

Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIV, No. 39 Tuesday, December 25, 1973 Price 15 Cents

Three Success Stories

— See Page 3



IN THE KNOW — Periodically at Central Islip State Hospital, the Civil Service Employees Assn. chapter there sponsors an all-day information session at which chapter officers and service representative are on hand to answer questions about employee benefits and problems. From left above, chapter president Joseph Keppler, Claire Hofmann and Ranson Green get a better understanding of Medi-Screening Center's program from Clark Fisher. (Other photos appear on Page 3.)

BANK EXAMINER PAY HIKE WON IN FOUR TITLES

(Special To The Leader)

ALBANY — One-grade salary reallocations for the over 300 state employees in four bank examiner job titles, pending formal fiscal approval by the Division of the Budget, will profit bank examiners \$795 a year, senior bank examiners \$987 a year, principal bank examiners \$1,200 a year, and supervising bank examiners \$1,465 a year, at maximum salary.

According to William Blom, director of research for the Civil Service Employees Assn., the upgradings are especially gratifying to CSEA because the initial request for the change was denied by the State Civil Service Department's director of classification and compensation. This decision was appealed to the Civil Service Commission and the reallocations were allowed.

The original request for reallocations and the appeal, which were filed by Harry Albright, superintendent of the State Banking Department, were strongly supported by CSEA.

In a letter to Ersa Poston, president of the New York State Civil Service Commission, backing up Mr. Albright's appeal, Mr. Blom wrote: "The Civil Service Employees Assn. herewith wishes to express a reaffirmation of its previous contention that bank examiner positions should be reallocated upward as requested."

Mr. Blom concluded a detailed case justifying the original re- (Continued on Page 3)

Inside The Leader

CSEA Calendar — See Page 3

County Chairman Files Own Plane — See Page 14

Latest State Eligibles — See Page 15

Agreements Reached in Newburgh, Cattaraugus — See Page 16

Resume Talks On Food Service Career Ladder

(Special To The Leader)

ALBANY — A meeting, which had seemingly been stalled by the State Office of Employee Relations, between the members of the Civil Service Employees Assn. food service career ladder committee and the OER, has been scheduled to be held on Jan. 7.

According to Robert Guild, CSEA collective negotiating specialist, "The union is putting the state on notice that they had better be prepared to come

to this meeting with some definite plans for implementing a fair food service career ladder."

Mr. Guild added, "The state's

Ed Program Planner List

ALBANY — Thirteen names appear on an eligible list resulting from an open competitive exam for elementary, secondary and continuing education program planner, no. 27-338, established by the state Dept. of Civil Service Dec. 11.

food service workers were promised a career ladder as part of their contract, and they're going to get one or the union will have to take some sort of action."

A recent statement attributed to Richard Health, director of institutional services for the State Department of Mental Hygiene, inferred that OER and CSEA had practically ceased considering a food service career ladder.

This assertion was denied by

Mr. Guild, who blamed the lack of meetings on OER's failure to replace a member of the state's discussion team.

Ed Planning Director List

ALBANY — The eligible list from open competitive exam 27-340, director, elementary, secondary and continuing education planning field service, was established by the state Dept. of Civil Service on Dec. 11. The list contains six names.

Binghamton Survey Not A CSEA Project

BINGHAMTON — A survey currently being taken at the State University at Binghamton on a child care center is not a project of the Civil Service Employees Assn., according to Eleanor Korchak, president of CSEA's Binghamton chapter.

There has been confusion about the Association's involvement in the project, because of Ms. Korchak's position as chapter president.

The survey is being handled by an independent member of the University staff, with Ms. Korchak's office being used for a mailing center as a matter of convenience.



Hectic Legislative Session Foreseen As Power Shifts

WHEN the Legislature convenes on Jan. 9, it will open its session under circumstances so unusual that it's likely to be one of the most hectic in years.

The Legislature as an institution will be feeling its way test- (Continued on Page 6)

Demand Nassau Mileage Rate Hike

(From Leader Correspondent)

MINEOLA — The Nassau chapter of the Civil Service Employees Assn. has demanded that the county negotiate a "realistic" mileage allowance for hundreds of county employees who use their cars on

the job as regular necessity.

Chapter president Irving Flaumenbaum in a letter to County Executive Ralph G. Caso called for immediate talks under a special contract reopening clause covering the mileage reimbursement.

Flaumenbaum told Caso that the allowance should be upped to 15 cents per mile immediately and a realistic figure established on a permanent basis through negotiations.

"Gasoline has gone up seven or eight cents recently; insurance is up, maintenance is up," Flaumenbaum asserted. Hundreds of people who use their own cars on the job are upset and are considering what to do about it."

The county would be ill advised to be chintzy on the issue, he declared, noting that the employees provide the county with the services of several million dollars worth of automobiles at no capital expense to the county. "It is only fair that the county assure these people that they are not going to be asked

They'd Rather Switch & Fight

MEDINA — Nearly all the 23 public works employees of this Orleans County village have informed the village board they were dissatisfied with their former union and switched to representation by the Civil Service Employees Assn.

James Stewart, of Niagara Falls, CSEA field representative, told the board 21 of the 23 workers joined the CSEA. They formerly belonged to the American Federation of State, County & Municipal Employees.

The workers were granted a 20-cent hourly increase by

Soc Research List

Ed Planning Sup List

ALBANY — A total of 136

ALBANY — An eligible list

FIRE FLIES

by Paul Tupper

Mayor Beame this week announced the re-appointment of John T. O'Hagan as fire commissioner.

Naturally, I am most interested to know who the other appointees will be. Until those announcements are made, I prefer to play the part of interested observer. In appointing Police Commissioner Codd, who's appointment was greeted with joy by the cop on the beat, the mayor elect mentioned that high morale was extremely important in all departments. I like to believe that he will, through further appointments, make it possible to do something along those lines for the Fire Department. The morale of its members is at an all time low. For now, however, I should like to offer my congratulations to

without disturbing them with movement or noise, I took aim and shot. I was sorry I had to crash the little scene with a flashblub but, looking at the photo, I'm sure you can understand why it is now one of my favorites. The parents showed up and hour later. The law covering abandonment of kids was not in effect then, so no arrests were made.

Fifty firefighters who performed outstanding rescues which were recognized and/or reported during 1973 were honored at a luncheon last Tuesday at O'Henry's Restaurant at Sixth Avenue and W. Fourth Street. Restaurant owner Vince Naddio plans to tender similar tributes to New York firefighters who distinguish themselves in the future.

Vince Naddio and, to all the Tigers, Nozzlemelters, Fearnots, Gooney Birds plus white hats and civilians too. Please have a blessed and a Merry Christmas, a Happy Chanukah and a safe, healthful and fruitful New Year!

Fire News

60 Retirements

The following 60 members, FD-NY, are retiring, effective between Nov. 20 and April 29, 1974:

Deputy Chiefs of Dept. Mario Sinapi, Vincent McGorry; Battalion Chiefs Joseph Smieszek, Stephen Guarino; Captains Herbert Walz, Eugene Cywinski, Jacob Gishkin, John Radan, Ross Fertitta, Anthony Motti;

Lieutenants Kenneth Mathisen, Quentin Hall, Walter Graham, John O'Neill, Joseph Gubitoso, Joseph Quigg, Lester Nelson, Charles Stine, John McCarthy, Alfred Schuhsler, Kevin Tighe, Edward Sieber, Vincent Gandolfo, William Francis;

Fire Marshal Robert Meyerhoff; Medical Officer Dr. Norman

Diamond; Pilot Edward Sadler; Marine Engineer William Cregan; Wiper Louis Guzzo;

Firemen 1st Grade Joseph Vath, Philip Spieler, Kasmer Grudzien, Donald Strafford, Fred Breden, Douglas Robinson, John Smith, George Franco, Claude Fowler, William Strauch, Jr., Harold Andres, James Murray, Philip Schweithelm, Gerard Georges;

Firemen 1st Grade John Geraghty, Lawrence Duenas, Edward Oliver, Edward Scheid, Michael Poust, Pasquale Fasano, Edmund Bortell, Stephen Whalen, John Gardner, Alfred Thompson, John DoBranski, Frank Mendizza, Richard Buell, Joseph Iannotta, Simone Papagno, James Wynne, Carl Jallicki.

106 Advancements

The following 106 firemen 4th grade are advanced to firemen

3rd grade, effective Jan. 27, 1974:

Daniel McGrath, Kevin Delahunty, William McLaughlin, James Leddy, Gary Gates, Richard Klein, Robert Rugin, Joseph Tetro, Hugh Kelly, Jr., Phillip Bolko, Michael Finamore, Ivan Halitzer, Robert Finck, Lawrence Gray, Edward DeBlasio, William Green, Richard Hickey, Kenneth McGuire.

Patrick Reynolds, Edward McCamphill, Herbert Sterner, Andrew Zangle, William Harris, Gerald Benes, Joseph Dirks, Thomas Longworth, Brian O'Beirne, William Flynn, Edward Collins, Michael Wilkinson, Edward Boliponis, Donald Sullivan, Thomas Ziegler, John Charles, Michael Sullivan.

