable typewriter, 11" carriage, fully automatic with carrying case. Retail price: \$225.00 BBS price: \$130.00
  3. RCA 18 inch portable color TV, walnut cabinet with stand. Retail price: \$359.00 BBS price: \$266.00
  4. STRATOLOUNGER reclining chair in vinyl or cloth, warehoused for 72 hour delivery. Retail price: \$108.00 BBS price: \$108.00
  5. PANASONIC AM/FM stereo radio with phonograph. Retail price: \$189.95 BBS price: \$124.95
  6. HAMMOND organ, Model V-322. Retail price: \$945.00 BBS price: \$650.00
  7. SONY AM/FM 48 watt receiver, BSR 310X automatic turntable with base and dust cover, SHURE diamond needle, FISHER XP 44 speaker system. Retail price: \$370.00 BBS price: \$249.00



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# State Roster Offers Animal Keeper Jobs

Applications are being accepted until Dec. 11 by the New York State Department of Civil Service for the jobs of laboratory animal caretaker, canal structure operator, driver improvement analyst, senior accoustical engineer and assistant mortgage officer.

Positions as principal and senior laboratory animal caretaker, paying \$8,037 and \$6,778 respectively, exist in the Department of Health and Mental Hygiene, the Narcotics Addiction

Control Commission and the State University at various locations around the State.

Graduation from a two-year agricultural and technical institute, with courses in breeding, nutrition, diseases, record-keeping, and herd management, are required for qualification, or one year as a laboratory animal caretaker for a hospital or laboratory administered by New York State, or two years of either course work or experience in the handling of small animals or veterinary medicine. For the principal laboratory caretaker, an additional year of experience in handling small animals plus one year of full-time experience in the supervision of employees in the breeding and care of animals is required.

Filing period ends Dec. 11. For further information on these and the following State jobs, which do not require New York State residency, contact the State Department of Civil Service at the addresses listed on page 11 of the Leader under "Where to Apply."

## Other Tests

**Canal Structure Operator** (23-750)—\$6,778—in the Dept. of Transportation. Two years experience in the operation and maintenance of mechanical and electrical machinery.

**Driver Improvement Analyst** (23-687)—\$11,299—in the Dept. of Motor Vehicles. Applicants must have a bachelor's degree from a regionally accredited school, with 15 hours in counseling, psychology, or sociology, and two years of counseling teenagers and/or adults.

**Senior Accoustical Engineer** (23-634)—\$15,512—Dept. of Environmental Conservation. New York State license to practice as a professional engineer and a bachelor's degree in engineering; with eight hours in accoustics and noise control; and four years of engineering experience.

**Assistant Mortgage Officer** (Appraiser) (27-305), (Leasing) (27-306) and (Servicing) (27-307) — \$19,175 — positions in the Teacher's Retirement System offices in Albany. Required are nine years experience in appraising, preparing commercial leases, and commercial mortgage servicing, respectively, for the three specialties. College education allowable on year-for-year substitute basis up to four years.

## Promotional Exams

Applicants for the following exams must be employees of New York State. Filing period ends Dec. 4, and all exams will be held Jan. 13.

**Accountants** (State Accounts and Systems) (Senior: G-18, 35-007; Associate: G-23, 35-008)—Those applying for senior accountant must have at least one year experience as an assistant accountant; associates must have one year of experience as a senior accountant.

**Assistant Bridge Manager** (35-028, G-15); **Bridge Manager** (35-027, G-19). Open to all qualified employees of the State Bridge Authority. There is one vacancy at Bear Mountain Bridge. One year experience required.

**Chief Lock Operator** (35-035, G-12). One year of permanent competitive service as a canal structure operator, for qualified employees of the Dept. of Trans-



**ON-THE-SPOT PROMOTIONS** — Two crack New York City Housing Authority detectives who arrested a suspect in the fatal slaying of Columbia University Professor Wolfgang C. Friedman, were promoted by Chairman Simeon Golar. Housing Police Chief Daniel Daley, right, congratulates detective Robert Rodriguez who was advanced from third to second grade detective, while Golar, left, and Detective Charles Hall, moved up to first grade from second grade, look on. Rodriguez resides in Bedford-Stuyvesant and Hall is a resident of Jamaica, Queens. The on-the-spot promotions were the first ever made by the Authority.

## Housing Patrolmen Jobs

One hundred vacancies for housing patrolmen have opened in the Housing Authority. These positions will be filled by those certified from 14 special military lists and one open competitive list established on various dates between September 1954, and last June 19. Of the 155 names certified, 5,863 was the last number reached on the special military list, and 2,058 was the last reached on the open competitive list.

