

Civil Service LEADER

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Eligible Lists

See Page 15



Victory sign is given by CSEA president Theodore C. Wenzl and by Alex Martinez, an observer from the Association's New York Psychiatric Institute chapter, as it became obvious that CSEA had again turned back challenges to its right to represent employees in the Institutional and in the Professional-Scientific-Technical Units. The jubilant scene took place at the ballot counting in PERB facilities in Albany.

CSEA Starts Negotiations With Post-Election Power

(Special To The Leader)

ALBANY — "Now is a time for reorganization and solid accomplishment," said Theodore C. Wenzl, president of the Civil Service Employees Assn., after his union successfully put down separate challenges by the Service Employees International Union to CSEA representation rights in two of the largest state employee negotiating groups — the Institutional Services and the Professional-Scientific-Technical units.

CSEA, running on the record of accomplishment racked up for its membership in the three toughest years of its 62-year history, won a three-to-one victory among the institutional employees, and a better than two-to-one victory in the professional unit.

The 200,000-strong public employee union will go right from this representation challenge into negotiations with New York State on the wage and fringe benefits in the next state workers' contract period, which starts April 1, 1973.

Listened To Membership

Wenzl, in commenting on the quick change of gears, said, "This election has taught us many valuable things. During the course of campaigning for the victory, we had all our collective bargaining specialists out in the field gathering votes. This not only helped win the election, but gave us firsthand information to bring to the bargaining table concerning the views of the

membership on countless areas of negotiation."

Wenzl, understandably jubilant (Continued on Page 14)

Holiday Schedule

State employees will receive Christmas Day and New Year's Day off, per the contract between the State and the Civil Service Employees Assn. Since both holidays fall on Monday this year, there will be no official cause for an early start home on the Eves. Regular work schedules are anticipated for the preceding Fridays.

Season's Greetings

To all our friends of the Christian faith, and to all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.

Theodore C. Wenzl, President,
Civil Service Employees Assn.

Second Legal Victory

Arbitrator Agrees With CSEA — Says State Violated Contract With Unilateral Parking Fees

ALBANY — The Civil Service Employees Assn. has scored an impressive second legal victory upholding its strong opposition during recent months to the State Administration's move to slap parking fees on thousands of its employees at upstate facilities.

An arbitrator's decision, announced last week, found that the State's unilaterally imposed parking charge was indeed a violation of two specific provisions of the collective bargaining contracts between the State and CSEA covering terms and conditions of employment for most State workers.

CSEA attorneys hailed the decision as a very important one for all public employees, particularly those in New York State covered by the Taylor Law, in that "it significantly strengthens the employees' right to continue enjoying established benefits even though they are not specifically mentioned in a current contract."

CSEA legal spokesman said, however, additional study of the decision would have to be made to determine its full impact — in other words, whether it applies back to CSEA's first contracts with the State in 1968 or affects "guaranteed benefits" only since the new parking fees were implemented last August.

By Mutual Agreement

The Arbitrator, Daniel C. Williams, a Syracuse attorney, was called into the case by mutual agreement of both sides to make a binding determination, as provided in the present contracts, after CSEA's original contract grievance filed last Aug. 16 had been turned down a few weeks later by Melvin C. Osterman, State director of employee relations.

Williams said the issues submitted to him for arbitration required answers as to whether the State's act of imposing the parking fee unilaterally had violated provisions of the existing work contracts in these three ways:

- Did it "diminish or impair any benefit or privilege provided by law, rule or regulation for employees in the negotiating unit(s)";
- Did it "reduce wages in violation of . . . the Agreement";

• Did it "unilaterally seek to modify the terms of the Agreement (contracts) through legislation or other means"?

In his decision, Williams noted that CSEA had established the

premise that free parking was an important employee benefit by including it in its negotiating demands for the past five years, and resisting any State (Continued on Page 14)

Mail Ratification Ballots On 2-Year Ulster Pact; Due Back By Dec. 27

(From Leader Correspondent)

KINGSTON — Members of the Ulster County chapter of the Civil Service Employees Assn. are being asked to ratify a new two-year contract with Ulster County by mail ballot next week.

The new contract provides a 5½ percent raise for each of two years plus additional hospitalization for each two years of the contract.

An informal meeting to discuss the contract will be held Thursday, Dec. 21. Ballots are being mailed out to members and these must be returned by Dec. 27. The Ulster County Legislature will be asked to ratify the contract on Dec. 28. The contract will go into effect on Jan. 1, 1973.

It took three months to negotiate the contract, mainly due to a dispute about fringe benefits, according to John Ray Mayone, chapter spokesman. The team was assisted by Danny Jinks, collective negotiating specialist. Members of the team included Hymen Cohan, chairman; Marie Goteill, John Donnaruna, Harold Pinckney, Troy (Continued on Page 14)

Town Of Union Unit Negotiates Pay Increase

From Leader Correspondent

UNION — Town of Union employees represented by the Town of Union unit, Civil Service Employees Assn., will receive a pay increase of 4.3 percent for 1973.

Approval of the pay hike, a major item in the unit's list of priorities, was forthcoming by the Town of Union Board on the recommendation of Councilman William Forster, a member of the Town's negotiating team.

The Board's action climaxes a lengthy series of negotiations which resulted in a pay hike of 4 percent for the first six months of 1972 and an additional 1.5 percent for the remaining six months and an agreement that the Town's salary schedules and job classification rosters would be studied and revised before 1973 pay scales would be negotiated.

Under terms of the most recent negotiations, per diem personnel will receive a pay hike of 17 cents per hour and \$275 across the board for full-time salaried workers. Fringe benefit terms will remain unchanged for the second half of the two-year pact.

Don't Repeat This!

In Legislature

Hard Battle On Pensions Seen

THE opening salvo in what promises to be a heated, bitter and divisive legislative battle over public employee pensions has been fired by the New York Chamber of Commerce. While the Chamber has thus far limited its attack (Continued on Page 6)



GREEN HAVEN YULE — Civil Service Employees Assn. president Theodore C. Wenzl, left, exchanges holiday greetings with Green Haven Correctional Facility chapter president Angelo Senisi and Green Haven superintendent L. J. Vincent. The get-together took place at the chapter's Christmas dinner-dance in Fishkill earlier this month. Carolyn Ressler was chairman of the affair, assisted by John Liller and Cornelius Rush.

C.S.E. & R.A.

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Correction, Guidance And Psychiatric Posts To Be Filled By New York State

Professional social service jobs—from narcotics rehabilitation to psychiatric social work and recreation therapy—are now on tap with the New York State Department of Civil Service. Minimum requirements for many jobs are only possession of a bachelor's degree.

The next test for these positions will be held June 16, 1973. Those who will meet minimum requirements (see below) by Aug. 31, 1973 may apply now for that holding.

Titles requiring only a bachelor's degree, in any field, begin at \$9,005 yearly salary: correction counselor trainee I, mental hygiene therapist trainee II, narcotic parole officer trainee I, narcotic rehabilitation counselor trainee I, parole officer trainee I, psychiatric social work trainee II, psychology trainee II, recreation therapist trainee II, rehabilitation trainee II, youth division counselor trainee I and youth parole worker trainee I.

The written test will cover working with clients in treatment or counseling situations, human behavior and social, economic and health problems and related programs and services.

To apply for these and the following jobs, request the special "Professional Careers in Client Services" form from the New York State Department of Civil Service at the addresses listed on page 11 under "Where To Apply."

The following other jobs are listed with exam number, beginning salary and minimum qualifications.

All jobs will fill vacancies in New York City and at locations throughout the state. Appointees in the metropolitan area will receive a \$200 salary differential.

Correction Counselor Trainee II, exam 29-242 (\$10,103) — one year of graduate study in school

of social work; or master's degree in relevant field; or bachelor's degree plus two years experience in social casework, guidance counseling, or group work with the delinquent, disturbed or deprived.

Correction Counselor, Exam 20-243 (\$12,103) — master's degree in social work; or master's degree in relevant field and one year of experience as above; or bachelor's degree with three years of experience as above; or permanent teaching certificate and three years teaching experience in a correctional setting.

Correction Counselor Trainee II (Minority Group), Exam 29-244 (\$10,103) — bachelor's degree and two years experience working with minority group clients in drug counseling, community action or ex-offender programs.

Correction Counselor (Minority Group), Exam 29-245 (\$12,103) — bachelor's degree and three years experience as for correction counselor trainee II (minority group).

Guidance Counselor, Exam 29-246 (\$10,507) — bachelor's degree plus 30 graduate credit hours in guidance, social work or related field, or one year experience in educational guidance or social work.

Narcotic Parole Officer Trainee II, Exam 29-247 (\$10,507) — bachelor's degree plus either 30 graduate hours in social work, education, correction subjects, recreation, sociology or related field; or two years experience in vocational placement, counseling of inmates, social casework or group work; or graduation from law school; or an appropriate combination of education and experience.

Narcotic Rehabilitation Counselor Trainee II, Exam 29-248 (\$10,507) — bachelor's degree plus either 30 graduate hours in education, correction subjects,

sociology or other relevant field; or one year experience in individual or group counseling.

Parole Officer Trainee II, Exam 29-249 (\$10,507) — graduation from law school; or a bachelor's degree plus one of the following: one year of graduate study in social work school or a master's degree in a related field; two years of experience in social casework or group work; two years experience in guidance or counseling inmates in a correctional institution; or a satisfactory combination of education and experience.

Parole Officer, Exam 29-250 (\$12,588) — Same as parole officer trainee II with the addition of one more year of training or experience.

Social Services Trainee, Exam 29-251 (\$9,005) — bachelor's degree or three years experience in a social work agency with responsibility for determining eligibility of welfare candidates or in a community action or social action program.

Social Services Assistant, Exam 29-252 (\$9,535) — bachelor's degree and one year of appropriate training or experience.

State Probation Officer Trainee I, Exam 29-253 (\$9,005) — bachelor's degree with 30 undergraduate credit hours in social or behavioral sciences.

State Probation Officer Trainee II, Exam 29-254 (\$10,507) — bachelor's degree with 30 undergraduate hours in social or behavioral sciences and either completion of one year of graduate study in social work school, or a master's degree in a related field, or two years' experience in guidance or counseling in a social work setting.

Youth Division Counselor Trainee II, Exam 29-255 (\$10,507) — bachelor's degree and either a master's in psychology, sociology, vocational rehabilitation, counseling or related field; or one year of experience in an appropriate field.

Youth Parole Worker Trainee II, Exam 29-256 (\$10,507) — bachelor's degree plus either one year of graduate study in social work school; or master's in psychology, sociology, guidance counseling, correctional administration or vocational rehabilitation; or one year of experience in an appropriate field.

State Probation Officer, Exam 29-257 (\$12,588) — bachelor's degree with specialization in social or behavioral science and three years experience in guidance or social counseling in social work setting; or master's degree in a related field and one year of experience as described above.

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TOMPKINS CHAPTER INSTALLS — Thomas McDonough, statewide first vice-president of the Civil Service Employees Assn., installs the new officers of the Tompkins County chapter of CSEA at a recent installation dinner. Seated, left to right, are: Dorothy Hautaniemi, treasurer; Penny Ives, first vice-president; Elmer Maki, president, and Bonita Barker, secretary. Standing, from left: McDonough; Terrence Moxley, CSEA field representative; Lawrence McLaren, chapter representative; Thomas Hoffman, Kay Munro, Charles Kehler, and Arthur Johnson, directors.

Pat Matthews Is Elected To Head Franklin Chapter

MALONE — Pat Matthews has been elected president of the Franklin County chapter of the Civil Service Employees Assn., succeeding Donald Cook. Other officers elected to serve with the new president are Dick Brown, vice-president; Lorraine Farmer, secretary, and Marlon Trudeau, treasurer. Major problem facing the new officers will be the chapter's negotiation of a contract with the County. The negotiations are currently in progress.