Warren Hall, Jr., Andrew Vaughan, Eugene McDermott, Kevin Adams, Edward Baggs, Alan Dil-

(Continued on Page 5)



Jack O'Connel sings to five victims.



WHAT IS YOUR WISH? — Retired fireman Harry Garrison, who has played the role of Santa for the last 20 years with the children of widows of firemen, bounces Uniformed Fire Fighters Association president Richard Vizzini on his lap at the annual party for the children in Manhattan last week.

Commissioner O'Hagan upon his reappointment with best wishes for the many difficult tasks which face him in the new year.

The photo with this column was taken by this writer some years ago on Christmas morning at a fire on Eighth Avenue near 140th Street at about 1 a.m.

Upon arrival, one apartment was "going good" as the firemen say, and Fireman Jack O'Connel, hearing of two kids left alone in the apartment, pulled off a beautiful rescue. (Jack, then attached to Ladder 28 is now Lieutenant Jack O'Connel of Ladder 30.) The two kids rescued were in sad shape from smoke poisoning. As I passed Squad One's rig, I heard somebody singing. The fireman songster was Jerry Ryan, Sq. 1, now of Engine 89, who, while administering oxygen to the kids, was singing his head off to keep them from falling asleep. Ryan, who's heart is twice as big as himself, was just making up the words as he went along. "Don't fall asleep little Katrina . . . little Johnny . . . you stay awake too . . . everything will be just fine . . .

Said the good Innkeeper: "The exploits of firemen are often taken for granted, and I think it's about time someone in the private sector did something for New York's Bravest." Bravo Vince Naddio!

On the same subject, and in view of the Christmas Season which is upon us now, this little news item has special significance because, these firefighters, and hundreds like them, who each year risk their lives to make rescues which are then deemed not quite worthy of recognition, actually are engaged in a Christmas program which covers 365 days of the year. Each time a life is saved, at the risk or cost of a firefighter's life, he has caused Christmas to happen at that very instant. As we know so well, there is hardly a day which passes without some fireman somewhere in the city doing just that. The most important thing, of course, is that the willingness to do so is in the hearts of all of them and returning the gift of life to an unfortunate human being is routine because it happens so often.

It's nice to know that once in a while some nice guy sudden-

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Vocational Post

ALBANY — Marion Martin, of Delmar, a veteran employee of the State Education Department, has been named assistant commissioner for vocational rehabilitation at an annual salary of \$33,725. For the past three years Ms. Martin has been administrator of vocational rehab.

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KEEP INFORMED — At Central Islip State Hospital earlier this month, officers of the Civil Service Employees Assn. chapter and representatives of various service organizations spent the day dispensing information to employees about benefits and problems. This is the second year in which the CSEA chapter has sponsored the information sessions as a service for hospital employees. Success of the undertaking makes it a worthwhile event to continue on a regular basis, according

to the chapter's president, Joseph Keppler, who also serves as a Long Island Region 1 Mental Hygiene representative to CSEA's statewide Board of Directors. In the first picture, Mr. Keppler, third from right, is shown going over health insurance benefits with chapter members Harry Olssen and Joe McCarthy. Also seated at Information desk is CSEA field representative Nicholas Pollicino, who discusses pension program with Jackie Lotarski. In second photo, chapter first vice-president

Steve Crandall holds one of the unit bargaining agreements that were distributed at the session. Checking the contract over his shoulder are, from left, Pat Damien, Joann Moulas and chapter corresponding secretary Eileen Gorski. The all-day information sessions were held in the Lounge Room of Robbins Hall on the hospital grounds, with the cooperation of CI's administration.

Buffalo Hospital Worker Wins Reinstatement, Pay

BUFFALO — An arbitrator has overturned for lack of probable cause the suspension of a Buffalo State Hospital employee accused of abusing a patient.

The employee, Edward C. Welch, represented throughout the grievance procedure by the Civil Service Employees Assn., was ordered reinstated with back pay to his job as a mental therapy aide.

Philip Ross, the arbitrator, ruled the state failed to meet

contractual obligations with the CSEA by suspending Mr. Welch Aug. 11 without properly investigating the charges against him. Mr. Welch had been accused of physically abusing a patient at the hospital by pushing him to the floor, grabbing him by the collar and leading him to his room.

"I used enough force so he could not hurt me and not injure him," Mr. Welch testified during the arbitration proceedings.

Mr. Ross agreed and ruled: "The most elementary considerations of due process inherent in the concept of probable cause requires at the very least, absent extraordinary circumstances of an emergency nature not present here, more thorough investigation than occurred in this case."

His decision came after Assistant Mental Health Commissioner John J. Lagatt upheld the charges against Mr. Welch and affirmed his suspension. Mr. Lagatt ruled that Mr. Welch had used excessive force in handling the patient.

Carmen J. Pino, a CSEA regional attorney, and Thomas J. Christy, CSEA field representative, handled the grievance.

Broome Pair Wins Day's Leave

BINGHAMTON — The Broome County unit, Civil Service Employees Assn., has come to the aid of two county employees in their fight for justice.

The two employees, Michael Nirchi and Jonathan Love, of the County Department of Public Health, had requested a day of their business leave time to travel to Albany for an interview in connection with a state job vacancy. At that time the County Personnel Department approved the request.

About one month later, according to unit president Jack Herrick, the two asked for a second day of their business leave time for a similar purpose and the request was denied.

Both men elected to take a day

of vacation time to keep their appointment.

Grievance committee chairman John Tangi and Mr. Herrick took the men's complaint through channels unsuccessfully until Step 3. The unit argued that the denial of the second request was inappropriate on the grounds that the purpose of the time off requested was business oriented as specified in the contract and that such requests had been

honored without opposition in the past by the county.

At Step 3, Hugh Goodrich, acting in behalf of Broome County Executive Edwin L. Crawford and Assistant County Attorney Daniel Gorman, ruled in favor of the employees and directed that the time taken from their vacation leave be restored and the time off be charged against their business leave time.

Bank Examiner Reallocation

(Continued from Page 1)
quest and the appeal by stating: "To dismiss once again an appeal for a reasonable upgrading of bank examiner positions would only tend to demonstrate to us that the Civil Service Depart-

ment does not have confidence in the judgment of the Banking Department with respect to its needs and equitable treatment of its experienced professional employees. We strongly urge the Commission to reverse the decision of the director of classification and compensation and approve the requested upward reallocations."

Ⓛ 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

27—State Insurance Fund chapter holiday party: 5 p.m., cafeteria, 199 Church St., Manhattan.

January

25-26—Buffalo Region No. 6 meeting.

28—Albany Region No. 4 meeting: 5:30 p.m., Jack's Restaurant, State Street, Albany.

Janitor Wins Oswego Plea At 4th Step

OSWEGO — A supervising evening janitor at State University College, Oswego, has won his case in a fourth step grievance decision when he sought reassignment to the day shift in the college residence halls.

Dale Dusharm, president of the Oswego College chapter, Civil Service Employees Assn., explained that before the filing of the grievance, the individual had been a college employee for more than eight years, the last three of which he served as supervising janitor. Each of his annual performance evaluations had been rated as satisfactory.

When the college posted a supervising janitor vacancy on the day shift, he applied for it but was not appointed.

In his plea, he said there was no evidence the person appointed to the position was more quali-



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Police News

The following named persons were appointed to the position of police officer on probation effective Oct. 29, 1973.

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Edward A. Berke, Thomas J. Bider, Solomon Blackshear, Jr., Jay F. Bonan, Dennis R. Boyles, Patrick J. Brennan, Joel A. Bridgewater, Robert R. Brown, Arnold Bryant, Cornelius P. Buckley, Edward V. Burmeister, Richard J. Burns, Timothy G. Byrne, Alfred C. Pafferata, Charles V. Campisi, Stephen V. Caracciolo, Richard A. Carbone, Alfred M. Cardona, Charles T. Carollo, Marvin S. Carroll.

Joseph A. Casatelli, Michael E. Cassidy, John A. Cedo, Denis P. Chabot, Harold F. Chambers, Richard A. Chapman, James C. Chiarello, Daniel Cintron, James P. Clay, Jr., Raymond Cliff, Raymond B. Cole, John D. Connolly, Walter B. Connolly, Robert M. Conrad, James J. Conway, Purcell M. Conway, Michael J. Coogan, William J. Cooke, John F. Corey, Wilmer Cox, Jr., Patrick K. Coyle.

Robert L. Crivelli, David Cruz, Edwin Cruz, Edward T. Curry, Jr., William T. Dally, George C. Daley, Kevin Daly, Vincent R. D'Amarlo, George Dandy, Kevin C. Dargie, Joseph M. D'Asaro, Thomas DeCaprio, Douglas D. Deering, Joseph G. DeFrancis, John D. DeGaglia, Felipe DeJesus, Edward H. Delahanty, John Delgado, Richard T. DelGaudio, Michael W. DelMedico.