## Other Promotions

**Head Dictating Machine Transcriber** (35-004, G-15); **Principal Dictating Machine Transcriber** (35-003, G-11). One year of applicable experience; for employees of the Dept. of Taxation and Finance.

**Principal Accountant** (35-009, G-27). Open to members of the Dept. of Audit and Control, with one year of permanent competitive service as an associate accountant.

**Principal Clerk** (35-012, G-11); Open to State Dept. employees with one year of experience in a clerical or technical position.

**Head Stenographer** (35-011, G-15). One year of permanent competitive experience as a principal stenographer (law). Must be an employee of the Dept. of Law.

## Other Promotions

Chances to take promotional exams for **occupational therapy assistant** (35-030, G-14); **physical therapy assistant** (35-031, G-14); **psychology assistant** (35-033, G-14); **psychiatric social work assistant** (35-032, G-14); and **recreation worker** (35-034, G-14), exist in the Depts. of Mental Hygiene, Correctional Services, Health and Narcotic Addiction Control Commission. These exams are for promotion within units, within entire departments, or to other departments. One year of permanent competitive service is required.

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## For Medical Appeals

**ALBANY**—Dr. Leopold Wienick, chief of surgery at White-stone Hospital, New York City, has been named to the Medical Appeals unit of the State Workmen's Compensation Board for a term ending Dec. 31, 1974. Members receive \$100 per day for each day spent on Board business.

## Make Endorsement

**POUGHKEEPSIE** — The political action committee of the Poughkeepsie City School District Non-Teaching unit of the Civil Service Employees Assn. has endorsed Hamilton Fish, Jr., for re-election to Congress from the 25th District. The committee also announced its support of Lawrence M. Qullan for sheriff.



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# Private Study Reviews City Pension Changes

The Economic Development Council of New York City, an independent, non-profit organization of businessmen, has prepared a study developing "an equitable, uniformly applied pension system" for City employees. Entitled "Pension Changes in New York City, 1962-1972," the 49-page study is the first comprehensive review of legislative changes in the City's five major pension plans.

EDC, headed by George Champlon, was founded in 1965 to examine and improve the City's economic climate, to provide increased employment and opportunity for City employees, and to bring business capabilities to bear on urban problems. Their latest study questions "whether the City can afford to bargain individually with each union on

the subject of pensions" and urges "public disclosure of what the pension revisions made in recent years will mean in ultimate annual costs to the City."

Reviewing pension legislation and collective bargaining agreements made in the last decade, EDC found that: "The basic thrust has been to liberalize benefits, to reduce the required years of service, to cut down the employees' share of the cost of benefits, to provide for vesting after 15 years of service, and to assure that all the reserves accumulated for the employees are payable to his estate or beneficiary if he dies after he is eligible for retirement."

Expansion of benefits for City employees has made an impact on private business. "Because the City has been willing to expand benefits," the study says, "it has increased pressure on the private sector for improved pension systems, and has attracted some private sector employees into public employment." One such influential action was the paying of pension benefits over and above Social Security, making them exempt from state and local taxation.

To compute retirement benefits, all of the New York plans use the pay in the employee's last years of work as a basis.

They also include overtime. By contrast, private sector plans compute retirement benefits by taking either the average of earnings over the entire period of employment or some form of "final average earnings" (the last five or 10 years). Also, the standard retirement age in the private sector is 65, while it is 10 to 15 years less for City employees.

The City's retirement package, then, may cost about 24 or 25 percent of payroll when they begin to cover the accrued benefits that stem from recent changes. (The package includes commitments for pensions, social security, union annuity funds, etc.) Since there has been no public disclosure of data on pension costs, the EDC report took the responsibility of raising the question of whether or not the City can sustain the drain of pension benefits which exceed 25 percent of the annual payroll as they already do in some agencies. The study issues this warning: "The full cost of financing the actuarial liabilities created in the last decade has yet to be felt."

The study reports other major changes in the City's pension policy, including: 1) the shortening of the term of service required to obtain a pension to 20 years, and; 2) a virtual guarantee of half-pay retirement allowance.

The study also brings up the problem of "the special union

## Sabbath Observers' Rights Protected

Jack M. Sable, commissioner of the New York State Division of Human Rights, has issued a reminder to employers that the right of "Sabbath Observers" to leave work in sufficient time to arrive at home before sundown is protected by the State Human Rights Law.

The law, which applies principally to Orthodox Jews and Seventh Day Adventists, became effective on Sept. 1, 1972, for State employees and effective on Sept. 1, 1971, for employees in the private sector.