22 Candidates In Running For Saratoga Educ Offices

SARATOGA — The Saratoga Educational Employees chapter of the Civil Service Employees Assn., the first of six new non-teaching school district employee chapters, will shortly hold an election among its 750 members for its first slate of officers. Twenty-two candidates are running for the six available chapter offices.

The six non-teaching chapters were formed following CSEA's September 1972 annual delegates meeting, at which the second of two necessary votes of approval was obtained and CSEA's constitution was amended to recognize the non-teaching school district chapter concept. Bernard Schmah, CSEA special election committee chairman, and Dr. Edward Diamond, CSEA director of education and membership recruitment, are providing guidance in the election procedure.

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

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Vestal School Pay Raise OK'd, But Birdsall Calls For Further Negotiations

(From Leader Correspondent)

VESTAL—Members of the Vestal School District unit, Civil Service Employees Assn., have won a pay increase following contract negotiations that unit president Earl Birdsall has indicated will continue despite the settlement announcement.

Terms of the agreement were ratified by the Vestal School Board during a November session after some debate by the Board members. Two of that body were opposed to the plan, arguing that the pay increase should have been made retroactive to September when the terms of the pay schedule were agreed to by both parties. The majority of the Board, however, ruled that the retroactivity be voided.

The agreement was hammered out after a lengthy and oftentimes heated bargaining process that required the services of a New York State Public Employment Relations Board fact-finder after two months of fruitless talks.

Both Sides Rejected
In his report, the fact-finder recommended a series of 14 major items, four of which, dealing with retroactivity, personal leave days, holidays and bereavement and sick days, were thrown out as wholly unacceptable to both sides.

The controversy was highlighted by a "legislative hearing" of the Board, which was also attended by some 100 unit members from the non-teaching sector. It was during this hearing that Board members Arden Wolterman and Harry R. Clark urged the inclusion of the retroactivity term to the September agreement period. Clark, however, added that he could not approve any pay package that did not include provisions for the implementation of a merit pay plan as well.

The unit had sought to secure the same benefits for part-time personnel as are enjoyed by full-time employees.

The unit specifically had requested that personal leave days be allocated as such and not charged against sick time, paid holidays for the hourly part-time personnel and pay increases.

Across-The-Board Raises
The school district negotiators argued that the district presently pays hourly part-timers at a rate higher than full-time personnel as compensation for the absence of many of the benefits granted the full-time salaried workers.

Unit members were, however, granted pay increases of \$220 across the board for 12-month personnel, \$154 across the board to 10-month employees and an increase of 6 cents per hour for hourly workers.

The Vestal School unit was assisted in its negotiations with the district by CSEA representative James Scripa.

Re-elect Geraghty Head Of Nassau's Meadowbrook Unit

(From Leader Correspondent)

MINEOLA — John M. Geraghty has been re-elected as head of the Meadowbrook Hospital unit of the Nassau chapter, Civil Service Employees Assn.

In the voting which was held Dec. 6, these other officers were also chosen: William Gibbons, first vice-president; Marguerite Lee, second vice-president; Helen Walsh, third vice-president; Doris Kasner, secretary; Dorothy Carroll, treasurer, and William Richards, sergeant-at-arms.

Twelve of 29 candidates were chosen for the board of directors. They are: John Remuzzi, John Delaney, David Smythe, Elizabeth Heltter, Frank Molinelli, Frances Schaefer, Lucille Collingone, Bernice Woods, Virginia Carlucci, Eileen Lee, Esther Phillips and Terry Rolls.

Geraghty pledged to members an administration of effective service.

'Reinstate Training Courses' — Grossfield

Hits Elimination In Rochester

(From Leader Correspondent)
ROCHESTER—College-level training and vocational courses in this area have been eliminated from the winter terms and Rochester area members of the Civil Service Employees Assn. want to know why. Samuel Grossfield, president of the CSEA's Western Conference and of the Rochester chapter, says the only explanation he has had is that money isn't available. "I'd accept that," he says, "if the number of courses were reduced equally around the state.

But why take the courses away from us all together. We're as important as any other area." Courses in supervision techniques, conversational Spanish, accounting, mechanical and other subjects were available to state employees in the fall terms at SUNY Brockport and Geneseo, he says.

"But now the closest source of these courses is Buffalo or Syracuse," he adds.

Grossfield, who has sought answers from the State Training Division as well as CSEA headquarters, says he's "not asking for explanations, justifications or excuses, I want remedies. We want the courses reinstated even if they have to be delayed."

He says several hundred state

employees from the Rochester area took the courses during the past two years.

"The lack of courses will put a crimp into the ambitions of employees who don't have any other means to take them," he says. "They're part of the fringe benefits in our contract with the State."

Deadlocked Nassau Talks Continue Under Mediator

(From Leader Correspondent)

MINEOLA — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., announced this week that negotiations on behalf of 14,000 county employees are continuing under the good offices of mediator Leonard Cooper.

Ten meetings have been held, with the last five directed by Cooper, who was assigned by the County and mini-Public Employment Relations Board after talks deadlocked.

The County had derided the talks by renewing its proposal of 1971 to eliminate the graded salary plan. The proposals had been forcefully rejected by CSEA, and its stand had later been upheld by the federal Pay Board. The County reached a settlement early in 1972 by withdrawing that plan.

Meanwhile, talks were also continuing for the Town of Oyster Bay unit. Unit president Beatrice Jeanson and field representative George Peak were leading the negotiating team there. The towns of Hempstead and North Hempstead had settled earlier.

LI Conf Sets Yule Party For Dec. 19

BELLMORE — The annual Long Island Conference Christmas party—high point of the social calendar for the Civil Service Employees Assn. on Long Island—will be held Dec. 19 at the Sunrise Village restaurant.

here. About 500 members of the 14 state and county chapters in the region are expected for a dinner, cocktails and complete floor show, according to George Koch, Conference president.

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.

December

- 19—Long Island Conference Christmas party: 8 p.m., Sunrise Village, Bellmore, L.I.
- 19—New York State Psychiatric Institute chapter Christmas Party.
- 19—Capital District Retirees chapter meeting: 12 noon, Ambassador Restaurant, 27 Elk St., Albany.

January

- 19-20—Western Conference meeting: business meeting, Friday, 7 p.m., and restructuring seminar, Saturday, 10 a.m., Towne House Motor Inn, 1325 Mt. Hope Ave., Rochester.
- 29—Capital District Conference meeting:

Group Life Insurance Benefits Continued

During the last few years, under the CSEA Group Life Insurance Plan, the amount of insurance issued to each member has been increased by 10 percent without any additional increase in premium cost to the member. This additional benefit has now been guaranteed for another year, ending on Nov. 1, 1973.

If the loss experience under the plan continues to be favorable, then it is expected that this 10 percent additional insurance protection will remain in force beyond that date.

Eligibles on New York City Examination Lists

**EXAM NO. 1580
PROM. TO CONSTRUCTION
MANAGER**

These two departmental lists, established Dec. 14, resulted from a June 17, 1972 written exam taken by five candidates. Salary is \$16,000.

Board of Education
1 Bernard Goldstein, Thomas G Sammartano, Clement S Miller.

NYC Housing Authority
1 William Spector.

**EXAM NO. 2576
PROM. TO FOREMAN
FURNITURE
MAINTENANCE**

This list of one eligible, established Dec. 14, resulted from a technical-oral exam for which four candidates filed in August. Salary is \$6.05 per hour.

Municipal Service Admin.
1 William I Toppin.

**EXAM NO. 2583
PROM. TO BOILER
INSPECTOR**

This list of four eligibles, established Dec. 14, resulted from technical-oral testing held Nov. 18, at which five candidates appeared. Salary is \$16,901.

Housing Development Admin.
1 Arthur G Rosenland, Aniello W Pitagno, Arthur A Marrocco, James F Maguire.

**EXAM NO. 2142
RELOCATION AIDE**

This list of 23 eligibles, established Dec. 14, resulted from training and experience evaluations of the 80 applicants who filed in October. Salary starts at \$5,500.

No. 1—104.1%

1 Peter G Rodriguez, Jack Sanger, Julio E Lopez, Edward L Foster, Marcelino Luciano, Jonah Spitzer, Jean A Phillip, Frederick Harris, Carlos M Otero, Juan E Santiago, Mel Ferguson, Michael H Grice, Dixon Sedulveda, Ronald R Gasden, Wilfredo Tevenal, Martin L Brown, Victoria A Groce, Louis Santiago, Mary A Hicks, Michele Parinello.

No. 21—74%
No. 21 Henry Hernandez, Myrna Perez, Clarence Rowe Jr.

**EXAM NO. 2555
PROM. TO CHIEF MARINE
ENGINEER (DIESEL)**

This list of one eligible, established Dec. 14, resulted from technical-oral testing held Nov. 11. Salary is \$9,501.

1 Edward P Swierszcz.

**EXAM NO. 2111
LAW CLERK**

This list of 256 eligibles made public Dec. 14, resulted from oral testing of 260 candidates. Three hundred eighty had filed for the exam during October. Salary starts at \$12,300.

No. 1—103.5%

1 Jeffrey W Lorell, Norman S Buntaine, Lawrence Brenner, Melvin L Ortner, Francis F Caputo, James J McCaffrey, David J Yeres, John A Macoul, Paula Vanmeter, Alvin P Bluthman, John G Jensen, Edward F Helmers Jr, Nancy E Siegel, Jacob Suslovich, Elliot D Fielding, Jeffrey S Karp, Richard H Siegel, Robert J Metzler 2nd, John M O'Connor, Marvin B Mitzner.

No. 21—95%

21 Charles P Burton, Barry J Finkelstein, Alan L Stein, Paschal A Corbo Jr, John J Mahon, Andrew H Lynette, Donald M Nussbaum, James F Schwerin, Joan E Handler, Arnold S Kronick, Paul T Rephen, Rosemary Carroll, Gregory D Frost, Carl L Silverman, Mark C Rutzick, Michael J Monaghan, William R Paul, Emanuel M Kay, Robert M Katz, Kenneth D Klein.

No. 41—92.8%

41 Jeffrey Speiser, Gary Marcus Laurel A Binder, Joan A Madden, Mark S Steler, Mark S Ticotin, James F Donlon, Henry Schoenfeld, Michael Hawkins, Ronald G Gluck, John M Apicella, Matthew Gromet, Barry A Wadler, Stephen A Dvorkin, Stuart M Fischman, Jean E Lieberman, Kevin H Bell, Joel B Diamond, Mark H Leeds, Andrew J Genna.

61 Janet M Calvo, Nancy P Duncan, David P Freedman, Ronald M Soskin, Lawrence Barth, Michael J Cardich, Angelo Alosa, Daniel E Karson, Alan C Marin, Robert H Alsdorf, Larry M Carlin, Andrea L Harnett, Fred M Santo, Robert L Jauvtis, Lawrence M Gerson, Gary R Connor, Jeffrey A Weinstein, Howard M Katz, Carl S Levine, Michael M Cohen.

No. 81—90%

81 Judith R Schneider, David M Werfel, Steven R Grunfeld, Richard Jurgas, Douglas J Widman, John D Famulari, Jacqueline Sands, Scott L Hazan, Kevin V Sullivan, Alan B Hausman, Lucius Smejda, Richard G Berger, Marvin J Berkeley, Michael F Keesee, Melvin Feder, Carmela S Ackman, William M Schreiber, Caleb B Martin Jr, Paul Barahal, Theodore Fichtenholtz.