James DelValle, Jr., Robert J. DeMeo, Natale F. Dente, Arthur W. DePaul, Gabriel E. DeSilva,

Joseph A. DeSimone, Antonio D'Esposito, Nicholas J. DiMuro, Joseph M. Diogardi, Carmine Di-Silvestro, Mordecai Dixon, Jr., Michael J. Donigan, Kevin M. Donohue, Dennis A. Downie, William J. Driscoll, James K. Drummond, William W. Duffy, David H. Enders, Robert C. Esposito, Salvatore Esposito, Edward G. Falni.
(To Be Continued Next Week)

Civil Service Activities Association

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Fire News

(Continued from Page 2)

Ienbeck, William Mudry, John Akerman, Michael Mulvey, Stephen Kandrach, Charles Lourine, Jr., William Young, Jr., Joseph Ramos, James Pleschner, Jr., Robert Gustavson, Stephen Krupa, Frederic Atkin.

Arthur Banks, Edward Ellison, Thomas Sheridan, Michael Cogan, Jack Paccione, John Ryan, Gerald Basciano, John Sheehan, Peter tSein, Phillip Spanpanato, Thomas Carroll, Robert Fernz, Emanuel Parker, Armando Reno, John Markotich, Francis Rapuzzi, Raymond Noeth, Frederick Schaming, Jr.

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TUESDAY, DECEMBER 25, 1973

Unequal Sacrifice

FIFTEEN cents a mile for company reimbursement of travel expenses for employees who used their automobiles used to seem like one of those something-extra-on-the-side schemes that company executives used to pad their income.

It's all changed now.

Some figures now show that 15-cents-a-mile expenses would mean operating at a loss when gasoline, tire wear, insurance, depreciation and general maintenance are considered. A spokesman for the Automobile Association of America admits that their figures from last spring are most likely outmoded, since the numerous price hikes for gasoline were not included. Another survey places the figure currently between 15.6 and 17.8 cents a mile.

Strong rumblings on the subject are being heard from various union leaders whose members are required to use their own cars for official business.

On Long Island, Irving Flaumenbaum, president of the Civil Service Employees Assn. Region 1, has asked Nassau County Executive Ralph Caso for an immediate increase of the mileage allowance to 15 cents, with a realistic figure to be established on a permanent basis through negotiations.

Mr. Flaumenbaum, who has been working on this problem for the past two months, has pointed out that this is a grass-roots issue. A petition containing 750 names of Nassau Social Services Department personnel has been turned in, he has noted, and other petitions are currently being circulated in the Probation and Health departments.

The situation is not just important to county employees either.

At a November meeting of CSEA's Albany Region, delegates voted to go on record in favor of more realistic mileage reimbursements.

In an official letter to CSEA Headquarters, Albany Region 4 president Joseph McDermott also hit at the need for increased subsistence rates, as well as mileage. The cost of food and lodging has increased beyond the established reimbursement, he pointed out.

For those people who remember the good-old days when pennies and nickles had some real purchasing power, it is difficult to realize that their chief value today is pay the sales tax on items of less than a dollar.

And, speaking of taxes in these times when everyone is being asked to make sacrifices to get us through the various crunches, it is important to remember that public employees are taxpayers, too, and are already sharing in the general belt-tightening.

It strikes us as unethical and immoral for certain segments of public employees to have to additionally subsidize the governments because they are not being adequately reimbursed for their own out-of-pocket expenditures.

We wish Mr. Flaumenbaum and Mr. McDermott well in their efforts to resolve these issues. And to them and to everyone else we extend our hopes that the shocking economic realities of 1973 can somehow be resolved in that Happy New Year of 1974.

Don't Repeat This!

(Continued from Page 1)
 ing, at least during its early days, its relationships with Gov. Malcolm Wilson. Most of the members know Governor Wilson intimately and have a wholesome respect for his vast experience and knowledge of State government. However, the relations between the Governor and the Legislature are generally the product of subtleties, and it will take some time before these relationships jell.

New Duties For Anderson

On the Senate side of the Legislature, Majority Leader Warren M. Anderson automatically became the Acting Lieutenant Governor when Wilson succeeded Gov. Nelson A. Rockefeller. The new duties that Anderson has now assumed will cut sharply into the time and energies that he can devote to his floor leadership role.

The major part of this burden will probably fall on the shoulders of Senator John Marchi, of Staten Island, the chairman of the powerful Finance Committee. Marchi has a well-founded reputation as a dedicated legislator, which will prove invaluable in any additional responsibilities he may assume. Last year, Senator Marchi was the principal legislative negotiator with Governor Rockefeller in working out differences between the Governor and the Legislature on fiscal matters, and he will play the same role this year in negotiations with Governor Wilson.

On the Assembly side, the Republicans will have two fewer members than last year. They lost one seat to a Democrat in the November election and a second one when Assemblyman J. Edward Meyer of Westchester County switched his political allegiance from Republican to Democrat. As a result, Assembly Speaker Perry B. Duryea, Jr. has only five members above the magic number of 76 votes needed to pass a bill in the Assembly.

This would be a safe margin in normal times, but these times are not normal. In November, the Democrats made gains in many parts of the State which had been regarded as impregnable Republican strongholds. With all members of the Legislature scheduled to run again next November, many Republicans, particularly those from politically marginal areas, are deeply concerned over their election prospects. These fears may make some of them extremely reluctant to go along with leadership pressures, while they have their eyes on constituent demands.

Democrats' Optimism Grows

There is also a growing sense of confidence among Democrats that they will capture the Assembly next year. Assembly Minority Leader Stanley Steingut has already made one political tour upstate to stir up interest in next year's legislature elections. He is planning many such others in the weeks and months ahead. The big question among Democrats is whether they can remain unified in the Legislature, when leading party members are planning primary campaigns next year for the Democratic nomination for Governor, United States Senator and other statewide



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.

PBA Loses Plea On 'Specialists'

In a recent case in New York City, the Patrolmen's Benevolent Association commenced a proceeding against the Police Commissioner to stop assigning police officers designated as "specialists" to the Detective Bureau for the purpose of training and overseeing patrolmen who were then serving in the patrol force. In this proceeding, petitioner challenged the power of the Police Commissioner to designate personnel as "specialists," contending that it required the performance of "out-of-title" work in violation of the Civil Service Law and Regulations.

The program which came into question was being conducted for the purpose of providing field training. It was designed primarily to provide probationary police officers who were recently graduated from police school with two months of practical training using the theories they learned at the Academy. The respondent claimed the program contemplated that the specialist would familiarize trainees with recent changes in the law, with new investigative techniques, crime scene handlings, court procedures and contemporary problems encountered while on patrol.

THE PBA URGED that these assignments involved duties of a higher grade position without appointment to the title, grade and salary of such higher position. It was further urged by PBA that the so-called specialists were being used as supervisors and that the duties fell most appropriately within the civil service title of "Sergeant" and, therefore, the assignment of these duties to police officers in lower grades was illegal as out-of-title work. PBA complained that by using the specialist, the Police Department could avoid promoting police officers to the higher position of Sergeant.

In opposition to the petition, the respondents submitted affidavits by commanding officers of the Police Department which demonstrated that the persons designated as specialists would perform their duties under the supervision of other higher-ranking officers assigned to the command in which they were employed. The specialists would operate to assist superior officers in the retraining or skill enhancement of those officers designated by the commanding officer. In addition, it was pointed out that while they would have some responsibility for training recruits, they would not themselves be performing any supervisory functions.

The court pointed out that the New York City Charter grants agency heads broad powers of organizing and administering their departments and permits them to delegate duties and assign personnel. Also, the Police Commissioner has complete control of government administration, disposition and discipline within his department.

THE COURT, in discussing the proof that was adduced, pointed out that the difficulty with the petitioner's position was that the affidavits do not clearly establish that the personnel in question were performing duties of a higher civil service title or that they exercise any supervisory duties.

The court said: "Proper administration of the department requires that the Commissioner be given broad scope in creating training missions which will provide security for the public. Modernized procedures looking to advances in the skills of patrolmen through professional handling should be recognized as properly within the function of department heads.

"Effective law enforcement requires flexibility in the shifting of personnel based on skills and the necessity for employing modern techniques."

In the final analysis, however, the court denied relief to the petitioners based on the insufficiency of the proof to establish the allegations of out-of-title work and the performance by the field specialists of supervisory duties similar to those assigned to police sergeants. The court stated that should it develop in the future that the activities assigned to the field specialists take the form of supervisory functions contrary to the proof presently shown in the papers,

Visitors Board

Test Developer List

ALBANY — Nicholas Yunis of ALBANY — An eligible list

KEY ANSWERS

**EXAM 3015
TRACKMAN
City Transit Auth
Test Held Dec. 8, 1973**

Of the 21,537 candidates called to this exam, 10,092 appeared. Candidates who wish to file protest against these proposed key answers have until Jan. 8, 1974, to submit their protests, in writing, together with the evidence upon which such protests are based.