## Project Services

Exam no. 2601 for project services specialist, originally scheduled for Dec 16, has been cancelled by the City Civil Service Commission.

annuity funds" which it finds is a third source of retirement benefits. The City, under collective bargaining agreements with three unions, pays one dollar a day per employee into funds which are "completely handled, invested, and disbursed by the union." This is a problem because it runs counter to the pension plan statute which states that pensions shall be the only retirement benefits provided for City employees. It is being done with no apparent legislative authority.

In addition to research, the EDC provides business assistance to City agencies in handling their organizational and managerial problems. It also sponsors a School Partnership program in four City high schools in underprivileged areas.

## Sr. Court Officer

The Supreme Court in Suffolk County has vacancies for senior court officers. The open competitive exam (45-261) for this \$7,647 spot will be held Jan. 13.

Eligible are those high school graduates between 20 and 40 years of age or those with an equivalency diploma plus five years of full-time paid business experience. Candidates must be in good health with at least 20/40 vision in each eye. Males must be at least five feet, seven inches; females, five feet, four inches. A character investigation will be made.

Main duty is to maintain decorum in the courtroom, protecting judicial and other personnel.

Applications must be filed by Dec. 8 with the Examinations Unit, Administrative Board of the Judicial Conference, 270 Broadway, New York 10007.

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### Shift Operator Exam For Rocklandites

Applications will be accepted until Nov. 27 for the title of shift operator trainee by those who, at the time of the exam (72123) on Dec. 9, are legal residents of Rockland County. The eligible list resulting from this exam will be used first to make appointments to vacancies in the Town of Stony Point and the Joint Regional Sewerage Board, then to appropriate future vacancies in the titles of shift operator's assistant, and sewage treatment plant operator trainee.

Candidates selected will undergo on-the-job training to become qualified operators.

A high school diploma is all that is required for qualification. Applications may be obtained from the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956. Phone: (914) 638-0500.

### Fingerprint Tech. Test.

Filing has reopened, from Nov. 6 through 20, for promotion to senior fingerprint technician, to be accepted at the City Dept. of Personnel. Eligibles from the Board of Education may also apply.

## Suffolk Cty. Exams Open

### Storekeeper

The Suffolk County Civil Service Dept. has announced a storekeeper open competitive exam (12-299) to be held Dec. 2. Eligible are those who have completed high school plus three years of experience in receiving, storing, or shipping a variety of store items.

### Stock Clerk

Open competitive exam 12-298 will be held Dec. 2 to establish a list of eligibles for the title of stock clerk in Suffolk County. Graduation from high school is the only requirement for this job, which pays \$238 every two weeks.

### Dog Warden

Completion of sixth grade and one year of experience handling animals are the only requirements for the dog warden open competitive exam (12-311) for positions in Suffolk County. Salary is \$6,500.

Applications must be filed before Nov. 10 with the Suffolk County Civil Service Dept., County Center, Riverhead, N.Y. 11901 (phone: 727-4700 ext. 249) for the written Dec. 2 exam.

## 33 Firemen To Retire By Early Next Year

The following 33 members of the New York City Fire Dept. will retire within the first three months of 1973:

Battalion Chiefs Philip Folger; Carl Jaffe; Peter J. Carroll; Fergus J. McDermott.

Captains Louis J. DeSetto; Thomas J. Byrnes; Allen Elias; Richard J. A. Noreyko; John J. Fichter; Joseph J. Reilly; Thomas F. Martin.

Lieutenants William J. Hyland; Victor M. Vitale; Edwin G. Farrell; Theodore R. Verin; Albert J. Maze.

Firemen 1st Grade Philip F. Smith; Joseph V. Madsen; Ralph H. Hess; Karl W. Renz; C. M. Klov; Anthony A. Cordaro; Valentine W. Steiniger; John L. McFrough; John P. Nolan; Charles Zanghi; George W. Rozea; Walter T. Doyle; Frank J. Koenen; Roy T. Pereira; Richard P. Goodwin.

Pilot August L. Ferenczi; and Marine Engineer Charles Jensen.

### Sewage Treatment

For those who took exam 1071 for the sewage treatment worker title, the Civil Service Commission has decided to recompute the ratings on the basis of 99 items rather than 100 items.

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### Irish-American Assoc.

The Irish-American Association of the Dept. of Sanitation will hold its regular meeting at 7 p.m. sharp on Nov. 16 at St. Anthony's Church Hall, Travis Ave. and Victory Blvd., Staten Island.