No. 101—88.3%

101 William Schor, Noah Block, Richard R Enciclerico, Lewis B Helfstein, Eileen V Ryan, Joel H Golub, BCarmen J Cognetta Jr, Ada J Meloy, Robert N Zausmer, Robert Bergen, Herbert R Bader, Joel S Porman, Vaughn D Lang, Jeffrey S Hirsh, Ann R tSeinberg, Howard L Felsenfeld, Marvin S Sussman, Alan C Marinoff, James Allen, Joel Rishty.

No. 121—86.5%

121 Allan L Pullin, Stuart D Schwartz, Gerald V Dandeneau, Michael H Krul, Steven R Gottlieb, Marc B Slater, Michael J Duggan, Jack J Pivar, Joy E Mast, Michael J Barry, Vincent Gaglardi, Edward L Cleary Jr, Americo A Dannunzio, Richard C Katz, Stephen Derderian, Pamela A Ostrager, Martin J Rubenstein, Rokki Knee, Donald J Judge, Leonard Feiner.

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181 William A Devore, Leonard Leader, Robert F Klueger, James B Bragg, Norman R Breitstein, Horatius A Greene 2nd, Arthur Birnbaum, Frank Diaz, Michael Davidson, Joseph Gulmi, Jeffrey E Rosenbaum, Leo Salzman, Andrew A Rubin, Gilbert A Flow-ers, Richard I Bier, Victor T Adamo, Thomas P Ryan, Alan A Pfeffer, Barbara L Schulman, Philip L Kirstein.

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No. 221—78.5%

221 Ira E Zeichner, Manuel A Cuadrado, Robert L Klein, Jay W Dankner, Jeffrey O Pogrow, Frank J Dangelo, Mark H Slotkin, Sam N Gindi, Jonathan J Silbermann, Salvatore Pisano, George L Masnik, Richard L

(Continued on Page 7)

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To MH Council

ALBANY — The Governor has named Dr. Norman S. Moore, of Ithaca, to another term on the State Mental Hygiene Council for a period ending Dec. 31, 1977. Members receive \$1,500 per year plus expenses.

Keogh Appointed

ALBANY — Eugene J. Keogh, of New York City, has been added to the State Commission on Legislative and Judicial Salaries for a term ending July 1, 1975. Members receive up to \$7,500 per year for their services.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. — EDWARD WEISSENBERGER, Plaintiff, against STRICK CORPORATION OF U.S. HIGHWAY NO. 1, FAIRLESS HILLS, PA., and SEATRAN LINES, INCORPORATED, Defendants. — STRICK CORP., Third-Party Plaintiff, against SEATRAN LINES, INCORPORATED, and GENERAL DISPATCH, INC., Third-Party Defendant — Index No. 9532/68 THIRD-PARTY SUMMONS TO THE ABOVE-NAMED THIRD-PARTY DEFENDANT GENERAL DISPATCH, INC.; YOU ARE HEREBY SUMMONED to answer the complaints of the third-party plaintiff SEATRAN LINES, INCORPORATED, of the third-party plaintiff STRICK CORP., and of the plaintiff, copies of which are herewith served upon you, and to serve copies of your answer upon the undersigned attorneys for the third-party plaintiff SEATRAN LINES, INCORPORATED, upon the attorneys for the third-party plaintiff STRICK CORP. Daniel J. Coughlin, Esq., whose address is 110 William Street, New York, New York 10038, and upon the attorneys for the plaintiff Herdes & Herdes, Esqs., whose address is 1966 Broadway, New York, New York 10023, within twenty (20) days after the service of this third-party summons and complaint upon you, exclusive of the day of service (or within thirty (30) days after the service is complete if this summons is not personally delivered to you within the State of New York). In the event of your failure to answer this third-party complaint, judgment will be taken against you, by default, for the relief demanded therein. Dated: New York, New York, October 11, 1972. Yours, etc. QUIRK AND BAKALOR, P.C. Attorneys for Third-Party Plaintiff, SEATRAN LINES, INCORPORATED, Office and P.O. Address: 444 Madison Avenue, New York, New York 10022. TO: GENERAL DISPATCH, INC., Third-Party Defendant. — HERDES & HERDES, Attorneys for Plaintiff, Office and P.O. Address: 1966 Broadway, New York, New York 10023. — DANIEL J. COUGHLIN, ESQ., Attorneys for Third-Party Plaintiff STRICK CORP., Office and P.O. Address: 110 William Street, New York, New York 10038. TO: GENERAL DISPATCH, INC.

The foregoing third-party summons is served upon you by publication pursuant to an order of the Honorable Isidore Dollinger, a Justice of the Supreme Court of the State of New York, dated the 20th day of November, 1972, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at 60 Centre Street, in the City, County and State of New York.

The object of this third party action is to obtain either contractual indemnification or common law indemnification. The primary claim is one of negligence made by the plaintiff EDWARD WEISSENBERGER, who alleges injuries due to negligence in the parking of a trailer on or about the 28th day of January, 1967.

Dated: New York, New York. QUIRK AND BAKALOR, P.C. Attorneys for Third-Party Plaintiff SEATRAN LINES, INCORPORATED, Office and P.O. Address: 444 Madison Avenue, New York, New York 10022.

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INSIDE FIRE LINES



By MICHAEL J. MAYE

The "Experts" In Firemanics

Did you ever hear the story about the farmer who owned a mule? Of all his stock, the mule was prized the most—always ready, always there in time of need. One day along came Rand & Company, a team of experts from California who knew everything about everything.

They had to—they were ordained by a computer.

"Economize," they told the farmer, "Get more productivity with less."

"How?" asked the farmer.

"It's easy," said the experts. "Let's start with the best you are now getting in work."

"My mule," said the farmer.

"Okay," said the Rand people. "Each day, give the mule one less handful of hay and by the end of the year you will have saved a tremendous amount of hay."

SO THE FARMER did as he was instructed—one less handful of hay each day, and sure enough, the mule continued to perform, giving his all.

Until one day, the farmer opened the barn door and there was the mule, dead on the floor.

"What a shame," said the experts, "Just when we had him down to a full day's work without eating!"

You may have heard the story in different form but the point is always the same. And if you don't believe there are people in this city in high places who fancy this kind of thinking, look around you—and particularly in the Fire Department.

More work, more deaths, more injuries every year—the toll gets higher, the hands get fewer. The firefighter does all that is humanly possible, no longer trying to reverse the trend but just to hold it within some sort of bounds while giving it his all.

What is the answer?

How do you stop or reason with so-called "experts" who have the taxpayers' purse strings and a questionable law on their side. Literally hundreds of thousands of dollars have been paid to the Rand Corporation to conduct their "studies" while the City points with self-assurance at Chapter 19 of the Administrative Code which gives the right to move, open or close firehouses as they so choose.

THE LAW IS the law but we have a right to challenge it—and we are doing this right now in Federal Court. Moving a firehouse should be based on proven firemanics by professional firefighters. And we have ex-chiefs of the Department, present chiefs and future chiefs who have stated that the city may save some money with its new Rand-inspired experiments—but people will die, and that is wrong because our job is to save lives, not money.

Certainly, there is always a need to try and economize in the administration of city government but this cannot focus always on trying to eliminate the essentials. You cannot start by assuming that if there are less firehouses, there will be less fires. That's not the way it works.

All you will do is have less city to administrate—and the way things are going, this might just turn out to be the case.

Pension Checks Coming

Helen Hoffman, assistant office manager in the office of the Civil Service Employees Assn., said she had been notified by the office of the comptroller that pension checks will be delivered to the post office for mailing on Dec. 28th at 11:00 a.m.

Ms. Hoffman said she had implored the comptroller to mail the monthly pension checks out a day earlier, but was told that this could not be done due to the holidays and the lack of available help.

She said she had been informed that last month a mail bag with social security checks had

landed in Huntington Station, Philadelphia, Pa., instead of Huntington Station, Long Island. "It may be that City pension checks were in the same mail bag, and that may have accounted for the long delay in delivery of mail last month to Long Island," she said.

The office of the comptroller has been "very cooperative of late," she said.

CSREA members who do not receive their checks promptly this month are urged to wait a week because there may be a delay due to the holiday rush. If not, call Ms. Hoffman at 212-233-7541.

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TUESDAY, DECEMBER 19, 1972

More Discrimination

DISCRIMINATORY thinking against public employees continues unabated, this time with a proposal that all new employees hired by New York City be made to pay the full City income tax if they reside outside the City.

The argument—and a feeble one it is—is that these employees would be more involved with and more understanding of City problems by living in the community rather than away. This, of course, is coercion of the most blatant kind. In other words, either live where you work or we're going to charge you for your job by doubling your taxes.

Why should a civil servant who wants to live in Nassau, Rockland or any other county be penalized on this basis? After all, the City's bankers, involved in numerous civic affairs from loans for building projects to being the holders of City funds, do not have to pay this price nor do any other number of people who make their living in the City.

Once again, therefore, we have an attempt to put public employees in a separate category that puts the stamp of second-class citizenry on them.

This proposal has absolutely no merit and should be junked along with other discriminatory proposals constantly being urged upon the public employee body.

Questions and Answers



Q. My neighbor, who lost both legs last year, gets monthly social security disability benefits. He can't wear artificial legs, but he would like to learn a trade where he can work sitting down. His friends tell him, though, that he'll lose his social security benefits if he gets a job. Is this correct?

A. Not exactly. The social security law provides a trial work period without loss of benefits for disabled persons like your neighbor. This is an incentive to help them return to work. If your neighbor does start to work and continues to work, his benefits may be continued for up to one year. The state vocational rehabilitation agency may help your neighbor learn a new trade if this is possible with his disability.

Q. My husband and I both get monthly social security retirement checks and have Medicare coverage. Last week, a woman who said she was from social security stopped in to see us and tried to talk us into taking out an additional health insurance policy. Does social security sell health insurance to supplement Medicare?

A. No. The Social Security Administration does not sell health insurance to supplement Medicare. The woman who visited you and your husband sounds like an impostor. Social security representatives have identification cards, showing their pictures and other identifying information. Always ask them for identification, and, if you are not satisfied, call any social security office.

Q. I'm a widow getting monthly social security payments. I have a chance now to do some part-time work. Since I've never had a social security number of my own, should I use the number on my check?

A. No. The number on your check is your late husband's social security number. You should apply for your own social security number. To get one—just call, write, or visit any social security office.

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Don't Repeat This!

(Continued from Page 1)

to retirement benefits of New York City employees, its regressive recommendations are certain to be employed by other business and taxpayer groups as an opening wedge for turning back the clock on all civil service pension benefits.

The extent to which this Chamber of Commerce would undermine and destroy employee pension rights is indicated by its first recommendation. In as blunt a way as it could possibly be put, that recommendation is "No further improvements should be made in those provisions of the present pension system for current employees which are protected by the Constitution."

Chamber Demands

As a corollary to that recommendation, the Chamber further demands elimination of provisions in the present pension system which are not constitutionally protected such as the "pension payment for increased take home pay." The Chamber also wants to undertake a concerted drive to eliminate from the Constitution those provisions that grant exemption from state and local taxes on public retirement benefits.

The issue of public employee pensions erupted in 1971, when the Legislature created the Permanent Commission on Public Employee Pension and Retirement Systems and put a freeze on all pension legislation until such time as the Commission filed a report. The Commission, which has not yet filed its report, consists of Otto Kinzel of New York, Chairman; John J. Burns, of Sea Cliff; Carl L. Stevenson, of Rochester; Harold A. Conroy, of Albany, and James F. Murray, of Lakeview.

The Chamber of Commerce, undaunted by the Constitutional guarantee of pension rights, advocates the establishment of a new pension program for newly appointed civil service employees. Their plan would establish a normal retirement age at 65 and would establish as the normal retirement benefit 50 percent of average final pay, including one-half of primary social security benefits. Their proposal would totally eliminate all death benefits and would limit retirement benefit increases to 3 percent a year, irrespective of the amount of change in the cost-of-living index.