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

**Sabbath Observer
EXAM 3015
TRACKMAN
City Transit Auth
Test Held Dec. 7, 1973**

Of the 21 candidates called to this exam 20 appeared. Candidates who wish to file protests against these proposed key answers have until Jan. 8, 1974, to

**Deputy Mayor
Joins Law Firm**

Deputy Mayor-City Administrator Edward A. Morrison is going into private law practice with Sheldon, Tarnoff, Morrison and Murphy, effective Jan. 1 when the Lindsay Administration disbands.



EDWARD MORRISON

Mr Morrison has served since 1970 as Mayor Lindsay's representative to the Board of Estimate and the City Council. In April, 1972, the Mayor appointed him as Deputy-Mayor-City Administrator, where he administered 16 mayoral agencies, and retained his representative responsibilities at the same time.

Mr. Morrison, chairman of the New York County Liberal Party and vice-chairman of the New York State Liberal Party, serves on several city boards, aside from being honorary chairman of the New York Acupuncture Society.

Recess Appointment

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

- 1, B; 2, C; 3, B; 4, C; 5, C; 6, C; 7, C; 8, B; 9, B; 10, C; 11, D; 12, C; 13, C; 14, C; 15, B;

- 16, C; 17, C; 18, B; 19, A; 20, D; 21, B; 22, C; 23, C; 24, C; 25, B; 26, A; 27, D; 28, D; 29, C; 30, C; 31, D; 32, B; 33, C; 34, C; 35, B; 36, A; 37, C; 38, C; 39, D; 40, A;

- 41, D; 42, D; 43, D; 44, B; 45, B; 46, C; 47, D; 48, B; 49, B; 50, B; 51, C; 52, C; 53, C; 54, D; 55, C; 56, D; 57, A; 58, B; 59, C; 60, A; 61, D; 62, D; 63, B; 64, C; 65, C; 66, C; 67, C; 68, B; 69, C; 70, D; 71, C; 72, D; 73, A; 74, A; 75, D; 76, D; 77, A; 78, C; 79, C; 80, B.

Dugan Judge

ALBANY — Frederick D. Dugan, of Penn Yan, has been named county court judge of Yates County to succeed Judge Lyman H. Smith who had been appointed to the State Supreme Court. Judge Dugan's term runs to Dec. 31, 1974.

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Women, Youth And Community Top This New Commissioner's Interests

By KAREL KRAMER

Women will have a friend in the newly appointed city Civil Service Commissioner. She is Josephine L. Gambino, 52, who is "very much for women, being a woman myself."

Ms. Gambino took her seat on the Commission Monday, serving out the term vacated by David W. Stadtmayer, who was elected to the Civil Court. She will serve on the three-man Commission with Commissioner James W. Smith and Chairman Harry I. Bronstein. Her term expires in 1978.



FINISHING TOUCHES — Josephine Gambino works on completing her duties at the Housing Authority last week before moving on to her appointment as a city Civil Service Commissioner.

Filing For Transit Jobs Extended To Jan. 15, 29

Filing for four jobs — including turnstile maintainer — with the Transit Authority has been extended through January. Applications may be obtained from the City Dept. of Personnel, 49 Thomas St., Manhattan, or from the application section in the lobby of the TA Building at 370 Jay St., Brooklyn. All applications must be returned, however, to the TA.

Filing for turnstile maintainer will close Jan. 29. Filing for the three structure maintainer positions closes Jan. 15. A brief description of the re-

the Chairman of the Housing Authority, often dealing with personnel. She was previously the Bronx Director of the city Rent and Rehabilitation Administration for four years. In private industry, she was successful in the production manager field but felt there was a great deal to be done that could be accomplished better within the establishment. Hence her joining the civil service.

"I feel if given a break, many people could get where they want to go." Can people get this opportunity through the civil service? "Yes," she believes. In addition to her job with the Housing Authority, and now with the Civil Service Commission, Ms. Gambino puts her after-noon hours into the Mayor's Office South Jamaica Urban Action Task Force, where she is a vice-chairman. As a result, she claims she never gets home.

"I usually kid my family that they'll put a sign outside our building that I'm missing." She adds the obvious "I enjoy my work."

File By Jan. 26 For Nassau Cty. Police Exam

Those Queens, Nassau or Suffolk residents who missed the New York City police officer exam have a chance to apply from now to Jan. 16 as an officer with various police departments in Nassau County. Starting salary varies but is \$11,447 with the Nassau County Police Dept.

Candidates must have a state driver's license, be a U.S. citizen and resident of Nassau County or a contiguous county for at least one year preceding Feb. 16, the date of the written exam. They must also be high school graduates between the ages of 20 and 29. (Eligibles must be 21 years old before appointment and will be disqualified when they reach their 29th birthday.) Those who have served in the military may subtract up to six years service from their actual age.

Candidates for Nassau County and Sands Point Police Depts. must have 64 college credits; candidates for Great Neck Estates and Kings Point Police Depts., 32 college credits. Official transcripts must be submitted with the application.

Those candidates passing the written exam must pass qualifying physical and medical tests. Requirements are published below.

- 1) Dumbbells. By sheer muscular effort, raise dumbbell to a full arm's length above the head, each hand separately. Passing grade — 70/40 lbs. or 60/50 lbs.
2) Abdominals. From a reclining position, assume a sitting posture carrying up a barbell behind neck. Feet are held down. Passing grade — 30 lbs.
3) High Jump. Clear a cross bar without touching. A short run is permitted. Passing — 3 feet, 6 inches.
4) Fence Scaling. Climb or scale an eighth foot tight-board fence. Upon request, one preliminary chance before formal exam permitted.
5) Dummy Carry. Candidate must pick up and carry 150-lb. dummy both up and down flight of stairs.

ranging from a minimum of 140 lbs. to a maximum of 180 lbs. for 5'8" and a minimum of 185 lbs. to a maximum of 235 lbs. for 6'5".
Vision — must be at least 20/30 in each eye without corrective lens.
Teeth — no decayed teeth, pyorrhea or gingivitis; missing teeth must be replaced except where impossible; properly fitting upper and lower dentures and permanent and removable bridges accepted.
Heart — rate, rhythm and force of heart action must be normal and free from murmurs, enlargement or other abnormalities.
Blood Pressure — systolic, not less than 100 nor greater than 140; diastolic, not greater than 90.
Psychological — history of psychological unsuitability for law enforcement positions will reject.

Police Officer Medical Requirements

ALL CANDIDATES MUST MEET THE MEDICAL STANDARDS AT THE TIME OF THE QUALIFYING CIVIL SERVICE MEDICAL EXAMINATION. Therefore, if you are found to be medically unqualified as of the date of the medical examination, this disqualification will be final for the examination in process.

Table with 6 columns: HEIGHT, MINIMUM WEIGHT, MAXIMUM WEIGHT, HEIGHT, MINIMUM WEIGHT, MAXIMUM WEIGHT. Rows for heights 5' 8", 5' 9", 5' 10", 5' 11", 6' 0".

PHYSICAL REQUIREMENTS Eligibles must successfully complete all five of the physical tests in three chances each. Failure on any one of the tests will disqualify the candidate. The tests are:
1) Dumbbells. By sheer muscular effort, raise dumbbell to a full arm's length above the head, each hand separately. Passing grade — 70/40 lbs. or 60/50 lbs.
2) Abdominals. From a reclining position, assume a sitting posture carrying up a barbell behind neck. Feet are held down. Passing grade — 30 lbs.
3) High Jump. Clear a cross bar without touching. A short run is permitted. Passing — 3 feet, 6 inches.
4) Fence Scaling. Climb or scale an eighth foot tight-board fence. Upon request, one preliminary chance before formal exam permitted.
5) Dummy Carry. Candidate must pick up and carry 150-lb. dummy both up and down flight of stairs.

NASSAU COUNTY POLICE OFFICER MEDICAL STANDARDS

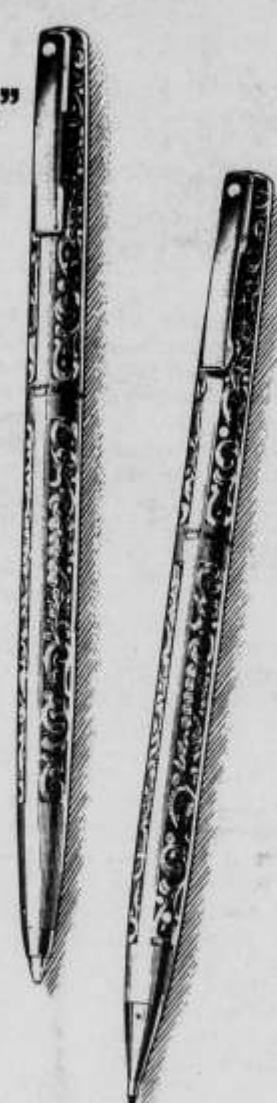
The Presence Of Or History Of Any Of The Following Conditions, Eliminates Or Rejects Until Cured (As Indicated In Appropriate Column Below)

Large medical standards table with columns for 'REJECTS UNTIL CURED', 'REJECTS', 'ELIMINATES', and 'ACCEPTABLE'. Rows include categories like ALLERGY, BLOOD CONDITIONS, CARDIOVASCULAR, HEARING, INFECTION, ENDOCRINE GLANDS DISORDERS, EYE CONDITIONS, GASTRO-INTESTINAL CONDITIONS, etc.