### Public Health Nurse

The technical-oral part of promotional exam no. 2060, for the title of district supervising public health nurse, has been postponed until the resolution of New York State Department of Health minimum requirements.

### Negro Benev. Society

On Nov. 16 at 8 p.m. the Negro Benevolent Society of the Dept. of Sanitation will hold a social meeting at 220-13 Merrick Blvd., Queens.

### Clerk Board Set

The City Civil Service Commission last week approved establishment of a Test Validation Board for promotion to supervising clerk (income maintenance), Exam 2525, including the following members: Catherine Stolze; Lella Toledo; Solomon Weiner, assistant personnel director for examinations, and Peter Allan, assistant director, Bureau of Examinations 'B'. One additional member is yet to be chosen.

### Fire Bell Club

The next monthly meeting of the Fire Bell Club of New York, Inc., will be held at 8 p.m. on Nov. 14 at the Hotel McAlpin, Suite 460-461, Broadway at 34th St., Manhattan.

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**CRAIG STATE HONORS 32 RETIREES** — Thirty-two employees at Craig State School who retired during the past year were honored recently at a dinner-dance. Shown here (but not necessarily in recognizable order) are: Mary D'Imperio, Dr. Deszoe Atlas, Onnalee Burch, Lucille G. Mackey, Joseph R. Provino, Jennie F. Provino, Mary E. Haywood, Jessie L. Andrus, Inez J. Brown, Dorothy S.

Horr, Isabelle C. Tucker, Genevieve F. Leone, Beulah M. Bedford, Gertrude A. Bell, Ethel C. Master, Emma S. O'Brien, Marjorie J. Oberholz, Everett W. Barber, Walter C. Link, Thomas J. Morris, Marietta O. Ashley, Daisy K. Friedman, Roland F. Stanley, Mildred A. Vaughan, Charles P. Brickwood, John I. McNulty, Dr. Frank B. Smarzo, Frank Lopez, Anthony S. Barone, Clarence M. Gibson, Paul F. Barone and Thomas Fraser, Sr.

# Wenzl Pays Surprise Visit To Jefferson's Retirement Dinner

(From Leader Correspondent)

**WATERTOWN**—A surprise visit by Dr. Theodore C. Wenzl, statewide president, Civil Service Employees Assn., contributed to the success of a dinner sponsored by the Jefferson chapter, CSEA, in honor of 37 county, city and school district retirees on Oct. 6 at Benny's New Steak House.

The unscheduled appearance of Dr. Wenzl was greeted with enthusiasm by the 150 persons at the dinner and it was of particular significance to the retirees. In a congratulatory message to the retirees, Dr. Wenzl cited their long service and contributions to the CSEA. He outlined the "great strides made in the past few years by the CSEA, both on the state and local levels," adding that "we are still progressing."

Henry Galpin, assistant executive director of the CSEA, presented citations to the retirees on behalf of the county chapter. Lawrence Kerwin, chairman of the unit's statewide retirees committee, expressed a hope that "some day in the near future a chapter for retired employees will be established in Jefferson County."

Eleanor S. Percy, chapter president, participated in the program. She asserted that there had been no advance indication that Dr. Wenzl would join in paying tribute to the retirees, adding she was not aware of his presence in Watertown until she arrived at the banquet hall.

County retirees honored include Bernard J. Tierney, John A. Brough, Mr. and Mrs. Robert B. Chaufy, Kenneth E. Carr, Arthur W. Sprague, Alice A. Hewitt, Mary M. Gallagher, Ethel B. Todd, Lester J. Kemmis, Arthur Kirkby, Alton Cook, Everett

L. Hall, Clifford F. Weaver, Eleanor Hutto, Schuyler Adams, Alice J. Tripp, Dell J. Sharp, John A. Richards, Harvey C. Fields, Pearl C. Lawrence, Henry G. Clyde, Gerald Farmer, Howard Haggart, Phyllis Pattengill, John Landon, Earl Ryder and Robert L. Watts. City employees who have or are retiring include Clarence Adams, Carl Ackerman, Thomas Eaton, Gerald Felio, John L. Touchette, Fred Merritt, Nelson Shollette and Fred Horne. Fredlene Amyott of the Alexandria Bay School district was also honored.

Co-chairmen of the dinner committee were Betty Constance and Ruth A. VanEpps, aided by Marsha Coppola, Elane Duffany, Eleanor Howland, Barbara Hyneman and Peter G. Grieco.