Tough Legislative Year

According to the Chamber of Commerce, the contributions of New York City to present retirement and benefit systems amounts to 23 percent of payroll. The Chamber thinks a maximum of 5½ percent of payroll should be allocated to pension, retirement and annuity costs. Moreover, the Chamber demands that the exemption of state and local taxes on retirement income should be made not applicable to pension benefits earned by the new public employees.

The Civil Service Employees Assn. can look forward to a tough legislative year, fighting on the one hand to defeat such regressive proposals, while fighting on the other to improve retirement benefits.

The thinking of the Chamber and the sense of unreality is fully disclosed by their view that public employee organizations have too much power. The simple

(Continued on Page 11)

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.

An action was brought in the Nassau County Supreme Court by a resident (also a qualified voter and taxpayer) of a school district challenging the authority of the district to enter into two separate contracts covering a period of four years each for the employment of a director of educational services and a director of special services. The plaintiff contended that the district did not have the authority to enter into such contracts, nor were the funds appropriated in the district budget.

The plaintiff asserted that Section 1709(16) of the Education Law, which provides that the Board of Education shall employ qualified teachers and such persons as may be necessary to supervise, organize, conduct and maintain athletic, playground and social center activities, must be limited to its precise language. However, a 1972 amendment to the Education Law, Section 3012(b), specifically permits a board of education to hire supervisors for a period of from one to five years.

THE BOARD OF EDUCATION made a motion for summary judgment to dismiss the complaint, which was granted by the court. In his opinion, the Judge stated that Section 1709(16) should be read in conjunction with 1709(33), which provides that the Board of Education shall have all the powers reasonably necessary to exercise powers granted expressly or by implication and to discharge duties imposed expressly or by implication. The courts have held that this includes the power to hire such personnel as may be reasonably required to operate the school and that would include the employment, as was done in this case, of a director of educational services and a director of special services. The court held that the prescribed duties for those two individuals are consistent with the proper functioning of a school district, and that the Board of Education has qualified discretion to allocate its employees and resources in the manner it deems most useful.

The plaintiff, however, raised another question as to whether certain budgetary restraints imposed by Section 1718(1) of the Education Law prohibit the district from contracting to employ the two supervisory administrators for a period of four years. That section provides, "No board of education shall incur a district liability in excess of the amount appropriated by a district meeting unless such board is specially authorized by law to incur such liability."

In 1971 the probation period for teacher tenure was increased from three years to five years. However, provisions for tenure of principals, supervisors and supervisory staff were inadvertently omitted. The 1972 Legislature filled this gap and extended job security to these school administrators by authorizing employment contracts up to five years. Therefore, the execution of four-year contracts for the director of special services and the director of educational services after the effective date of the 1972 amendment to Section 3102 of the Education Law was perfectly legal and within the Board's explicit statutory authority.

OBVIOUSLY, A FOUR-YEAR contract, although authorized by Section 3012, contemplates the payment of amounts in excess of those appropriated at a district meeting. School budgets are established on an annual basis, and at the beginning of a four-year contract obviously there can be no funds appropriated for the 2d, 3d and 4th years, and, in fact, there is no assurance that such amounts would ever be appropriated. Nevertheless, the Board of Education has the specific statutory authority to incur these liabilities mandating payment by the school district regardless of the budgetary action. If this were not so, no agreement could ever be written to last beyond one fiscal year of the school district.

It must be recognized, the court pointed out, that Section 1718 was originally enacted more than 60 years ago, and that since then many changes have taken place in the financing of public education, including the contributions by the State and Federal governments. Even when on an austerity budget, a school district must operate and may incur liabilities for "ordinary contingent expenses." The school district must continue to operate, and this philosophy, together with the austerity budget provisions, has served in some degree to lessen local autonomy of the school district voters over expenditures for education. In addition, there is great public concern for attracting and retaining qualified personnel for teaching, supervising and administration. (Richter v. Board of Education, USFD No. 26, Town of Hempstead, 336 NYS 2d 330.)

CITY ELIGIBLES

(Continued from Page 4)
 Hartz, John C Wood, Mark Landerman, Deirdre E Shanahan, Jeffrey M Lipman, Ronald A Lazim, Muriel Hubsher, Jesse L Moskowicz, James M Micall.

No. 241—76.5%

241 Clare L Hogenauer, Kenneth S Ronen, Alex Spitz, James L Devarso, Elliott Schuller, Vincent L Gambale, Ruth N Cassell, Paul N Watter, Amy Haber, Jill H Sussman, Barry A Mahler, Roy Agulnick, Robert V Perez, Stephen L Mason, Martin L Baron, Warren A Estis.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE!

No Meetings

The Hispanic Society, the SA George Association, and the Superintendents Association of the Sanitation Dept. will hold no meetings during December.

Auto Foremen

Seven of the 124 applicants for promotion to foreman auto mechanic were declared ineligible to take the Dec. 16 written exam, the City Department of Personnel reported.

Relocation Aides

The City Department of Personnel has found 57 of the 80 applicants for relocation aide to be unqualified in this exam, number 2142.

Police News

The Police Department has requested that more patrolman eligibles be certified by the Department of Personnel so that it may meet its quota of 175 new cops to be appointed in January, The Leader learned last week.

Seven days of medical examinations and investigations, expected to be complete by Dec. 18, produced fewer passing eligibles than had been originally anticipated, Police Department sources said. Eligibles had been called from 10 special military lists and from the regular lists of exam 7065 and 8046, both established in 1968. Because of failure to locate eligibles who had changed addresses, declinations of the job offer, and disqualifying medical and character investigations, fewer than 175 of the estimated 400 eligibles on the 12 lists will be appointed. All figures on how many passed were not available at Leader presstime.

The Department of Personnel confirmed that it has received a request for more patrolman names, but it was not learned from what list they would come. It may be assumed, however, that if all eligibles from the 10 special military lists and the regular 7065 and 8046 lists have been exhausted, the Police Department will start calling eligibles from the next most recent list 8108, established Sept. 26, 1969.

Sources said that, despite complications resulting from the multiple lists, a full class of 175 patrolmen would be named in January, in line with Commissioner Patrick V. Murphy's blueprint

Kerr Begins HDA Shakeup

Housing and development administrator Andrew P. Kerr last week announced several key organizational changes within the fiscal, administrative and support service unit serving HDA's constituent departments.

Kerr said: "The purposes of these changes are to consolidate a number of functions that are now fragmented throughout HDA and to strengthen the fiscal, accounting and control, personnel, management planning and administrative services functions within the agency; and particularly to strengthen its data processing and systems development capability. We will be making additional future moves to improve the effectiveness and responsiveness of HDA."

G. Thomas Kingsley will become assistant administrator for Fiscal and Administrative Services. Under him will be four units; Budget, Personnel, Finance and Control, and General Services. The present Office of Training will be consolidated into the Office of Personnel.

Stephen Garfield will assume the post of Director of Finance and Control. In this position Garfield will be the key financial officer of HDA with full responsibility for the financial, auditing, accounting and control activities within the agency.

Richard Bari will assume the position of assistant administrator for management planning and analysis. Bari, a computer system expert, is charged with

for 175 new cops per month through June 1974.

the overall responsibility to provide operations analysis and project management assistance throughout the Agency.

Charles Y. Masella will have responsibility for the management engineering and operations analysis portion of this unit and will serve as Bari's deputy.

In addition, Kerr said, "Neal Hardy will take on an expanded role as the chief program planner and housing advisor to the administrator. In addition to his present work as assistant administrator for programs and policies, Hardy will assume responsibility for an augmented staff of analytical and research people to meet HDA's role in the Crown Heights Neighborhood Maintenance Experiment, and to develop and monitor federal legislation."

Kerr also announced two other major appointments within HDA: Lt. Lawrence J. Dempsey will become inspector general.

Daniel W. Joy, has been promoted to deputy commissioner of rent control within the department of Rent and Housing Maintenance.

Sr. Engineers

Six of the 188 applicants for promotion to senior stationary engineer were found not eligible by the City Dept. of Personnel. The remaining candidates took a written exam Dec. 16.

Rec. Directors

Competitive oral exams have been scheduled for 774 open competitive applicants for City recreation director, exam 1190, between Dec. 13 and 28.

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THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

IN DEFENSE OF JOB TESTS—AND HOW PAN AM TURNED AIRLINE HOSTESSES INTO CABIN BOYS: Psychologist Witkin, arguing for the use of objective tests in hiring, tells of his experience with some corporation clients, noting, "even when the president's son-in-law wants the job, we have the burden of testing him and turning him down if he's not just right for it."

Dr. Witkin advises corporations not to abandon tests—not to fall prey to the notion that tests are too complicated under present government requirements to be used effectively. In his view, non-written procedures are considerably more biased.

Still, he warns, there are traps to watch out for in test-giving. The traps, however, are not found in the tests themselves.

For instance, he explains, a simple IQ test, because it may not be job-related, can be considered biased by the courts. One doesn't need to take an IQ test to obtain a laborer's job.

As for job-relatedness, it's not simple to define. Care must be taken to make a job description accurate.

"Take the case of the Pan Am stewardesses," he relates. "The airline hired only females and their policy was challenged effectively."

"The airline insisted the significant job qualification they sought was the ability to comfort passengers—for which women were most suited, they felt."

"Well, that didn't convince the Supreme Court. According to the court, the airline was in the business of transportation, not comforting."

"Pan Am was ordered to hire male or female cabin attendants."



JACK BLOOMFIELD

are considerably more

Dr. Witkin also tells companies not to get uptight about accusations that their tests are culturally biased. "Sometimes," he insists, a test must be influenced by cultural factors. And that doesn't make it unlawful.

"If a test can be proven to be related to job requirements, it is legal. For an English teacher or an editor, good spelling in English is a necessity."

Support for Dr. Witkin's statements comes in statistical terms from Dr. Erwin S. Stanton, president of E. S. Stanton Associates, another consulting firm. Dr. Stanton tells this column: "In fiscal '71, there were 24,754 bias charges brought by the government. Only 84 related to testing. That's .0034 percent."

"Yet, regrettably, some companies are dropping them. That's throwing the baby out with the bath water."

"Fortunately, we find others are asking us to do more testing than ever. We're emphasizing for them in-depth psychological evaluation. I can see improved personnel practices growing everywhere," said Stanton.

A final point is made by Dr. Richard A. Buchanan, assistant director of the test division of the Psychological Corporation. He claims a key example of test objectivity is that "we ask the same questions of all applicants. That in itself adds an element of fairness."

"With all their weaknesses—and they do have them—tests show a stronger relationship to job performance than less objective measures such as interviews."

So at a time when civil service tests are under criticism from various sources, industry is advised to turn to tests. What is noteworthy is that the attacks on civil service tests emphasize that the tests are biased, while the business world is told that the use of tests will prevent bias.

In any event, someone who suspects bias while job-hunting had better apply with an employer who uses objective tests.

At least it should be only ability that will count and nothing else.

File For 17 State Promotion Tests

Seventeen promotional examinations, all set for Feb. 24, are now open for filing by State employees. Application deadline is Jan. 15 for all exams.

Promotional tests for employees of Correctional Services, Health, Labor (State Insurance Fund), Motor Vehicles, Tax and Finance and the Thruway Authority are offered, as well as several interdepartmental exams.

These exams are listed below with exam number, salary level, department and eligible titles. For more information, contact your personnel officer, or the New York State Dept. of Civil Service at the addresses listed on page 11 under "Where to Apply."

Sr. Telephone Operator, Exam 34-906 (G-8): open to telephone operators or telephone operator-typists, interdepartmental.

Head Janitor, Exam 35-045 (G-12): open to supervising janitors, interdepartmental.

Chief Janitor, Exam 35-044 (G-16): open to head janitors, interdepartmental.

Sr. Parole Officer, Exam 35-054 (G-22): open to parole officers in Dept. of Correctional Services.