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This Week's New York City Eligible Lists

(Continued from Page 11)
Sept. 12 written testing for which four candidates filed and three were called. Salary is \$17,682.

No. 1 — 86.50%

1 William J Kelleher, Emilio Santoro, Vincenzo T Agoglia.

EXAM 2675 PROM. TO SUPERVISOR — STRUCTURES TRANSIT AUTH.

This list of six eligibles resulted from written testing for which six candidates filed. Salary is \$17,682.

No. 1 — 80.65%

1 Joseph Rizzo, Charles Miraglia, Thomas F Behrens, William A Leonhardt, Peter A Cirasole, Anthony J Desposito.

EXAM 2758 PROM. TO ASST MARINE ENGINEER — UNIFORMED FIRE DEPARTMENT

This list of nine eligibles, established Dec. 19, resulted from oral testing for which 12 candidates filed, nine were called and nine appeared. Salary is \$15,080.

No. 1 — 97.05%

1 Edward A Quirk, Francis G Duffy, Gilbert D Johnson, Angelo A Scorzelli, James A Scheller, Joseph A Gravina, Raymond O McGowan, William J Lankewish, Louis J Savella.

EXAM 2755 PROM. TO SENIOR PLUMBING INSPECTOR HDA

This list of 33 eligibles, established Dec. 19, resulted from Sept. 11 written testing for which 36 candidates filed, 36 were called, and 35 appeared. Salary is \$11,750.

No. 1 — 89.615%

1 Charles F Thompson, John K Defelice, Joseph Goldstein, Stephen F Christian, Simon H Hanish, Benjamin S Giglio, Morris Deutsch, Giro J Nicoletta, Jacob Lichtenstein, Dexter H Al-

per, Anthony Ubriaco, Gerald Gitli, Joseph F Cappola, Eben A Wares, Joseph Monse, Emanuel A Trolse, Philip Finkelstein, John L Matranga, Charles Kalish, Jerome Greenspan.

No. 21 — 81.385%

21 Stanley Ward, Jack I Markowitz, John P Moran, Joseph Marion, Gerald J Appelbaum, Robert Freligh, Joseph Cains, Sol Petchenick, John Jellen, Robert W Rost, Walter Heltmann, Randolph K Harrison, Salvatore Realmuto.

EXAM 3573 PROM. TO ASSISTANT MECHANICAL ENGINEER

This list of 22 eligibles established Dec. 19, for use by six city agencies, resulted from an evaluation of training and a subsequent oral test for which 27 candidates filed and 25 were called. Salary is \$13,300.

Bd. of Education

No. 1 — 91.415%

1 Matthew A Battista, Gerald E Montella, Michael A Ambrose, Dennis J Bascianelli, Patsy Lorelli, Phillip Fontanetta.

Bd of Wat Sup, Design

No. 1 — 75.045%

1 Bharatkuma Shah.

Envi Prot Adm

No. 1 — 82.915%

1 Samuel J Jefairplan, Laura W Ballin, Richard W Schultz, Charles Levine.

Fire Dept.

No. 1 — 82.915%

1 Alfred A Howe, Joseph Solmonsohn.

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Munic Serv Admin
No. 1 — 87.915%
1 Harry Ludman, Selwyn Ratner.

TA Car Maint
No. 1 — 82.915%
1 John C Notter, Arley A Hinds, John A Goetz.

TA Engin
No. 1 — 82.915%
1 Enrico N Giugliano, George Wagner.

TA Power
No. 1 — 82.915%
1 Michael Kwasny.

TA Surface
No. 1 — 72.575%
1 Ronald M Dalessio.

EXAM 7613 PROM. TO SR PURCH INSPCTR OFFICE OF CMPTRLLR

This list of 46 eligibles, established Dec. 19, resulted from oral testing for which 60 candidates filed, 58 were called and 56 appeared. Salary is \$18,900.

No. 1 — 94.815%

1 Bernard Levine, Walter W Welner, George Pfeffer, Thomas M Darey, Karol J Powers, Alexander Pannone, George N Tremont, William K Hall, Salvatore Dadamo, John Wilker, Albert A Gardella, James H Scanlon, Vincent Tarascio, Simone Distinti, Herman Morganstein, Anthony R Dumolo, John J Paci, Albert N Lopresti, Clarence E Reid, Robert W Sacharski.

No. 21 — 81.47%

21 Harold Siegler, John F Ayres, Rocco D Pillero, Carlo P Piacentile, Harold F Greenblatt, John A Ross Jr, Anthony J Thomas, John Simononi, Daniel Cestaro, Leo Scheer, Michael Koledo, Frank Sills, Vincent J Peti-

to, Harold Fisch, Julius Miller, Robert A Laura, Mario Forte, Joseph Sparacio, Charles R Romano, Salvatore Badalamenti.

No. 41 — 72.62%

41 Gerald Beckerman, Salvatore Mazzara, Raymond B Rapp, Peter Lamattina, Vincent P Vicario, Nathan Ingerman.

EXAM 2592 PROM. TO PRIN CONSULTANT — EARLY CHILDHOOD ED, HSA

This list of one eligible, established Dec. 19, resulted from oral testing for which eight candidates filed, six were called and four appeared. Salary is \$16,800.

No. 1 — 91.675%

1 Edith G Clute.

EXAM 2633 PROM. TO SENIOR PLAN EXAMINER — BUILDINGS HDA

This list of 14 eligibles, established Dec. 19, resulted from June 20 written testing for which 22 candidates filed, 21 were called, and 16 appeared. Salary is \$18,900.

No. 1 — 91.165%

1 Benjamin Copito, Francis R Dickhut, Igor Fuhrer, Herman E Feitman, Jerome F Decanio, Norman I Lerman, Haribhal H Patel, Albert Z Gamill, Samuel Roberts, Philip W Crapo, Anthony J Patrissi, Joseph I Mendez, Jack J Calabro, Eugene P Tubman.

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Federal News

Unused Annual Leave

A bill to provide cash bonuses for unused annual leave at retirement was signed into law Dec. 14 by the President. The bill — public law 93-181 — corrects a long-standing inequity whereby retirees lost money, although the bill is not retroactive.

It eliminates provisions of the "use it or lose it" system, and lets federal employees carry over time they earned but never took, into the new year. For workers who quit by the Dec. 31 deadline, those cash payments would be made in 1974 and charged to taxable income, 1974. It permits workers to carry over more than 30 day leave because of work emergencies, sickness or administrative foulups. The time could be used in the new year or taken as a cash payment upon retiring.

In Parks Post

ALBANY — William A. White, long active in Harlem community organizations, has received a recess appointment to the State Park and Recreation Commission for the City of New York. There is no salary.

Reynolds Renamed

ALBANY — Milton L. Reynolds, of Kingston, has been re-appointed to the Council of the State University College at New Paltz for an unsalaried term ending July 1, 1982.

Correction

The Leader regrets an error in the Dec. 18 edition, page 9, where Deputy Chief David McCormack, president of the Uniformed Fire Officers Assn., was incorrectly identified in a photo as "Donald"

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Arthur Bolton flew to Massena for Syracuse Region meeting.

ARTHUR BOLTON: CSEA's Space-Age County Executive Committee Chairman

By HERBERT GELLER

IF CSEA had its own fleet of airplanes, County Executive Committee Chairman Arthur Bolton would be qualified to be its chief pilot.

Art, as his friends call him, has been a licensed pilot for 10 years and has more than 400 hours of flying time so he has a lot of experience in flying through the wild blue yonder.

He pilots a four-passenger Cessna plane to CSEA meetings all over the state and he says this certainly beats driving. He intends to use this method of transportation wherever possible in his statewide CSEA duties, that is if he can get the fuel to fly the plane.

The plane belongs to Meadowbrook Aviation, an organization devoted to private flying, of which Art is a member and treasurer. His usual trips are from Meadowbrook's field at Yulan, about 15 miles from Monticello, to Albany for meetings or other business at CSEA Headquarters.

He recently made a trip to a CSEA meeting in Massena, near the Canadian border, and his plane has range enough to fly to any other CSEA functions in New York State.

Meadowbrook Aviation has about 18 active pilots, of whom six are officers of the group and 12 are affiliates. The purpose of the organization is to promote private flying. Belonging to the organization greatly reduces the \$25 to \$35 per hour cost of hiring a plane, and members can share experience and skills in maintaining and operating planes.

Mr. Bolton began flying 10 years ago when he was a student at the University of Oklahoma majoring in political science. Besides flying on CSEA business, he takes his wife Sandra and two sons for pleasure flights of up to three hours in duration which "will take you a good long way from home when you go by air," he said.