## Binghamton Retirees Set Nov. 27 Meeting

**BINGHAMTON**—All retirees in the four-county area of Broome, Chenango, Otsego and Delaware Counties are invited to attend the Binghamton Area Retirees chapter, Civil Service Employees Assn., meeting on Nov. 27, 2 p.m. at the American Le-

gion, Post 80, 76 Main St., Binghamton, according to chapter secretary Florence Drew.

Joseph D. Lochner, CSEA executive director, Hazel Abrams, CSEA fifth vice-president, and Mary Blair, CSEA assistant program specialist, will speak.

## P. Rappaport Retires From Liquor Auth.

Poppy Rappaport was feted recently at a testimonial dinner and musicale by the State Liquor Authority and New York City local offices and zone offices staff and friends.

The event at the La Bibliotheque Restaurant opposite the United Nations was in observance of her retirement after 26 years service with the Authority. During that time she had advanced through the ranks to senior beverage examiner and collective bargaining agent.

Ms. Rappaport said she expects to help out the Civil Service Employees Assn. organizational plans for retirees, under the guidance of CSEA fifth vice-president Hazel Abrams.

She also expressed her appreciation to her friends and co-workers in the Authority, NYC Alcoholic Beverage Control Office, the New York, Albany and Buffalo zone offices and the 63 local offices for the cards and good wishes she has received.



**45 YEARS' SERVICE** — Patrick J. Mulcahy accepts congratulations from Terry Dawson, president of Creedmoor State Hospital chapter of the Civil Service Employees Assn., at a party given to honor his retirement after 45 years of state service. Ms. Dawson urged him to remain active in the chapter, where he has been a member since 1938. Mulcahy began his state service in 1927 at Rochester State Hospital, and transferred to Rockland State, where he was chapter first vice-president, before coming to Creedmoor.

## Two 40-Year Employees Retire From Comp Board

Co-workers of the Department of Labor, Workmen's Compensation Board, New York City office, honored two long-time employees last month with luncheons on the occasion of their retirements.

More than 89 persons attended the luncheon at Saltzman's Restaurant in honor of Rosetta S. Miller, an examiner with the Board.

Ms. Miller had been employed by the State for more than 40 years, and was a long-time member of the Civil Service Employees Assn., the Dongan Guild and the WCB 25-year club. In 1969 she received a citation from the WCB chairman.

She was presented a television set by her co-workers at the Board. Ms. Miller will continue to work as an instructor for the Red Cross in Home Nursing Care.

A similar luncheon was held for Gertrude Levy, who came to the Board in 1932, and served in various positions prior to the position of review examiner that

she held at the time of her retirement.

Ms. Levy was active in B'nai Brith as president of the State Employees Excelsion chapter and secretary of the WCB 25-year club.

She will live in Florida.

## Syracuse Retirees To Meet Nov. 14

**SYRACUSE**—Syracuse Area Retirees chapter of the Civil Service Employees Assn. has scheduled a meeting for Nov. 14. The meeting will be in the Senior Citizens Room of the Fulton City Hall at 2 p.m.

Retirees living in Cayuga, Onondaga and Oswego Counties are eligible to participate.

## Rochester Retirees Change Meeting Date

**ROCHESTER** — Meeting date for the Rochester Area Retirees chapter of the Civil Service Employees Assn. has been moved up one day to Nov. 28, according to chapter president Claude Rowell.

The Tuesday meeting will be the same in other particulars: 1:30 p.m. in Van de Mark Hall, Rochester State Hospital Building downstairs clubroom.



**MARY HARVEY RETIRES** — Mary E. Harvey, center, accepts congratulations on her retirement from her most recent boss, Col. Walter Tisdale, left, an administrator at the State University of New York at Albany, and Frank Gilder, president of the Civil Service Employees Assn. chapter at the University. Mary was a faithful member of the chapter for her entire 16 years with the University, Gilder said, serving as chapter treasurer, and as chairman of the budget committee at the time of her retirement.



# Welfare Donations Still Flow In

## HONOR ROLL

Below is a list of those individual CSEA members and chapters who have contributed to the CSEA Welfare Fund. In deference to the privacy of the individual contributors, this list does not include the amount of their donations. The amount given by CSEA chapters and units, however, will be printed. Names of contributors will be printed each week under the Honor Roll.