Supervising Parole Officer, Exam 35-053 (G-25): open to senior parole officers in Dept. of Correctional Services.

Supervising Medical Social Worker, Exam 35-002 (G-21): open to senior medical social workers in Dept. of Health (including hospitals).

Sr. Payroll Audit Clerk and

Sr. Underwriting Clerk, exam 34-775 (G-8): open to employees in a clerical position at G-3 or higher in State Insurance Fund, Dept. of Labor.

Motor Vehicle Program Managers: Exam 35-046 (G-20 through G-23) open to employees at G-14 or higher or public administration interns; **Exam 35-047 (G-24 through G-27)** open to employees at G-20 or higher; **Exam 35-048 (G-28 through G-30)** open to employees at G-24 or higher. All within Dept. of Motor Vehicles.

Sr. Clerk (Estate Tax Appraisal), Exam 35-051 (G-7): open to employees in clerical positions at G-3 or higher in Dept. of Taxation and Finance.

Radio Dispatcher, Exam 35-049 (G-12): open to employees in a toll collection position at G-9 or higher, or in clerical positions at G-7 or higher in Thruway Authority.

Sr. Radio Dispatcher, Exam 35-050 (G-14): open to radio dispatchers in Thruway Authority.

Rec Directors

The City Dept. of Personnel has called 390 candidates for recreation director, exam 1190, for oral exams between Dec. 18 and Dec. 22 at 220 Church St., Manhattan.

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TEACHER OF BIOLOGY AND GENERAL SCIENCE IN DAY HIGH SCHOOLS

Alternate A (11-69 exam) Supplement

Charles B Nemeroff, 7754; Paul E Jablon, 7628.

TEACHER OF FINE ARTS IN DAY HIGH SCHOOLS

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Elen L Klein, 6740; Richard A Hamwi, 6262.

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Alternate A (6-69 exam) Supplement

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Alternate A

(5-70 exam) Supplement
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TEACHER OF HEALTH (MEN) IN DAY HIGH SCHOOLS

Alternate A

(10-69 exam) Supplement
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Alternate A

(5-70 exam) Supplement
William H Reder, 8144; Edward N Bass, 8144; Mark Goldberg, 7945; Marc E Gordon, 7821; Denis W Glover, 7581; Jeffrey Asbell, 7460; Allen B Spiegel, 7341; Stephen J Budihias, 7222; Richard L Bernstein, 7220; Barry S Rubel, 7099; Steven O Lewin, 7020; Arnold J Mungioni, 6860; Solomon Pinxowski, 6659; Norman Leckner, 6621; Allan R Silberstein, 6540; Lloyd A Freidman, 6539; Lawrence A Simon, 6258; Douglas R Weinrauch, 6258; Alvin D Schwartz, 6218; Barry M Corn, 6218.

TEACHER OF HEALTH & PHYS ED (WOMEN) IN DAY HIGH SCHOOLS

Alternate A

(4-70 exam) Supplement
Geraldine L Tracey, 7220.

TEACHER OF HEALTH & PHYS ED (WOMEN) IN DAY HIGH SCHOOLS

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10-70 exam) Supplement
Catherine B Jackson, 7660.

TEACHER OF HEALTH & PHYS ED (MEN) IN DAY HIGH SCHOOLS

Alternate A

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John S Tracy, 7262.

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(10-69 exam) Supplement
Charles C Cappello, 7017; Barry Poria, 6940.

TEACHER OF HEALTH & PHYS ED (MEN) IN DAY HIGH SCHOOLS

Alternate A

11-70 exam) Supplement
Andrew Camarda, 7098.

Stationary Engineer Jobs In Brooklyn

Eight vacancies for stationary engineer and three for senior stationary engineer are open at Kings County State School and South Beach Psychiatric Center, both in Brooklyn. Applications to take the written exams, to be held Jan. 27, must be filed by Jan. 8.

Two years of experience operating or maintaining high-pressure steam boilers, or the satisfactory completion of a two-year course in the mechanical-electrical trades plus six months of operating high-pressure steam boilers, are required of the stationary engineer applicant. His salary will be \$8,697. Exam No. is 20-977.

The senior stationary engineer, exam No. 20-978, must have at least one year experience in charge, on shift, of the operation and maintenance of heating and ventilating equipment. Salary is \$9,735.

Experience in the operation and maintenance of domestic oil, coal, or gas-burning equipment will not be considered satisfactory experience for either position. If eligible, candidates may compete in both exams by filing one application form.

Applicants are not required to be residents of New York State. For further information and application forms, contact the State Dept. of Civil Service at: the State Office Building Campus, Albany; or 1350 Avenue of the Americas at 55th St., NYC; or suite 750, 1 West Genesee St., Buffalo.

File for HA Cop

Filing closes Thursday, Dec. 21 for patrolman, New York City Housing Authority, a job which offers \$10,699 to start—the same as for regular City cops—and entails general police work under the command of the Housing Authority Police Department.

Applicants must be high school graduates at least 5'11" tall who will be between the ages of 20 and 28 at the time of appointment (except veterans). For more information and application forms, contact the City Dept. of Personnel at the address listed on page 11 under "Where To Apply."

Psych. Social Worker

The Rockland County Community Mental Health Center has an opening for a psychiatric social worker. Residence in the county is not required, but a Master's degree in social work is. Salary is \$10,832, increasing to a maximum of \$13,132.

The eligible list resulting from written exam No. 7317, to be held Jan. 27, will be used to fill the vacancy. Applications must be filed by Dec. 27 with the Rockland County Personnel Office, County Office Building, New City, N. Y. 10956. Telephone: 914 638-0500.

Amer. Legion Meeting

The American Legion Dept. of Sanitation Post 1110 will hold its executive meeting at 128 West 17th St., Manhattan, at 6 p.m. The regular meeting will begin at 8. Remember, "It is your legion. Give it life. Get in the stream."

City Municipal Building Faces Renovation .

By KATHARINE SEELYE

Sixty years ago the copper statue of "Civic Fame" was perched atop the Municipal Building in lower Manhattan. Twenty years later the statue's right arm and shield, dismembered by corrosive Februarys, crashed through the skylight of the building into the employees' cafeteria which was empty at 1 p.m.

Remembering the event recently was Donald Gormley, executive secretary of the City Art Commission. "It probably woke up some employees up there," said Gormley. So remote and sleepy is the aura of this huge rambling home of the City's agencies that the remark was probably not far from the truth.

What strikes the stranger approaching the building is the expanse of interior space, the high ceilings, wide open corridors, the oceanic steps in the lobby leading to the marriage license bureau.

Almost since the building's inception the use of space has been criticized, held sacred only by those with a love for the archaic and by non-residents of the building who are not hampered by the resulting inefficiencies.

Investigating the original allotment of office space and the layout of the building, which kept out several of the City's major departments—Health, Police, Education—a reporter for the Evening World wrote in January, 1919, "The fact remains that the Municipal Building is full, as at present apportioned, and citizens suffer considerable inconvenience, not to mention expense of time and money, in travelling long distances from one department or bureau to another."

The writer then calculated that the total amount of space in the building equals that of a 26-acre farm, noting that one person often occupies one room, 649 square feet. This crime he concluded, was why other City agencies had to pay rent to private companies for office space.

Concerned over the waste of valuable space within the building is Milton Muscus, Municipal Service Administrator. "I came to the building in 1937," he said, "and what I didn't like then, I detest now."

Under Muscus, plans to renovate the building have finally materialized, although they will not be carried out for "some time" due to various other budget allocations, bidding contracts, and the incredible maze of bureaucratic tape the plans must go through. The whole renovation process, which may include the reshuffling of agencies, might take as long as six years.

"We're desperate here in the warmer months," explained Muscus. "We'd like to air condition the whole place so we don't have to suffer through the heat. Some of the luckies are getting air-conditioning units, but the present wiring loads can't take more. When it's warm there is a very low morale around here, and no productivity."

Muscus' complaints give a graphic description of the building. "We'd like to get rid of those fluorescent egg crates that light the place. Oh, and those

hanging incandescent lamps. The lighting is so poor. And the rest rooms—have you been to the rest rooms? The smell . . . well, words fail.

"The whole building shows complete inflexibility of space," he continued, envying those who work in modern, efficient offices. His plans include ripping out the old partitions, "although they will be difficult to demolish because the walls and marble are so heavy," and narrowing the hallways. "If we did this," he speculated, "we could increase our capacity by 50 or 60 percent."

Confident that renovation is not in the immediate future, the Department of Public Works is engaged in a cleaning project, poulticing the marble lining of the hallways. With funds provided by the Emergency Employment Act, 18 employees of the Masonry Cleaning Project have made the marble shine on five floors so far. John Clarke, operations director of the project, estimated that it takes two weeks to clean each floor.

This improvement, though noticeable, has made little impression, however, on the overall problems — non-flexibility of space, ventilation, visibility, and cleanliness — which Muscus

would like to overcome. To walk into the Municipal Building, into that musty atmosphere of old solid wood furniture and echoing hallways, is to walk into the 1930's.

The building's exterior mish-mash of architectural inspirations, and the gilding of the lobby, are deceptive. Once in the heart of the building the only ornamentation is the detailed craftsmanship of every doorknob. Each says "Municipal Building" in raised lead letters, encircled with stars.

A tour of the building gets intriguing after the 26th floor where, at the base of the tower, the exterior takes off into the wedding cake motif. The tower consists of five more floors of offices which are octagonally doughnut-shaped around an elevator shaft which rises to the 34th floor.

The 31st floor contains the highest operating office. Here reside two photographers, Dick DeMarco of Public Works, and Vincent Lopez of the Environmental Protection Administration. The single burning bulb visible at night just beneath "Civic Fame," marks their office.

The view down from their

window is somewhat reeling, but they have no compunction about heights. A former newspaper photographer, Lopez once scaled suspension cables on the west tower of the Verrazano Bridge for some pictures.

Lopez began his career with the New York Mirror in 1925, went to the New York Sun until 1950, and then to the Journal American until 1965 when it following suit, folded. Taking the civil service test, Lopez became an EPA photographer, two years ago, and the 31st floor of the Municipal Building was painted yellow and converted from a storage room into a photography lab, replete with darkroom and intricate machinery, despite its odd layout. The working space, between two concentric octagons, measures about five feet all around the elevator shaft.

Lopez is comfortable in his whimsical room, but once he thought his senses had been dis-

(Continued on Page 12)



Vincent Lopez, former newspaper photographer, now lensman for EPA, occupies 31st floor, highest operating floor of building. His office is in tower which supports "Civic Fame."



The good old days, circa 1912, when the 3rd Avenue El stopped by the near-completed Municipal Building, and nothing more complex than a horse and carriage breezed through the arch on Chambers St.



The Municipal Building, designed by William Kendall, follows a shallow "C" shape. "Civic Fame" sculptor Adolph Weinman designed decorations.



"Civic Fame's" view of City Hall topped by her sister statue "Justice," holding scales and sword, sculpted by Dublin-born John Dixey in 1812.

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Don't Repeat This!

(Continued from Page 6)
truth, of course, is quite to the contrary. Leaders of public employee organizations have served prison terms because of strikes. No public employer has yet gone to jail, even though PERB has found many of them guilty of unfair labor conduct in violation of the Taylor Law. Indeed so conservative a senator as John Marchi, Staten Island Republican, has introduced legislation to exculpate public employee organizations of Taylor Law penalties in circumstances where the public employer has been found guilty of an unfair labor practice by PERB.

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WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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



About a month ago, Fireman Peter J. Cusumano and friends responded with Squad Three to a tough job in Brooklyn.

During the course of operations, a ceiling collapsed and knocked Cusumano and a buddy down a full flight of stairs. After gathering their wits, they got up, shook themselves off and went back to work. When asked how he felt, he said "O.K." and that was that.