Flying is only one of the many things that keeps Art Bolton busy. He is also principal welfare examiner for Sullivan County and in his hometown of Eldred, he is chairman of the Eldred Central School District Advisory Committee.

A very important activity is, of course, CSEA. Here Art has the job of representing county CSEA chapters on the statewide Board of Directors. He is now serving his fourth two-year term as a member of the Board and as a representative of Sullivan

County. He was County Executive Committee vice-chairman before being elected chairman last August.

Art is very interested in the progress of county CSEA chapters, and he said one of his main purposes in office is "to try to see that the county chapters get the recognition and services they deserve."

He has also done many other things for CSEA. He served as third vice-president of the old Southern Conference and was a candidate for president of the new Southern Region in the October election.

He is also very active in CSEA committees. One of these is the expansion committee, which has been conducting discussion on pos-



Bolton flies in style.

sible affiliation of New York CSEA with a federal employees union or with other state unions.

Other jobs have included membership in the special social services committee, the resolutions committee, the statewide nominating committee and the Board of Directors.

His statewide work requires contact with many CSEA members all over far-flung New York State and knowledge about many areas of the state. Since he has to travel so much, Art finds the airplane an invaluable means of transportation. "At least I am not tired after eight or nine hours of driving when I go to a meeting," he said.

Newark Food Service Workers Issue Plea

NEWARK—The food service workers of Newark State School have drawn up a resolution on the need for prompt action on the food service career ladder question and are asking the help of the local chapter, Civil Service Employees Assn., and the CSEA state headquarters.

Anthony L. Zinorino headed the workers who submitted their resolution for consideration. It states in part:

"We, the Food Service Workers of Newark State School by virtue of the following citation, hereby petition the Civil Service Employees Assn. to immediately render its all out effort to remove the apparent delay in the creation of a true Food Service Career ladder . . .

Many Diets

"We receive comprehensive instructions in the servicing of foods and render such with technical mannerism whereby our residents are provided with the correct diet that fulfills their nutritional needs of the day. This we do by our understanding and interpretation of the daily dietary thereby enabling us to service not only general and/or regular diets, but special diets mechanical, pureed, calculated diabetic and reduction, modified sodium etc.) as well.

"The general health and welfare of our residents is dependent not only on how well they are fed, but to the sanitary conditions exposed to them as well. Our housekeeping procedures provide them a dining room with a clean and healthy environment. We serve them meals employing sanitary methods of food, tableware and utensil handling. Our dishwashing and equipment cleaning is geared to prescribed sanitary methods whereby the risk of contamination is minimized.

Provide For Self

"We are dedicated to the goal of enabling the resident to place himself in society whereby he may become self-providing and contribute to his own self-progress.

"The changing technology employed in the improvement of dining habits has further amplified our role in direct service to the patient. We have become a part of a team involved in new feeding programs whereby we assist our residents in the proper usage of tableware, utensils and help them to develop good eating habits. Our effort in their self-improvement has enabled us to present them with buffet style luncheons and/or dinners and we are proud to acknowledge that those exposed to such are doing very well.

"Many of our residents, and hopefully more, have been gain-

Light Consumption Reduced At 33 Elk

ALBANY — In compliance with the request of the President of the United States to conserve energy, the lighting in the Civil Service Employees Assn.'s Headquarters at 33 Elk St. has been reduced by 30 percent without adverse changes in work conditions or employee safety considerations.

The heating of the Headquarters building has also been adjusted to comply with the Fed-

erally employed in various communities. This, in part, stems from in-service training programs whereby the resident trainee is assisted and instructed by us in the performance of dining room tasks.

"We are also involved in the progression of young citizens involved with the Youth Opportunity Program. Our efforts, in this program, have allowed many of them trained by us to become gainfully employed . . .

Talks Stalled

"Whereas negotiations, indicative of a forthcoming Food Service Career ladder, between the Civil Service Employees Assn. and the State of New York are at an apparent impasse; whereas, because of the apparent impasse, the morale of Food Service Workers has reached a low.

"Be it resolved that the good morale of an employee be recognized as an asset to the overall end results of service to our residents and to the public as well.

"Be it further resolved that the establishing of a bona fide Food Service Career ladder will not only raise the morale of Food Service Workers, but their dignity in relation to the service he renders as well . . .

"Be it resolved that the Civil Service Employees Assn. take immediate and/or any necessary action deemed necessary to break the impasse of negotiations and produce positive end results."

Votto Earns Senior State Veteran Post

ALBANY—Frank V. Votto, State Director of Veterans' Affairs, has announced the appointment of State Veteran Counselor John F. Nelligan, Jr., of Amherst, to the position of Senior State Veteran Counselor. The appointment was made as a result of a statewide civil service examination.

Until his promotion, Mr. Nelligan served as a State Veteran Counselor in Erie and Niagara counties.

A Marine combat veteran of the Korean War, Mr. Nelligan is a service officer of the Erie County Council Veterans of Foreign Wars, a member of Amherst Township Post 416, VFW; American Legion Post 622; Gen. William J. Donovan Chapter 163, Disabled American Veterans, Catholic War Veterans and Marine Corps League. He is a graduate of Canisius College, class of 1954.

The Sixth Veteran District which Senior Counselor Nelligan will supervise includes the counties of Cayuga, Chemung, Cortland, Jefferson, Lewis, Onondaga, Ontario, Oswego, Schuyler, Seneca, Tioga, Tompkins, Wayne and Yates in which are located Division of Veterans' Affairs counseling centers.

Mr. Nelligan resides at 374

Nassau Medical Center Elects; Kasner Leader

MINEOLA — The Nassau County Medical Center unit of the Nassau chapter of the Civil Service Employees Assn.

vice-president; John Remuzzi, second vice-president; Helen Walsh, third-vice president; Esther Phillips, secretary; Dor-

Kaster, Eileen Lee, Herbert Middleton, Frank Molinelli, Leo Reiss, Perry Rowles, Frances Schaeffer, David Smith,

Latest State And County Eligible Lists

5 Raftogianis J Rensselaer 75.6
6 Howell G Tully 75.1
7 Desormeu R Albany 72.7

EXAM 35218
ASSOC SALES TAX EXMR
(Option B)
Test Held June 2, 1973
List Est. Oct. 16, 1973
1 North R Niagara Fls 83.2
2 Goetz M Utica 74.0
3 Cancellieri R Bx 72.1

3 Ireland L Montgomery 81.2
4 Dubovick C Goshen 76.4

EXAM 55308
COURT ASSISTANT II,
SURROGATE'S COURT,
ROCKLAND COUNTY
1 Weiss C Spring Val 96.2

4 Wallen J Truxton 79.1
5 Himmelfarb N Tonawanda 78.2
6 Webster W Troy 77.2
7 Bekassy E Babylon 75.0

13 Reif E Pt Jfrsn St 73.6
14 Reilly F Staten Is 73.0
15 Dean H Horsehead 72.1

EXAM 35093
PURCHASING AGENT
Test Held March 24, 1973
List Est. Aug. 22, 1973

EXAM 45282
COURT ASSISTANT II,
ORANGE COUNTY
1 Crudele E New Windsor 90.8
2 Fasolo E Tuxedo 81.2

EXAM 55307
COURT ASSISTANT II,
ORANGE COUNTY
1 Hogan P Middletown 81.9
2 Nurley L Goshen 70.4

EXAM 35146
PERSONNEL ADMRS
OPTION A
Test Held May 12, 1973
List Est. Nov. 21, 1973

EXAM 35143
SR MECHL CONSTR ENGR
Test Held May 12, 1973
List Est. Aug. 17, 1973
1 Greene H Albany 84.9

1 Draggett J Dunkirk 91.3
2 Daddio J Saratoga Spg 91.0
3 Curley D Troy 89.9
4 Sackrider J Albany 89.2
5 Esposito G Albany 89.0
6 Bybak S Castleton 88.5
7 Hamm F Scotia 87.7
8 Palkovic T Mechanicvll 86.8
9 McGill R Cheektowaga 85.9
10 Rosenberg A NYC 85.8
11 Fort R Cohoes 83.9
12 Macgowan F E Greenbush 83.8
13 Turner H Cobleskill 83.0
14 Vincent W Albany 82.0
15 Gleason J Scotia 82.0
16 Morroni J Elnoza 81.5
17 Carlson P Albany 80.9
18 Leiser J Clay 79.7
19 Howe W Cohoes 79.0
20 Bryant E Saratoga Spg 78.3
21 Becker E Middleburgh 78.3
22 Plecia J Lk Carmel 76.5
23 Keenan K Albany 75.7
24 Luby W Hamburg 75.4
25 Mirabelli L Bellmore 75.0
26 Kovatch J Schenectady 74.2
27 Barker M Albany 74.0
28 Jenkins W Albany 73.9
29 Drossel W E Setauket 73.7
30 Collelo J Albany 73.4
31 Rickard G Schenectady 73.2
32 Surrrette L Canastota 72.6
33 Atkinson J Malverne 71.5
34 Wilkes M Albany 71.5
35 Dubuc R Albany 70.6