- S. Hennessey, J. M. Weiden, C. B. Dougherty, A. Zinkewech, R. Cohen, D. R. Teplin, E. Hins, L. W. Fisher, I. Chung, D. W. Frost, C. M. Edmonds, J. R. Gross, J. W. Kennedy, W. G. Mosher, G. Y. Buske, J. Reyers, L. Coopers, G. P. Eichenlaub, J. H. Voorhes, A. Halif, Sr., P. Sevigny, J. Fymento, E. Caffey, L. Wells, G. E. Brown, J. P. Felice, J. J. Creden, M. Keen, C. Spero, J. Spero, J. J. Sullivan, J. Boje, R. Kasmier, H. F. Steinbach, E. A. Forward, A. G. Macera, M. P. Carus, H. Steinberg, R. Bergman, J. E. Graham, R. H. Moore, A. S. Veno, G. I. Campbell, E. Lustig, S. F. Bieker, R. A. Joseph, G. LaPolla, P. P. Partlow, B. G. Smith, E. D. Miero, C. A. Bender, G. Eversen, C. Sheridan, D. Greenberg.
- M. A. DeBuono, M. Megoa, H. M. Bennett, H. R. Glover, G. W. Johnson, J. M. Cohen, A. Pam, A. H. Saelboorn, M. F. Ziegner, G. Ehrenberg, R. A. Robbins, B. Buttler, G. J. Borg, M. Beekman, M. B. Forman, C. A. Danziger, S. R. Cardillo, T. Morris, M. K. Meloughlin, N. J. Wait, G. J. Dziadiw, M. U. Russel, T. P. Morrisette, E. Munsell, J. Sackrider, C. D. Lawson, M. Parrott, Mong Pie Oei, R. C. Mulvey, M. Dandrea, L. Meyer, M. C. Wood, W. A. Miller, M. H. Bowers, C. S. Sokaris, E. K. Gallop, J. J. Gregor, E. X. Shea, C. D'Annabile, T. G. Tomb, O. M. Wood, J. Passio, E. H. Darius, V. Lourenco, F. Burkhardt, B. Cowles, J. E. Dolan, R. E. Koch, V. A. Gill, J. L. Files, O. P. Dieffenbach, J. Losenbach, A. Hickey, L. A. DiPietro, M. A. Yanthis, B. L. Sullivan.
- M. M. Grant, R. J. DeCock, R. C. Lazarus, H. Felia, A. J. Woltz, C. Bilski, N. Naukam, E. J. Conner, R. Geinmer, P. G. Perrone, E. R. Murtha, J. A. Roszuk, M. Manin, M. E. Kelly, F. DeGeorge, M. R. Williams, E. Carens, Primo Montafia, C. M. Wood, Ann Pakulski, C. J. Jandro, J. J. Yahm, E. R. Palmatier, R. J. Keegan, E. DiMonda, G. G. Goldner, G. Eisenza, G. C. Luhrs, A. Goldbero, M. Rosenblatt, J. Breano, E. M. Lomas, K. Filippu, A. Griswold, G. Goldstein,



**AUDIT & CONTROL ADDS TO WELFARE FUND** — The Audit and Control chapter of the Civil Service Employees Assn. presents Theodore C. Wenzl, president of CSEA, with a \$1,000 check to be added to the Association's Welfare Fund. Left to right are Paul T. Maleski, chapter delegate; Harold J. Ryan, chapter president; Grace Fitzmaurice, CSEA Capital District Conference delegate; Wenzl; Donald Ruggaber, chapter vice-president; Anne McMullen, secretary, and Earl Bouchey, treasurer.

- J. Waldron, J. Twardowski, E. V. Edmod, E. B. Reis, C. T. Button, J. Stawinsky, L. Hamilton, C. Hamilton, M. Crossman, K. B. VanHoesen, E. I. Goss, A. and M. Gleason, R. R. Michalak, D. Metzler, P. P. Conlon, I. Margiotta, R. M. Gardner, E. Pastel, S. W. Pokel, H. E. Watrobski, S. Lipshutz, N. E. Lightfoot.
- C. H. Wheeler, C. A. Vallenga, D. E. Metzger, J. DeLorey, H. R. York, P. J. Kasius, H. S. Jaskoler, L. J. Lantz, B. A. Hears, W. H. Copeland, R. C. Brown, E. W. Spellman, J. A. Belin, A. Tauson, R. K. Day, M. Rogati, D. Corazzine, S. M. Fabian, B. Flyer FW, M. Carl, M. W. Kennedy, M. Carter, M. R. Mina, P. Carnerale, L. Ross, I. Edelstein, C. E. McKeon, N. L. Piska, S. Cohen, S. Pagano, H. E. Persons, J. F. Purcell, J. Rowke, J. J. Halko, S. L. Bruce, P. Huklander, R. Livingston, J. P. Gilady, J. R. O'Heaney, D. Ahl, I. J. Pannetta, E. H. Luchins, C. Kleinberg, R. Mason, A. LaManna, N. E. Stellwagen, H. Slover, S. Finkelstein, S. L. Meyer, E. M. Borowski, D. E. Brown, H. E. Colye, Rev. A. R. Blum, W. E. Walquist, V. Mangone, H. Kane.
- R. C. Pwins, T. S'ramons, J. S. Petit, A. E. Mezz, E. Barton, W. Williams, J. Norton, C. C. Norris, S. M. Whaley, M. G. Sickinger, J. E. Brennan, H. Chalmers, J. C. Crawford, A. Eiss, B. Lopez Jr., A. C. Barber, A. H. Dayton, F. Cuevas, L. J. Judor, G. Kosiorowski, E. V. Verschuure, M. Weil, B. J. Hanzahan, D. C. Watson, C. Stuchala, R. V. Maragray, J. G. Wought, C. A. Chapman, W. A. LaCoe, J. B. Moroney, H. W. Marabner, J. L. Reordan, F. W. Winslow, J. Casto, J. C. Wigent, B. L. Holland, G. C. Maloney, J. Miller, H. Huebach, J. H. Fedian, I. A. Ba'one, L. E. Clapp, E. B. Wood, M. K. Mollay, M. Poletto, P. C. McGrath, P. Politio, D. S. Pres-