Next day when he came to



PETER CUSUMANO

work, he had a pretty bad limp and his officer, Lt. Peter Cerino, who knows how to look after his tigers, ordered Cusumano to report sick and go forthwith to Brooklyn Hospital. At the hospital, Peter Cusumano suffered a stroke with paralysis complete on the right side. After a few weeks he was transferred to Rusk Institute for rehabilitation and while there started to show some progress. Then, like a bolt out of the blue, he was dead. At the time there was no evidence to connect his death with the fire at which he had been injured. However the Brothers felt that it had to be the fire injury and said so.

John Kopp, the Brooklyn trustee for the UFA, got busy and after consulting the Brooklyn medical officer, Dr. John Batag-

lia, who also had some private reservations about the sudden death, arrangements were made for an autopsy. The funeral would have taken place on the 11th, same day on which Lt. Seelig was to be buried. However, John Kopp consulted with Peter Cusumano's family and they agreed to extend the wake 24 hours. Finally, late on Monday, Dr. Bataglia called John Kopp with the word that the leg injury suffered by Cusumano at the fire had ruptured a blood



WILLIAM SEELIG

vessel which in turn formed a clot which went to the brain, causing the stroke and then his death.

Then the mad rush was on. A Chief of Department's Funeral to be arranged by phone, with no time to get it on the order! Chief Wallace, Dr. Bataglia and Commissioner Lowery, all helped tremendously in their own special way and the four 5's were transmitted, the death certified as line of duty and Peter J. Cusumano, brave and dedicated firefighter, leaving a wife and two kids, was laid to rest with all due honors.

With just a small amount of imagination, you can visualize the mad rushing around, the tending to a mountain of details which came up for attention. John Kopp who is not only one hell of a fireman but a damned

good trustee, pulled the whole thing off smooth as glass and deserves the admiration and gratitude of every man in the Department for having set things aright for the late Peter J. Cusumano, Squad Company 3, FDNY. May his soul rest in eternal and everlasting peace.

Lt. William Seelig was the type of fellow probably most representative of the firefighter. He had his 20 in, spent 10 years in 274 Engine. Stayed on the sidelines, listened but didn't say much. However, when he did elect to express an opinion everybody listened and respected what he had to say.

An inveterate pipe smoker, he took special pride in his fine little family, took the promotional tests as they came along and wasn't too unhappy when he landed out of the money. He hoped to stay in the job until the kids were through college after which there would be plenty of time to think about retirement.

He did a little wood butchering here and there, was handy with tools, but his desire to help others led him to be one of the motivating spirits of the Volunteer Ambulance Corps in Flushing near his home. In that special activity, he took deep but quiet pride.

Bill Seelig, like so many firefighters, was never able to leave the job in the firehouse. His pride in the job, his interests in things firemanic were part of his entire makeup and without his knowing it, the subconscious tension which reaches out to all who relate to firemanics ate at him as acid eats through metal.

As a blueshirt he "was the best MPO ever," said those who worked with him. He knew the location of every hydrant by heart and even knew of one or two which the Water Department didn't even know they owned. When he made Lieutenant he worked hard at being a good one and because he put every ounce of his strength into being just that, he paid with his life. A week ago Saturday night, as the

CSEA Seeks Asst. Manager Of Mobile Unit

The Civil Service Employees' Association has one vacancy for an assistant manager for its mobile office. This job, paying \$11,842 and increasing to \$14,397, requires unusual hours and constant travel, sometimes even on weekends.

Applicants, who must file by Jan. 13, must have either two years of public relations experience, or one year of such experience plus graduation from a two-year college with an Associate Degree, or a satisfactory combination of training and experience.

The assistant manager, under the general supervision of the director of public relations and under the specific supervision of the manager, will be responsible for the dissemination of information to members. He is also required to use and maintain the public address system, slide presentation equipment, and graphic display equipment contained in the mobile unit. He must be familiar with members' work problems and grievances.

Character of candidates must be unimpeachable. Personal qualities must include integrity, reliability, resourcefulness, and ability to avoid antagonism.

For applications and further information contact the CSEA, Inc., 33 Elk St., Albany, New York.

Officer of Satellite No. 1, he responded to Ralph and Halsey Streets in Brooklyn for a 3rd Alarm and while hooking up, doing the best he possibly could, his heart, which somebody said was as big as the man, simply stopped. Bill Seelig, nice guy, good Fireman, good father, liked by everybody... the man who always did his best and never hurt a person or a thing, was dead. Rest in peace, Lieutenant! "Nice Guy" is a beautiful epithet. It belongs to you!

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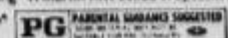
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petitively on their training and experience. They must also obtain a score of 70 percent or higher on a qualifying written exam, to be held Feb. 28, 1973. This will be of the multiple choice type and include questions on name and number comparison, reading comprehension, vocabulary, working with forms, filing and related areas.

Job openings exist in various City agencies, where duties entail interviewing tenants, landlords, business people and representatives of community organizations. Field work and routine communications with operating agencies are also encountered.

At the end of a year's satisfactory service, incumbents will be appointed to assistant community liaison workers.

For more information about this exam, No. 2064, and application forms, contact the City Department of Personnel at the address listed on page 11 under "Where To Apply."

To Renovate City Building

(Continued from Page 9)
torted. One day he heard a faint cry of "help." He checked the hallway when the plea was repeated, but saw nothing. Later that night he heard "help," looked again, saw nothing. Images of ghosts in Gothic houses entered his mind when, the next day, he heard the cry repeatedly. Finally he discovered a woman who had been accidentally locked into the ladies room on the 33rd floor for 24 hours.

Above the 34th floor a coil of winding narrow stairs spirals past closed windows and dark rooms full of arcane pipes and tanks, finally leading, through a loosely hinged flap, to the open platform beneath "Civic Fame."

Crowned with a laurel wreath, emblem of fame, she stands 20 feet high on a base encircled by a band of dolphins which, in sculptor Adolph Weinman's mind, show that New York is a seaport city. Clutched in this copper woman's right arm is a shield bearing the City's coat of arms (consisting of a windmill, beaver, and barrels of flour). Held aloft in her hand is a crown with five projections symbolizing the five boroughs.

Weinman completed the sculpture from a plaster mold in 1912,

and is also responsible for all the figures, panels, and medallions on the building. He died in 1952, having also sculptured the statues of Alexander Hamilton and DeWitt Clinton which grace the frieze of the City Museum of New York at 103rd St., and an "Adoration of the Shrine of Truth," which is in storage in the Metropolitan.

The sculptor's son, Robert, who lives in Bedford, N. Y., says he knows his father was glad to get the commission, but he is not aware of who or what inspired the statue. "I don't think there was any specific model for the statue," he said recently in a telephone interview. "She was probably a combination of a lot of people—you know, an arm here, a leg there."

According to the Herald Tribune coverage of "Civic Fame's"

crumble in 1935, the statue was originally cast in sections and was reinforced with steel on the inside. Not only had her joints been corroded by the harsh weather, but she was "unsteady" on her copper base.

Her uneasiness is felt metaphorically today. When an employee in the building was asked who the statue was, he replied, "It's not 'Civic Fame' or 'Virtue' or 'Pride.' It's 'Justice is Blind.'" And he disappeared down an endless corridor.

Write Your Wrongs To The Leader

Letters to the Editor are always welcome, and should be clearly relevant to civil service issues. While identity of the writer will be withheld on request, all letters must be signed to be considered.

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Give City Aides Computer Study

An intensive training program for computer programmer trainees and current programmers is now fully operational, it was announced last week by Harry I. Bronstein, City Personnel Director.

The program is designed to double the productivity of the City's computer installations on both programming and management levels. Developed in cooperation with the Bureau of the Budget and IBM, the program became operational on Dec. 11 after an initial experiment period.

Immediately after being hired, computer programmer trainees will enter a full-time eight-week course. Bronstein said orientation courses for executives and managers will be arranged both for large individual agencies and for groups of smaller City departments. Plans are being developed for other courses to be given within the next 12 to 18 months for systems analysts, computer operators and engineers whose work involves the use of computers.

Bronstein said: "The City has a large stake in computer operations. In addition to the funds invested in machinery and manpower, City agencies depend upon data processing to help them offer speedier and more effective services to the public. The new training program hopefully will result in doubling the utilization

of the City's computers."

Headquarters for the program is at 51 Chambers St., Manhattan. Nominations for participation in the program are made by managers of data processing installations in each agency. For additional information, agencies should contact Norman E. Howard of the City Department of Personnel, Bureau of Career Development, 220 Church St., New York, N.Y. 10013 (phone 566-0148).

Examine Your Standing

Have you the edge on eligibility? Scan the various lists for your exam and name. Successful candidates follow The Leader.

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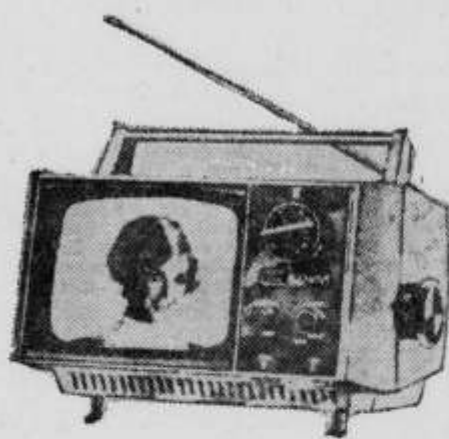
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MANY WELFARE RECIPIENTS NOW REIMBURSE FUND

ALBANY — Hazel Abrams, Civil Service Employees Assn. fifth vice-president and chairman of the CSEA Welfare Fund, reports that "State employees are beginning to return welfare payments when they receive word from the State that money that was held from their checks will be restored, since, in their case, no violation of section 210 of the Civil Service Law was found."

Ms. Abrams stated that once the employees have been informed of this action by the State, they have sent a check to CSEA for the amount they originally received from the CSEA Welfare Fund in lieu of their normal pay.

Checks totalling nearly \$400 have been received so far and more are expected in the coming weeks.

"Various chapters in the state voted to repay in full the fines of their members and they too are receiving repayment," Ms. Abrams said.

State Office of Employees Relations will supply CSEA with a printout list of the employees who have received restoration of sums in order that various CSEA chapters may be informed of the situation.

HONOR ROLL

Below is a list of those individual CSEA members who have made a personal donation to CSEA's Welfare Fund.

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Arbitrator Says State Violated Contract On Parking Fees

(Continued from Page 1) proposals to charge for parking.

Affirming the importance of the benefit, Williams said it is "certainly more cherished than many other conditions which are left unspecified in union contracts, and which have been considered in a multitude of arbitration decisions." Compared to free parking, he added, "some of the other working conditions often left unspecified in union contracts such as gas discounts, free coffee, free working clothes, Christmas bonuses . . . pale into insignificance."

On the general question of diminishing "guaranteed benefits," the arbitrator "concludes that there is nothing special about the nature of the type of parking privileges herein under consideration that distinguishes them from other situations where arbitrators have denied the employer's unilateral attempt to abolish a past practice regarding a condition of employment."

Williams also concluded that there is no reason why similar "decisions regarding past practices in private sector arbitrations (are) inapplicable" in public employment situations.

In The Private Sector

Finally in upholding CSEA's positions, Williams said he could "not interpret the language of (the contracts) . . . in a way that would deny to public employees inarticulate but valid benefits that have been recognized for many years as the proper and just due of similar types

of employees in the private sector."

Williams noted that "in view of such affirmative answers" to two of the three main questions involved in the issue, "no answer is deemed to be needed" to the third question as to whether parking fees violate the contracts from the standpoint of being the same as a reduction in wages.