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to

EXAM 45280
COURT ASSISTANT II,
UNIFIED COURT SYSTEM,
HERKIMER COUNTY
1 Zipprich J Poland 96.9
2 Tucker E Mohawk 93.6
3 Fatata M Frankfurt 87.6
4 Gillette P Frankfurt 79.6

EXAM 55317
COURT CLERK II,
SUPREME COURT, DISTRICT
COURTS, SUFFOLK COUNTY
1 Powell G Eastport 94.5
2 Campbell G Ctl Islip 86.7
3 Roberts J Blue Point 84.9
4 Stokes A Oakdale 82.2
5 Hilgeman R E Quogue 79.6
6 Suzik G Hampton Bays 79.4
7 Kennedy J East Islip 78.8
8 Delise C Kings Park 77.7
9 Cohen E East Islip 77.4
10 Groh P Bellport 77.2
11 McNamara T Commack 75.5
12 Schneider C Riverhead 75.3
13 Sachtleben R Southampton 74.9
14 Long T Riverhead 73.1
15 Oberndorfer A West Islip 72.9
16 Reardon A W Babylon 72.5
17 Webster W Islip Ter 72.2

EXAM 55338
COURT CLERK II,
SUPREME COURT APPELLATE
DIVISION, FIRST DEPARTMENT
1 Etkind H Bx 94.2
2 Dwyer F Bx 91.3
3 Lee W NYC 81.2

EXAM 55338
COURT CLERK II,
SUPREME COURT, APPELLATE
DIVISION, SECOND DEPARTMENT
1 Miles J Staten Is 81.2
2 Johnson J Bklyn 80.8
3 Hofmann G Glendale 73.1

EXAM 55339
COURT CLERK I,
SUPREME COURT, APPELLATE
DIVISION SECOND DEPARTMENT
1 Pelli L Staten Is 90.7
2 Parris C Jamaica 82.1
3 Anderson H Staten Is 71.8

EXAM 55311
ASSOC INS FND FLD SRV REP
Test Held Sept. 15, 1973
List Est. Nov. 29, 1973

1 Visconti V Farmingdale 104.0
2 Warshaver A Bklyn 102.2
3 Cappuccio P Whitestone 93.5
4 Wilkes R Bklyn 93.0
5 Sussman C Bethpage 90.6
6 Viggiani J Forest Hills 90.5
7 Lindholm E Whitestone 88.1
8 Klein E Collage Pnt 86.1
9 Himmelfarb N Tonawanda 85.7
10 Schumer J Hamburg 85.2
11 Webster W Troy 84.2
12 White D East Aurora 84.1
13 Bekassy E Babylon 83.0
14 Hittig E NYC 82.1
15 Wallen J Truxton 81.6
16 Shear L Bklyn 81.5
17 Balkus H Bklyn 78.5
18 Hurwitz H Oceanside 76.5
19 Halakins S Jackson Hts 75.3
20 Winter J Wantagh 74.0

EXAM 55335
INS FUND DISTRICT REP
Test Held Sept. 15, 1973
List Est. Nov. 23, 1973
1 Warshaver A Bklyn 87.7
2 Viggiani J Forest Hills 83.0
3 Hittig E NYC 79.1

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4 Roberts S Albany 84.2
5 Jasinski R Hamburg 81.5
6 Steindorff S Slingerlands 81.0
7 Lindsay M Albany 80.0
8 Winters B Syracuse 79.9
9 Zini R Delmar 79.8
10 Sweet R Round Lake 79.8
11 Prindle A Loudonville 79.2
12 DeLucco W Delmar 78.8
13 Kearney J Latham 78.7
14 McGann F Saratoga Spg 78.5
15 Baumgold J Westerlo 78.5
16 Thomas A Roosevelt 78.3
17 Costello J Cohoes 78.0
18 Dicerbo T Schenectady 77.8
19 Vanhoesen M Athens 77.5
20 Carle S Albany 77.5
21 Fawcett N Albany 77.2
22 Raymond C Scotia 76.5
23 Euler C Hollis 76.3
24 Hodgson J Mastic 76.3
25 McFerran J Albany 76.1
26 Cavanaugh G Albany 76.0
27 Mayhew G Bklyn 75.7
28 Fringle W Albany 75.1
29 O'Brien D Albany 75.0
30 Klein M Bklyn 74.6
31 Morgan P Delmar 74.6
32 Pendleton E Wolcott 73.8
33 Ryan J Massapequa 73.5
34 Winsfeld P Chatham 73.5
34A Vitagliano M Albany 73.0
35 Conway J Voorheesvil 72.4
36 Manning J Alfred 71.9

EXAM 35146
PERSONNEL ADMRS
OPTION B
Test Held May 12, 1973
List Est. Nov. 21, 1973

1 McKenna W Howard Bch 89.2
2 Giek D Mechanicvil 89.0
3 Grenier P Latham 85.4
4 Kolapakka B Delmar 84.0
5 Nackenson B Albany 83.0
6 Perfetto V Watervliet 81.0
7 Eike A Albany 79.7
8 Szelela D Delmar 79.3
9 Capling D Rochester 78.1
10 Wolslegel J Cropseyville 77.9
11 McChesney W Schenectady 77.1
12 Roblin W Menands 76.9
13 Koenig J Albany 76.9
14 Miller R NYC 76.5
15 Anderson G Albany 76.3
16 Gutowski V Schenectady 76.2
17 Carter C Rexford 75.1
18 Brague M Guilderland 74.8
19 Wallace G Albany 73.8
20 Murphy T Poughkeepsie 73.6
21 Tohl J Rexford 73.5
22 Ruff K Troy 73.3
23 Forrester D Hartsdale 72.6
24 Millia C Saratoga Spg 72.2
25 Doolin M Albany 71.9
26 Desoteau R Albany 70.4

EXAM 55315
COURT CLERK II,
SUPREME COURT, NASSAU COUNTY
1 Schreiber R Cedarhurst 96.4
2 Coffin W Garden City 94.5
3 Cohen A Westbury 94.5
4 Coughlin G Levittown 91.7
5 Brady P Massapequa Pk 91.5
6 McCloy H Merrick 89.2
7 Reardon J Massapequa 86.5
8 Carey W Hempstead 85.6
9 Jenkins J Oceanside 85.1
10 Gottscent F Hempstead 84.6
11 Smith W Merrick 84.4
12 Newman J Long Beach 81.7
13 Galet J Plainview 81.4
14 Hatchley D Seaford 79.6
15 Rehak A Wantagh 76.3
16 Cahill W Malverne 75.8

EXAM 35129
ASST HEAT & VENT ENGR
Test Held May 12, 1973
Est. Aug. 16, 1973
1 Larsen R Latham 85.5
2 Coffey J Troy 75.6

EXAM 35310
SR INS FUND FLD SRV REP
Test Held Sept. 15, 1973
List Est. Nov. 28, 1973
1 Samuel A NYC 86.0
2 Aery T Schenectady 82.6
3 Ruggieri J Roslyn Hts 82.1
4 Bietry R Rockaway Pk 81.7
5 McCaffrey E Huntington Sta 81.5
6 McJury R Batavia 79.6
7 Gidiccin J Bklyn 78.0
8 O'Bryan J Woodside 77.0
9 Jenkins S Bayside 76.5
10 Carson R Schenectady 76.1
11 Desimone V Queens Vill 74.0
12 Golder A Sprngfld Gdn 74.0

EXAM 35254
GENL PRKWAY FOREMAN
Test Held May 12, 1973
List Est. Aug. 17, 1973
1 Hopkins E Craryville 71.9

EXAM 35117
SR PRCHSNG AGNT PRNTG
Test Held March 24, 1973
List Est. Aug. 17, 1973
1 Sheeran V Troy 81.1
2 Rendano L Albany 78.1

EXAM 35021
ASST WORLD TRADE CNTR MNG
Test Held Jan. 27, 1973
List Est. Aug. 22, 1973
1 Andersen R Westerlo 86.9
2 Paris G Loudonville 86.1

EXAM 35-324
CHIEF, BUREAU OF ED
FOR DISADVTDG
Test Held Sept. 10-11, 1973
List Est. Sept. 13, 1973
1 Hughes P Loudonville 89.3
2 Wright C Coram 87.6
3 Brenton W Valatie 87.1
4 Rausch L Watervliet 83.4
5 White D Albany 81.5
6 Curry O Buffalo 70.6

EXAM 35019
SR PUB BLDGS MNGRS
Test Held Jan. 27, 1973
List Est. Aug. 22, 1973
1 Beaudoin A Valatie 87.4
2 Andersen R Westerlo 87.4
3 Paris G Loudonville 86.6
4 Vanpatten R Albany 74.5