- ton, S. Sage, M. L. Rogers, C. R. Clark, R. E. Dillon, M. E. Fallon, H. Lohner, Jr., B. Buckbee, P. S. Wheat, S. E. Kilby, R. K. Westfall, E. Moreau, D. B. Steron, W. E. Horn, J. S. Tur-off, S. R. Gehr, L. Wood, Z. Gounberg-MD, B. Perinchief, A. M. Wolven, E. Parker, E. H. Miller, J. A. Laspisa, J. I. Miller, H. Elvimaan, M. Masiogi-acomo, G. J. Kyle, M. B. Linhart, D. D. Decker, A. Blumberg, E. Cieslak, M. Healy, M. L. Denaro, J. E. Franklin, D. R. Sherman, M. Bonacorsa, H. A. Loeb, G. V. Friedman, F. Rosenzweig, J. Lewison, M. F. Cilli, R.
- Cilli, B. M. Schreiner, E. S. Sutton, H. F. Nichies, G. I. Lawrence, D. R. Geel, D. Conidine, J. F. Chaffee, A. Sohn, J. F. O'Sullivan, J. R. Tyrrell.
- K. Reilly, J. Crane, B. J. Parker, E. Budion, E. R. Wills, E. G. Dahlman, C. Caols, A. Bellegarde, P. Paribelli, T. F. McCovick, G. L. Dean, J. A. Carr, S. Roser, J. Hiehle, B. J. Zaleski, D. Sheridan, A. Bates, P. J. Keitel, D. Jervis, R. E. Guarans, J. Tipper, S. Goodman, M. Castel, B. Lowenthal, J. A. Stewart, H. G. Howell, B. A. McHale, H. L. Bednars, E. G. Mayhew.



**WELFARE FUND CONTINUES TO GROW** — Theodore C. Wenzl, president of the Civil Service Employees Assn., receives contributions to the CSEA Welfare Fund amounting to \$7,154.17, from the Albany Tax chapter of CSEA presented by Jack Dougherty, left, Department of Taxation and Finance representative to the CSEA Board of Directors, and Jack Daley, right, president of the Albany Tax chapter.