This latest CSEA victory is another development in the ever-lengthening chronology of the "battle of the parking fee." In addition to filing the newly settled grievance, CSEA has also placed an improper practice charge against the State, accusing it of violating the Taylor Law by its failure to negotiate the paid parking.

Matter For Negotiation

In a clear-cut decision on the basic issue announced on Nov. 9, a Public Employment Relations Board hearing officer upheld CSEA's contention and said that the State had indeed violated the Taylor Law in acting unilaterally in what was properly a matter for negotiation.

Soon afterward, the State appealed the decision to the full three-member Public Employment Relation Board. Likewise, CSEA has since appealed the decision, on the grounds that it does not go far enough back in time in its applicability, covering only those parking fees imposed subsequent to Aug. 11, 1972. CSEA contends that the ruling should apply to any parking fees levied after Sept. 1,

1967, the effective date of the Taylor Law, or at least back to Sept. 1, 1969, the implementation date of the current legal provision covering the improper practices. Both the State's and CSEA's appeals are pending.

Besides its grievance and improper practice charge, CSEA is also seeking relief in the parking matter through a law suit in State Supreme Court.

Although an ultimate disposition of the whole controversy still awaits many additional developments, for thousands of State workers it is quite academic since the fees were dropped by the State about a month after they started in late August.

Militant Opposition

Militant opposition from the CSEA-led employees themselves, in the form of demonstrations and individual confrontations, induce the State to reconsider and lift the parking charge pending resolution of the various proceedings in progress.

As it now stands, CSEA is set to go into its new contract negotiations with the State at the end of this month. When this happens, any new development in the parking fee issue will inevitably be subject to discussion at the ongoing bargaining sessions.

In the meantime, upwards of 11,000 state workers who are socked with the five-dollar monthly levy for about a month last autumn now continue to enjoy free parking.

Election Victory Bolsters CSEA

(Continued from Page 1)

after chalking up winning scores in both elections, feels that the election couldn't have come at a more opportune time. Referring to the upcoming negotiations for state workers, he said, "the employees have given us the ball and we're prepared to run with it. This huge vote of confidence gives us a very strong arm at the bargaining table."

The union carried the institutional unit, in what the Public Employment Relations Board termed an experimental election, by significant margins in both the on-site and mail balloting. In the in-person voting, CSEA

led SEIU 7,831 to 3,724. Mail ballots tallied gave 7,039 to CSEA and 1,710 to the challenger.

Commenting on the Institutional Unit voting procedure, Wenzl said that his organization was "satisfied" with PERB's use of the combined methods of balloting. "I feel the election was conducted fairly and the wishes of the institution workers were properly reflected in the voting results."

CSEA carried the professional unit by a vote of 13,524 for CSEA, while the SEIU received only 6,212. Wenzl called these results "particularly gratifying" since they confirmed the choice for CSEA voiced in a similar challenge lodged in 1969.

New Horizons

Wenzl said, in conclusion, "Now we can continue our progress in the vital areas of restructuring our organization to give even greater service to our membership; to negotiate not only in the areas of wages and fringe benefits, but for an increased portion of the 'good life' that is the due of any hard-working American citizen."

Agree To Two-Year Contract For Nassau Sanitary District No. 1

MINEOLA — A new two-year contract has been negotiated on behalf of 140 employees of Sanitary District No. 1, it was announced by Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum.

Flaumenbaum noted that the agreement establishes significant improvements in the working conditions and standard of living accorded the employees and was negotiated without the bitterness that marked a similar negotiation by another labor representative in nearby Valley Stream recently.

The pact gives employees 5½ percent pay boosts in each year on top of longevity boosts for five-year employees of \$250 in the first year and \$300 in the second.

It also provides disability insurance, four extra vacation days and pay for any unused personal leave time.

The contract was ratified by a four-to-one margin.

Negotiations were steered by Steve D'Agostino, unit president; Joseph Milazzo, vice-president, and Frank Jaquinto, CSEA representative.

Ulster Balloting

(Continued from Page 1)

Porter, Judy Murray, Walter Parslow, Frank Nagy and Carl Simmons.

The contract authorizes a job classification study. It also allows the day after Thanksgiving and Good Friday off in addition to other paid holidays. Two days bereavement leave are provided as well as meal allowances for highway department employees. Individual salary adjustments where inequities exist are provided as are fair dismissal hearings for members of the sheriff's department.

This is the first time an Ulster sheriff's department contract has been negotiated by a CSEA unit. CSEA was certified to represent Ulster sheriff's employees last May.

Peter Savago, Chairman of the Ulster County Legislature, and Sheriff William Martin of Ulster represented the County in the negotiations.



SERVICE AWARDS — Dr. Hollis S. Ingraham, left, State Commissioner of Health, recently awarded 25-year-service pins to several employees of Homer Folks Tuberculosis Hospital in Oneonta. Long-service employees who received their pins at a luncheon in their honor at the hospital are, from left, Dr. Ingraham, Ruth T. Argersinger, practical nurse TBS; Mary Marcy, staff nurse TBS; Robert Wing, stationary engineer; Caryl Fitchile, plumber, and James Monroe, MD, director of Homer Folks.

Pass your copy of The Leader To A Non-Member.

Eligibles On State and County Lists

SR EMPLOYMENT SRVS REP
EXAM 34614
Test Held March 25, '72
List Est. Nov. 9, '72

- Freeman J Syracuse 97.0
- Abbott J Auburn 86.7
- Lieberman S Stony Point 95.3
- Malcolm T Howard Bch 94.5
- Smolinsky W Malverne 94.3
- Base F Rochester 94.0
- Connors D Camillus 93.7
- Natale J Buffalo 93.4
- McKeown H Buffalo 93.3
- Waldron E Bx 93.3
- (No candidate)
- Bierman R Nanuet 92.2
- Schwartz S Oceanside 91.5
- Fagan B Whitesboro 91.2
- McQueens M Oswego 91.0
- Glover N S Floral Pk 90.9

- Eisenstadt A Baldwin 90.8
- Cooper I East Meadow 90.7
- Bossert G N Massapequa 90.6
- Getherall S Bklyn 90.3
- Cavanagh P Orchard Pk 90.2
- Chlorazal P Canskill 90.1
- Mogel J Plainview 90.0
- Gross B NY 89.9
- Pier M Catskill 89.8
- Hoebel P Williamsvil 89.7
- Selkison I Bronville 89.5
- Wegrzyn J Buffalo 89.4
- Defredita M Liverpool 89.3
- Spoor H Westerville 89.0
- Cross R Lancaster 89.0
- Atlas Linda Bklyn 88.9
- Finn F Troy 88.9
- Woods W Owego 88.6
- Wood A NY 88.3
- Lasher M Jamesville 88.3

- Gelber S NY 88.1
- Driscoll M Rochester 88.1
- Smith J Buffalo 88.1
- Legge V Tuxedo Pk 87.8
- Lawson J Averill Pk 87.7
- Hannavan F Buffalo 87.6
- Vitiello E Bklyn 87.6
- Joseph H Massapequa 87.6
- Pisengart G Wantagh 87.5
- Vitello A Bx 87.4
- Osten A Tuckahoe 87.4
- Morris W Hawthorne 87.1
- McKinney P Rochester 86.7
- Bresert C Ogdensburg 86.5
- Cohen M Val Cottage 86.3
- Cramer L Liverpool 86.3
- Oral B Flushing 85.9
- Greenberg F NY 85.8
- Zolotorofe J NY 85.8
- Behrens J Bx 85.7

- Miller C Schenectady 85.7
- Jumbeck R Binghamton 85.6
- Watts J Hollis 85.4
- Acker E NY 85.4
- Goehle P N Merrick 85.3
- Oetting P NY 85.3
- Sanders S Massapequa 85.3
- Shangold H DeWitt 85.2
- Thomas P Campbell Hall 85.1
- O'Connor F Mohawk 85.1
- Rush M Buffalo 84.8
- Martin W Jamaica 84.5
- Cicero J Buffalo 84.4
- Olson J Middleburgh 84.3
- Parsons K Singara Fls 84.3
- Radin L Jackson Hts 84.2
- Salvato J Seafood 84.2
- Giller L Jamaica 84.2
- Weinstein WE Bklyn 84.0
- Antonacci A Binghamton 83.8
- Levine S Forest Hills 83.8
- Goodfriend A N Syracuse 83.8
- Parish H NY 83.8
- Frohne R Richeld Spgs 83.7
- Stickland R Rochester 83.7
- Kirchner J E Northport 83.7
- Sass E Bklyn 83.6
- Hay M East Quogue 83.6
- Medvene M Bx 83.5
- King F NY 83.5
- Zulinke E Syracuse 83.3
- Hambleton R Corona 73.2
- Gossin G Syracuse 83.1
- Arcangeli N Hornell 83.0
- Pava H Bklyn 83.0
- Mulcaby H Hamburg 82.9
- Bandel M Lindenhurst 82.8
- Smith R Binghamton 82.5
- Messina A Kenmore 82.5
- Goldsand H NY 82.5
- Walsh E Riverdale 82.4
- Tringali J N Syracuse 82.4
- Koryl E Niagara Fls 82.3
- Bryant H Albany 82.2
- Ross E Summit NJ 82.1
- Salvatore D Williston Pk 82.1
- Wang R NY 81.9
- DiViro J Lewiston 81.9
- Bradon O Voorheesvil 81.8
- Lyman M Staten Is 81.8
- Burke D Forest Hills 81.7
- Caughy C Cortland 81.7
- Baron N Lackawanna 81.6
- Mohan D Troy 81.2
- Rosenzweig V Spring Valley 81.0
- Joerg J Bklyn 81.0
- Goldman T NY 80.9
- Kreinhelder D Buffalo 80.9
- Meisenhelder D Fayetteville 80.8
- Peterson D Kenmore 80.7
- Schuff J Albany 80.6
- DeMartino W Franklin Sq 80.5
- Fike R NY 80.4
- Kucera W Endwell 80.3
- Corallo V Wantagh 80.0
- Sitterle M Buffalo 80.0
- Collini G Vails Gate 79.9
- Erleman K E Moriches 79.8
- Tidaback D Rochester 79.8
- Gluck S Bklyn 79.4
- Bute G NY 79.2
- Everest D Canandaigua 79.1
- Ginsberg L Bklyn 79.0
- Jennings R Saddle Br NJ 78.9
- Asher M Utica 78.9
- Wittman M Rochester 78.9
- Dankin R Lagrangevil 78.6
- Koort D Bay Shore 78.6
- Minty W Eggertsville 78.6
- Pollack G Rochester 78.5
- Lang I Flushing 78.4
- Ruszkiewicz R Westmoreland 78.4
- Berman S NY 78.4
- Gardner L NY 78.3
- Dunn G Syracuse 78.3
- Shultz J Bklyn 78.3
- Laughlin B Larchmont 78.2
- Beiley I Binghamton 78.2
- Miller B Forest Hills 78.2
- Taylor E Kenmore 77.6
- Strom P Jamaica 77.6
- Hodgse L Bx 77.5
- Quino W Niagara Fls 77.4
- Rohde C Utica 77.4
- Mallabar M Latham 77.3
- (No candidate)
- Brody A NY 77.0
- Cohill C Buffalo 77.0
- Bohen M NY 77.0
- Krugman M Bklyn 76.9
- Brezina W E Northport 76.9
- Shanider B NY 76.9
- Katz H Ridgefld NJ 76.8
- Schneider M NY 76.7
- Silve D Fresh Meadows 76.7
- Fowler T Jersey Cty NJ 76.6
- Stracuzzi T Binghamton 76.5
- Lal E Binghamton 76.5
- Finkel S Flushing 76.2
- Mancinelli I Bklyn 76.1
- Aquillina L Hamburg 75.7
- Desmond P Queens 75.2
- Lewis T Jackson Hts 75.0
- Walsh J Baldwin 75.0
- Taxson D NY 74.9
- Zuckerman J Bx 74.8
- Rockaway D NY 74.7
- Kimball B Marcellus 74.2
- Braeman G Medford 73.5
- Ferraro R Vestal 73.5
- Dawes R Utica 73.2
- Beck E NY 73.0
- Kelter S Bklyn 73.0
- Messemmer E Bx 72.7