EXAM 35085
SR ST VET CNSLR
Test Held March 24, 1973
List Est. Aug. 22, 1973
1 Reisser M Bklyn 97.0
2 Sullivan J Elmira 91.9
3 Ricca F Freeport 91.5
4 Berenback P Yonkers 91.5
5 Gangl L Ithaca 88.6
6 Katz J Flushing 88.5
7 Koerner R Newark 86.3
8 Durkin E Kenosha Lake 85.5
9 Kuehneman P Binghamton 84.2
10 Nelligan J Snyder 81.7
11 Ferris M Mooers 79.0
12 Cady F Mt Morris 75.8
13 Parsons R Saratoga Lake 75.0
14 Ehrlich A Jamaica 74.1

EXAM 35191
JR MECHL SPEC WRITER
Test Held April 14, 1973
Est. Aug. 22, 1973
1 Francis A Schenectady 84.6
2 Harrigan N Troy 84.4
3 McAllister R Cohoes 78.7
4 Oliver E Castletn Hud 76.7
5 Delorey J Schenectady 75.5
6 Miller D Albany 73.8

EXAM 35163
ASSOC PLUMB ENGR
Test Held May 12, 1973
List Est. Aug. 22, 1973
1 Fausel B Waterford 82.3
2 Pascale J Albany 78.9
3 Thomas F Rensselaer 78.5

EXAM 35275
ASSOC MECHL CONSTR ENGR
Test Held May, 1973
List Est. Aug. 22, 1973
1 Selekof B Bklyn 76.7
2 Lewison K LI City 73.5
3 Finnie J Centerport 72.3

EXAM 35161
ASST PLUMB ENGR
Test Held May 12, 1973
List Est. Aug. 28, 1973
1 Arieda R Menands 83.0
2 Meslin G Averill Pk 80.5
3 Davidson J Rensselaer 76.5
4 Edwards J Dobbs Ferry 75.8

EXAM 35163
ASSOC PLUMB ENGR
Test Held May 12, 1973
List Est. Aug. 22, 1973
1 Fausel B Waterford 82.3
2 Pascale J Albany 78.9
3 Thomas F Rensselaer 78.5

EXAM 35275
ASSOC MECHL CONSTR ENGR
Test Held May, 1973
List Est. Aug. 22, 1973
1 Selekof B Bklyn 76.7
2 Lewison K LI City 73.5
3 Finnie J Centerport 72.3

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3 Davidson J Rensselaer 76.5
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Member Drive In Troy

(Special To The Leader)

TROY — A drive to increase the collective bargaining strength of public employees in Rensselaer County and in the City of Troy by increasing membership in the union that represents most of these workers will soon get under way, according to a spokesman for the Civil Service Employees Assn.

An initial meeting of CSEA local officials and headquarters staff members was held last week in Albany to formulate plans for a membership campaign to be launched in the coming weeks. According to the spokesman, the general purpose of the drive is to convince non-members that they should "do their share" in supporting the union that negotiates salary increases, fringe benefits and other job improvements and that comes to their aid if a job problem develops.

"Besides the obvious concept of an employee paying his way to better his employment," the spokesman said, "by paying dues and actively participating in CSEA activities, the actual visible size of the membership of the union that sits down at the bargaining table to face management representatives swings a lot of weight in getting good, solid improvements."

Present at this first planning session were Joseph Pastore, president of the Rensselaer County Employees unit of CSEA; Susan Pfaffenbach, vice-president of the Rensselaer County chapter; Samuel Ciraulo, president of the Troy city unit; Joseph Backerlan, CSEA field representative, Joseph J. Dolan, CSEA director of local government affairs, and Edward C. Diamond, CSEA director of education.

Sanchez Appointed

ALBANY — Dr. Nelson D. Sanchez, who has been serving as acting director of Marcy State Hospital since January, has been appointed director at an annual salary of \$41,548. He succeeds Dr. Newton Bigelow, retired.

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



'TIS THE SEASON . . . Eleanor Korchak, president of Binghamspton chapter, CSEA, gets a holiday kiss from Charles Ecker, former Central Conference president, during the chapter's Christmas party at St. John's Memorial Center in Johnson City. She holds a gift from the members.

New School Contract Agreed In Newburgh

NEWBURGH—A two-year contract agreement has been reached between the City of Newburgh Board of Education and the Newburgh school unit of the Civil Service Employees Assn.

The agreement includes:

A four percent raise to the bottom step of the salary schedule;

A six percent raise on the top step of the salary schedule;

Paid-in-full health insurance for employees and their dependents;

An increase in the 10-year longevity payment from \$250 to \$350;

A 15-year longevity payment of \$350;

A 20-year longevity payment of \$350;

A dental plan for all full-time employees to be implemented during the second year of the contract;

Credits for teacher aides to be

compensated at the rate of \$75 for each unit of three credits;

Part-time food service helpers' rates to be increased to \$2.45 an hour;

Cafeteria monitors rates to be increased to \$2.45 an hour.

The negotiating team for the CSEA Newburgh school unit included: Harold McGuigan, president of the unit; Mrs. Mary Carbone, Nicholas Ronsine, Mrs. Dorothy Lynch, William Elting, Mrs. Louvenia Miller and Emanuele Vitale, CSEA collective negotiating specialist.

The negotiating team for the Newburgh board of education included: Alfred DiCesare, superintendent, Charles Disare, assistant superintendent, and Anthony Knipp, personnel officer.

Ulster's Sheriff Told By PERB: Deal With CSEA

(Special to The Leader)

KINGSTON — The State Public Employment Relations Board has reversed an earlier decision by one of its hearing examiners and has ordered that the Sheriff of Ulster County execute a contract with the Civil Service Employees Assn. covering the deputy sheriffs of Ulster County.

In so doing, PERB has upheld CSEA's contention that William Martin, Sheriff of Ulster County, committed an improper practice in refusing to sign a memorandum of agreement dated Dec. 12, 1972, and a subsequent contract submitted to him by CSEA.

CSEA had alleged that Sheriff Martin failed to negotiate in good faith with CSEA as the duly recognized representative of the deputy sheriffs by his refusal to sign the memorandum.

"PERB held that throughout the course of negotiations, the conduct of the Sheriff was such as to warrant the conclusion that he did not discharge his obligation as a public employer to negotiate in good faith as required by the State Taylor Law and Civil Service Law," a CSEA spokesman said.

CSEA Certified

"The Sheriff was present for only one of the first four negotiating sessions," the spokesman said, "and at that session challenged CSEA's right to represent the unit of deputy sheriffs."

CSEA had been certified as the appropriate representative of the bargaining unit five months prior to the Sheriff's challenge and PERB upheld CSEA's position in this matter.

The Sheriff's presence at subsequent sessions was a result of a previous improper charge filed against him by CSEA. This charge was settled without a formal PERB hearing.

According to the CSEA spokesman, the Sheriff was not a member of the caucus groups that actually conducted the negotiations, but permitted negotiations to be handled by the negotiator for the County. (CSEA also represents Ulster County public employees.)

"The Sheriff submitted one written proposal through the County negotiator and never denied the implication that the County negotiator was his negotiator," the union spokesman explained.

On Three Occasions

On Dec. 12, 1972, CSEA and the negotiator reached an agreement and signed a memorandum of agreement reflecting the terms and conditions of the contract. However, when the memorandum of agreement was sent to the Sheriff for his signature he stated that he would have it reviewed by his lawyer.

On three occasions in December and January, Danny Jinks, CSEA collective negotiating specialist, submitted the memorandum for the Sheriff to sign. On Jan. 23, 1973, Mr. Jinks left two copies of the memorandum with a final request that the Sheriff sign and return the memorandum by Jan. 31.

On Jan. 26, Sheriff Martin requested a separate contract for the deputy sheriff unit. CSEA submitted a separate agreement and again the Sheriff refused to sign.

In March 1973, CSEA filed an improper practice charge against the Sheriff on this matter. After initial hearings, a PERB hearing officer held that the Sheriff did not have to sign the contract because there had been no agreement between the Sheriff and CSEA.

CSEA appealed this decision to the full PERB Board and the full Board has found in CSEA's favor, ordering the Sheriff to sign the agreement.

Cattaraugus Pay Up 5%

LITTLE VALLEY—Cattaraugus County employees represented by the Civil Service Employees Assn. have agreed to a 3-year contract with the county.

The pact calls for 5 percent pay hikes across the board for the first two years, with a wage reopener for wage scales in 1976.

Mrs. Phyllis Felton, CSEA chapter president, said the agreement specifies a 5 percent hike or cost-of-living increase in the third year, whichever is greater. Also included are "co-paid" prescriptions and dental treatment added to the basic Blue Shield-Blue Cross plans now in effect.

Mileage allowances were upped from 12 cents per mile to 13, 14 and 15 cents per mile over the three years.

Eva Kilmartin Heads East Greenbush Unit

PROSPECT HEIGHTS — Eva Kilmartin was installed recently as president of the East Greenbush School unit of CSEA's Rensselaer County chapter.

Installing officer John Vallee, third vice president of Albany