- R. Handy N. Z. Lipton, G. C. Dugan, P. M. Kennedy, J. C. Goumes, E. S. O'Keeje, N. Adler, L. Helman, H. C. Hill, D. M. Felton, C. White C. H. Geritoutz, A. Tolman, M. Sommer, A. Mellito, M. Pine, A. E. Brownell, K. Rinaldi, C. Phillips, A. VanArump, C. J. Hieff, J. Kenny, R. L. Dimarco, D. A. Schwamberger, J. M. Noble, E. Maloof, J. J. Coffey, C. A. Sturtevant, P. Falk, H. Geller, J. Francesconi, D. C. Bonilla, L. J. Colaccio, L. Saprola, J. H. Holpit, P. Effe, H. M. Hutchinson, D. N. Dickens.
- L. Powell, L. Urbach, S. U. Lawrence, M. J. Kennedy, N. Orsini, J. H. Jankowaki, B. M. Cava, M. Stang, C. L. Rappazzo, M. O'Donnell, M. M. Thomas, W. L. Pierce, C. Lee, R. L. Guiney, B. Rosenberg, D. S. Mastafak, F. W. Beck, L. L. Gordon, E. Garrison, C. B. Mitchell, G. H. Sherman, N. M. Conklin, A. A. Scherman, F. M. Rahl, J. Auerbach, W. L. Rohde, L. F. Nicoletta, R. W. Conklin, S. Haused, L. B. Fernandez, J. B. Derrick, J. F. Thill, J. Selban, J. J. Connor, G. W. Henry, A. H. Littman, R. L. Jimenes, M. E. Tully, A. D. Amato, E. K. Goodman, E. A. Michols, L. O. Williams H. Luchine, M. Ch. Yacabucci, G. Wigler, F. S. Gustavo, C. Cunningham, F. M. Forlong, K. Patton.
- J. Robin, J. Nagengast, H. G. Van Tassel, Chi Hsian Mias, J. Abrams, S. Steinberg, E. DuRoss, C. Chase R. Dus, G. G. Stewart, M. Schroeder, F. J. Mastoandrea, B. M. Stephens, M. C. Hammon, J. P. Foley, Jr., C. Charuk, E. T. Ryder, R. McNulty, J. G. Wright, M. Johnson, T. Heagerty, G. Meodran-owicke, E. H. Johans, M. Schwartz, C. Davosprots, E. Griffin, C. J. Day, H. Underwood, E. L. Barrian, M. Weber, J. J. Kelly, F. L. Bradshaw, M. Bralik, I. M. Brown, E. Bigby, N. A. Orosimoi, J. Levine, W. G. Harvesstein.
- M. Prowler, A. Monfort, D. Lamendola, A. L. Grossberg, P. J. Wynne, R. M. Emmett, E. D. Lane, J. Goldbach, A. Lazovick, H. M. Conroy, L. J. Beno, P. P. Beno, E. L. Mchaughlin, A. Gallo, W. H. Bougherri, M. P. Bryan, J. E. Gogolak, G. B. Eckerson, J. P. Hawron, F. C. Zacarola, M. Hatlee, L. Periegine, P. Kaplan.

### CHAPTER AND UNITS

Broome County chapter, \$100; Tompkins County chapter, \$100; Alfred (S.U. Ag & Tech. College) chapter, \$80; DOT No. 10, Babylon, \$1,095.75 (corrected total); Albany NACC, \$245.60 (corrected total).

## Challenge Election

(Continued from Page 1)

by the Public Employment Relations Board, will cast their ballots on Dec. 7 in voting machines at their work locations at 19 specified facilities in various parts of the State. The count will follow immediately.

Mall ballots are to be returned for pickup at the Albany post office on Dec. 8. Institutional mall ballots will be counted on that same date, while PS&T ballots will be tallied on Dec. 9.

Although CSEA had some misgivings that the complexity of the voting arrangement would inevitably result in depriving some employees of the opportunity to vote at all, their main thrust will remain to get the biggest turnout possible.

"We feel we have the support of the vast majority of the rank-and-file workers in the two units," said Theodore C. Wenzl, president of the Employees Association. "Certainly, we have dissenters within our ranks, every organization does, but, by and large, simply judging from the continuous growth in the number of members who participate in CSEA affairs, we think the basic loyalty is there.

"By displaying that loyalty and getting out to vote for CSEA, every member will be doing his bit to give the organization that much more strength at the bargaining table.

"The important thing to all State-employed CSEA members is that we win this one big. The size of the victory will determine the size of the benefits in the new contract we get next April," Wenzl said.

## 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

- 7—ELECTION DAY
- 8—Chapter Presidents Meeting: 1 p.m., Chancellor's Halls, Albany.
- 9—Westchester chapter board of directors meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 11—Stony Brook U chapter masquerade party: 8 p.m., Larkfield Country Club, East Northport, L.I.
- 13—Westchester unit meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 14—Westchester chapter executive council meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 14—Syracuse Area Retirees chapter meeting (includes Cayuga, Onondaga and Oswego Counties): 2 p.m., Senior Citizens Room, City Hall, Fulton.
- 27—Capital District Conference meeting;
- 27—Binghamton Area Retirees chapter meeting (includes Broome, Chenango, Otsego and Delaware Counties): 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
- 28—Rochester Area Retirees chapter meeting (includes Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne and Wyoming Counties): 1:30 p.m., Van de Mark Hall, Rochester State Hospital, 1600 South Ave., Rochester.



**DO E WELFARE FUND GIFT** — Alphonse Briere, president of the State Division of Employment chapter of the Civil Service Employees Assn., gives the chapter's check for \$4,084 for the CSEA Welfare Fund to Theodore C. Wenzl, president of CSEA.