- Gregg M Jackson Hts 80.4
- Gluck M NY 75.8
- teraw M NY 75.6
- Alevy R Bklyn 75.5
- Sullivan J Bklyn 75.1
- Falco S NY 74.0

SURROGATE'S COURT CLERK I, NEW YORK COUNTY
EXAM NO. 55272
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Lenarsky B Bx 83.4
- Levine R NY 80.4
- Gregg M Jackson Hts 80.4
- Stern M NY 75.6
- Sullivan J Bklyn 75.1
- Falco S NY 74.0

SURROGATE'S COURT CLERK I, KINGS COUNTY
EXAM NO. 55272
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Goldstein J Bklyn 85.1
- Calabrese A Bklyn 83.6
- Gluck M NY 75.8
- Alevy R Bklyn 75.5

SURROGATE'S COURT CLERK I, QUEENS COUNTY
EXAM NO. 55272
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Katz V Flushing 93.2
- Passenant H Deer Park 85.5

SURROGATE'S COURT CLERK II, NEW YORK COUNTY
EXAM NO. 55271
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Eltman A Bklyn 80.4
- McDonnell J NY 79.0
- Spicer F Bklyn 79.0
- Klein W NY 76.0
- Gregg M Jackson Hts 74.0

SURROGATE'S COURT CLERK II, KINGS COUNTY
EXAM NO. 55271
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Travis M Bklyn 76.2

SURROGATE'S COURT CLERK II, QUEENS COUNTY
EXAM NO. 55271
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Winetz H Oceanside 82.4

SURROGATE'S COURT CLERK II, BRONX COUNTY
EXAM NO. 55271
Test Held May 13, 1972
List Est. Dec. 13, 1972

- Garrett J Astoria 89.5
- Corcillo R Bx 82.4
- Romano R Bx 77.8
- Donnan A Yonkers 75.2

CASHIER & MOT VEH CASHIER
EXAM 34766
Test Held May 13, 1972
List Est. Oct. 18, 1972
(Continued From Last Week)

- Needham A Athol 87.5
- Maisenholder F Levittown 87.5
- Gardner J Amsterdam 87.4
- Gressick C Amsterdam 87.3
- Richards J Waterfoe 87.3
- Mylott R Troy 87.3
- Caputo G Buffalo 87.3
- Gormley S Sherrill 87.3
- Molynex S Binghamton 87.2
- Murphy J Albany 87.2
- Hoffman P Troy 87.1
- O'Connor J Middleburgh 87.0
- Havens R Albany 86.9
- Stroud M NYC 86.8
- Bort P Baldwin 86.8
- Leboeuf R New York 86.8
- Yuschik H Buffalo 86.8
- Wakfield A Binghamton 86.5
- Hladik H Chenectady 86.4
- Demicco D Mechanicvil 86.4
- Downs R Albany 86.4
- Carhart P Albany 86.4
- Jeffress F Schenectady 86.4
- Zabawa J Buffalo 86.3
- Laport H Albany 86.3
- Atkinson S Chenango Fls 86.2
- Carrigan M E Greenbush 86.2
- Plumadore S Mechanicvil 86.2
- Bulson H Watervliet 86.0
- Brown D Ballston Spa 86.0
- Hempstead F Albany 86.0
- Lawrence B Guilerland 85.9
- Hanlon M Albany 85.9
- Pfesser G Albany 85.8
- Bush N Schenectady 85.7
- Goodman H Brooklyna 85.6
- Evans L Mechanicvil 85.5
- McTague T Albany 85.5
- McCall F Selkirk 85.3
- Diaz L Staten Is 85.3
- Pecor E Sephtwn Ctr 85.3
- Fedele L Buffalo 85.3
- Cline B Albany 85.3
- Kane S Binghamton 85.2
- Lisi R Far Rockaway 85.1
- Farry T Schenectady 85.1
- Wicks H Albany 85.0
- Conrad R Earlton 85.0
- Bender F Kenmore 84.9
- Avery A Haverstraw 84.9
- Lagalle P Ballston Spa 84.8
- Wiesel D Buffalo 84.5
- Procopio D Syracuse 84.5
- Zych A Eden 84.4
- Brooks E Albany 84.3
- Kohn D Guilerland 84.3
- Gabriele M Athens 84.3
- Dinolfo P Brockport 84.2
- McCann M Yorktown Hts 84.2
- Coleman B Bronx 84.2
- Blake M Albany 84.1
- Jenkins E E Ozona Park 84.1
- Heckin J Schenectady 84.0

(TO BE CONTINUED)



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County Personnel Man Says Legislature Must Correct Taylor Law Inequities

(From Leader Correspondent)

JOHNSON CITY—Terms of an agreement between Broome County and the Broome County unit, Civil Service Employees Assn., have been announced along with a call by County personnel director Kenneth Meade for legislative action to end what he termed "injustices" in the Taylor Law in its present form.

Both developments came during a recent dinner-dance sponsored by the Broome County unit and the Broome County chapter. The evening also included the joint swearing-in ceremonies for each group's new officers at St. John Ukrainian Hall in Johnson City.

Broome County unit president Jack Herrick released the terms of the new agreement to the news media and those affected as part of the formal program.

According to the terms of the new pact, CSEA-represented county workers will enjoy a 5.5 percent across-the-board pay hike, increased holiday and vacation time and severance pay for employees who may be laid off in the future.

In making the contract announcement Herrick said that the additional holiday would become the day before Christmas or the day after Thanksgiving.

Additional Vacation

Long-term employees will also be rewarded with additional vacation time. For example, a county employee with 16 years' service will be eligible for a 16-day paid vacation; a 17-year county employee will draw 17 days, and so on. Vacation times for employees with one year service will remain at 10 days, and 15 days for two years or more, up to 18 years when the additional days would begin. The vacation time increases would be limited to 20 days per year for 20-year employees or those with more than 20 years' service.

Herrick also cited what he termed a "precedent-setting" item which provides for the payment of two weeks severance pay for employees laid off due to budget restrictions. This, Herrick said, is an item the county had staunchly refused to consider during earlier contract talks.

County nursing home employees greatly benefitted from the new agreement in several specifically negotiated areas, according to Herrick. Hereafter, nursing home employees will be granted an extra half-hour's pay in the event they are called in to duty from their homes on special emergencies. Nursing home employees will also be freed from the past practice of being required to work the same holi-

days two years in a row. For example, if a nursing home employee is required to work Christmas day one year, he will be scheduled off duty Christmas day of the following year.

Other benefits include the option of converting accumulated sick leave of up to 165 days toward retirement credit; an increase in mileage rates paid employees required to use their automobiles on county business from 11 to 12 cents per mile; a continuation of the traditional summer hours for county employees during the months of July and August and the creation of a 6-man labor-management committee to be made up of three county representatives and three CSEA spokesmen to hear employee problems and complaints.

Parking Fees

The agreement also calls for the drafting of a resolution to be submitted to the County Legislature urging the discontinuation of the parking fees charged county employees required to use their vehicles on county business. The county traditionally has required the payment of 50 percent of the \$12 monthly parking rate by those employees, and had become the subject of some controversy between the two factions building to a formal grievance prior to the "meeting of the minds" during the recent contract talks.

Herrick cited the terms of the major breakthroughs for the agreement as representing some 750 persons represented by the CSEA in county government.

The estimated 350 persons present at the gathering were also encouraged somewhat by the remarks of the guest speaker, County personnel director Kenneth Meade.

Prefacing his remarks with a declaration that he was not expressing any ideas he would not otherwise uphold, Meade cited the state's controversial Taylor Law as a statute that has, in many ways, been extremely beneficial to the employee in the public sector.

Meade added that in 20 years of negotiating labor contracts in the private and public sectors, the public employees were almost constantly referred to as "fat cats" and political appointees.

Admit Misjudgment

"I confess, too," he said, "that I shared those remarks, being unfamiliar as I was then with the public sector."

Meade continued, "But, after coming to work in the public sector some two years ago, I found as many people here after five o'clock as I found in the private sector. I found as many people hear after the noon hour with short lunch breaks as I found in the private sector." And, he said, "I found as many dedicated people in the public sector as I ever found in the private sector and, if the truth were known, in all probability I found more."

Turning specifically to the Taylor Law, Meade said that the

Taylor Law had served, despite its many faults, "to bring you a notoriety and a respectability you didn't have before by virtue of the fact that it has brought you publicity."

Recalling recent personnel trends, Meade pointed out that "People we have hired in recent months have degrees and the skills necessary to run a busi-



Broome County unit president Jack Herrick, left, and Broome County chapter president Angelo Vallone, right, enjoy a casual conversation with guest Broome County Executive Edwin Crawford.



Broome County unit officers smile after swearing in ceremonies. They are, from left, president Jack Herrick, first vice-president Ida Giannella, board member Mary Pompeii, secretary Donna Donahoe and treasurer Richard Petrisko.



Broome County chapter officers pose for inauguration photo. From left are first vice-president Eileen Wilson, second vice-president Mary Battista, president Angelo Vallone; treasurer Mary Pompeii and secretary Jenny Possamatto.

Costa To Conduct Western Seminar On Restructuring

ROCHESTER—A. Victor Costa, chairman of the restructuring committee of the Civil Service Employees Assn., will spend a full day with upstate New York CSEA leaders next month dissecting the recommendations and resolutions of the CSEA's restructuring committee.

He will be the main speaker at a Western Conference "jam-boree" sponsored by the Rochester and the Rochester DOT chapters at the Towne House Motor Inn, 1325 Mt. Hope Ave., Rochester, Jan. 19 and 20.

ness. And with the budgets governments are submitting in this day and age, government can truly be classified as a business. These new people are not political appointees hired because they knew a politician or are affiliated with a particular political party. They are," he emphasized, "professionals as many of you here now are." This he added, "is something the public is coming to recognize through the new media and the Taylor Law which gives you, the employee, the right to bargain collectively."

Right To Strike

Continuing, Meade asked, "Where are we going now with the Taylor Law?"

"There is," he said, "Talk about the ineffectiveness of the Taylor Law because you, the employee, do not have the right to strike. The Legislature in Albany may very well give you that right in the future, but that's not the answer. The Legislature

must first do something about the many inequities of the law first. I think it's one of the grossest injustices in the Taylor Law today that there are those who can enjoy the benefits that are won through hard bargaining at the table and who have no allegiance to or who do not support in any way the organization that wins those concessions and rights for them at the table."

Meade then declared, "I hope, and I see hopefully in the next session of the Legislature, some kind of legislation that will provide for an agency shop which will at least require those who do not desire to belong to the Association itself to at least pay some kind of fee to help support the organization that represents them."

Other highlights of the occasion included the swearing in of the new officers of the Broome County unit. The new chapter

officers included president Angelo Vallone; first vice-president Eileen Wilson; second vice-president Mary Battista; treasurer Mary Pompeii and secretary Jenny Possamatto. Broome County unit officers sworn in included president Jack Herrick; first vice-president Ida Giannella; treasurer Richard Petrisko and secretary Donna Donahoe. Also sworn in to the Broome County unit was board of directors member Mary Pompeii.

Guests included State Senate Majority Leader Warren Anderson of Binghamton, Assemblyman Francis Boland, County Legislators Frank Bunglorne and Norman Shaddock, Binghamton State Hospital chapter president Leo Weingartner and his wife and Broome County Executive Edwin L. Crawford and his wife, Ed Mercincavage, administrative assistant to the County Executive, served as toastmaster.