

# Civil Service LEADER

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## New Eligible Lists

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## Improper Practice Charge Filed By CSEA For Not Cooperating On Bargaining

ALBANY—The Civil Service Employees Assn. has filed an improper practice charge with the State Public Employment Relations Board against the Waterford-Halfmoon School District Board of Education for refusal to cooperate in supplying information necessary to "conduct negotiations with respect to salaries in the upcoming contract."

The newly-formed unit of the Saratoga County chapter of CSEA was recently recognized by the School Board as the exclusive bargaining agent for approximately 40 non-instructional employees of the Waterford-Halfmoon School District, when 80 percent of those eligible signed CSEA designation cards.

CSEA field representative Aaron Wagner, who filed the charge with PERB, said that a verbal agreement by William I. Nennstiel, superintendent of schools, to supply CSEA with the present salaries of the employees involved was rescinded three days later "for no good reason."

"Without this information," Wagner said, "the Waterford-Halfmoon School District (CSEA) unit cannot intelligently conduct negotiations."

The CSEA spokesman said that this refusal constitutes "an attempt at harassment since Mr. Nennstiel stated that any taxpayer was entitled to this information but a CSEA representative wasn't."

CSEA also cited in its charge,

### Probation Committee To Meet In Albany

A meeting of the ad hoc committee to study probation departments of local governments, Civil Service Employees Assn., will meet Sept. 5 at CSEA Headquarters, 33 Elk St., Albany, at 1 p.m. in the ground floor conference room.

Committee members are Nels Carlson, coordinator, James Brady, Peter Grieco, James Frisina, Joseph Rooney, John Smrtic, Russell Certo, James Mattel and Andy Freeman.

### Inside The Leader

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as another attempt at harassment, the superintendent's "blanket refusal to permit CSEA representatives to talk with employees at any time during working hours, including breaks and lunch periods."

The CSEA representative said that the non-teaching employees in the district had contacted

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## Nassau CSEA Hits Stall On Bargaining By Levittown District

MINEOLA—The Nassau chapter, Civil Service Employees Assn., has filed an unfair-labor-practices charges with the state Public Employment Relations Board against the Levittown School District for refusing to bargain.

Chapter president Irving Flaumenbaum charged the district with "discriminating against the lowest-paid employees" by refusing to bargain with CSEA on behalf of 600 non-teaching employees although contracts had been reached with teachers and administrators.

"The superintendent doesn't make the law. And we don't make the law. The law stands," Flaumenbaum declared. "We will follow every means to require this district to abide by the law if it means we have to go to the U.S. Supreme Court, which I don't think it will."

### Long Stall

The unit, headed by Clarkson Champney, had submitted proposals for negotiation in March. The district stalled, citing a representation challenge by the Teamsters, which was later overwhelmingly defeated by the custodial and maintenance employees, clerical, cafeteria and transportation staffs and the teacher's aides represented by the bargaining unit.

Then the district claimed it could not grant a pay adjustment because it is operating under an austerity budget.

CSEA disagreed.

"The employees are very upset about this arbitrary and unilateral action, and I cannot be responsible for any actions that

### MH Dentists Meet

The Association of New York State Mental Hygiene Dentists will hold a luncheon meeting on Saturday, Oct. 14 at the Hyatt House in Albany at 1 p.m.

## Constitutionally Challenged

# Court Upholds CSEA's Right To Fight Taylor Law's Penalty Actions

ALBANY—A State Supreme Court justice last week dealt the State administration a crippling blow when he threw out an attempt by State lawyers to prevent the Civil Service Employees Assn. from challenging the constitutionality of the Taylor Law's penalties section.

CSEA brought the legal action after several thousand State workers who supported CSEA over the Easter weekend were charged, found guilty of striking

and fined without being given a hearing.

Justice Harold Hughes ruled that CSEA had every right to challenge the constitutionality of the State's imposing penalties without a hearing and further stated that the accused employees should have had a hearing.

CSEA officials viewed the decision as a giant step forward in CSEA's battle to protect those employees who were fined and placed on probation.

A CSEA spokesman said, however, that the union expects the State to appeal Judge Hughes' decision to a higher court, thus further delaying court action on the constitutionality issue itself. "In any case," the spokesman said, "We have cleared a major hurdle."

The spokesman accused the

State of trying to block a court test of the law. "We have every reason to believe that the State is very unsure of the validity of its own law."

## Southern Conf. Meets Sept. 8

The Southern Conference of the Civil Service Employees Assn. will hold a meeting for Conference officers, chapter officers and delegates on Friday, Sept. 8, it was announced by Nicholas Puzifferri, Conference president.

The meeting, to be held at the Holiday Inn, Route 17K, Newburgh, will feature departmental meetings at 6:30 p.m. of Mental Hygiene, Division for Youth, Correction and County Division personnel, and a general Conference meeting at 7:30 p.m. Also, the pictorial review, "This Is CSEA," will be presented.

## Hempstead To Weigh Contract Proposals

The Town of Hempstead unit of the Civil Service Employees Assn. will hold a general meeting on Thursday, Aug. 31 to discuss contract proposals for 1973-1974.

The meeting, beginning at 7 p.m., will be held at Town Board Pavilion, Town Hall, Hempstead.

## Where Does Your Dues Money Go?

(Fifth in a series)

One of the secrets of success of the Civil Service Employees Assn. is the union's statewide task force of professional employees.

Working behind the scenes daily to protect the rights of CSEA members is a staff of more than 150 fulltime employees located in Albany and throughout the State.

The single largest category of CSEA staff employees is a group of more than 50 field representatives who live and work in various areas of the State from Montauk Point on Long Island to Buffalo. The field staff has more than doubled in size in recent years to meet the demands of an ever-increasing membership.

These men and women provide a wide range of professional services — from negotiating contracts for groups of employees to resolving grievances for individuals. They also serve as a liaison between the local CSEA chapter and units and CSEA Headquarters in Albany.

The CSEA Headquarters operation, comparable in size to most of the big AFL-CIO international unions in Washing-

ton, not only provides support to the field staff and the chapters and units, but specialized assistance which isn't available elsewhere.

Some of the services include detailed research to back up bargaining demands, such as salary and benefit comparisons, job descriptions, duties and the like; public relations advice and technical assistance; answers to legal and legislative questions, affecting both the State and local government employees; collective bargaining specialists to serve State and county chapters; separate office of local government affairs to serve the general needs of county chapters and units; membership and insurance information, and a wide variety of other services.

Most important, the Headquarters serves as the focal point and coordinating center for all

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Don't Repeat This!

### Anderson Seen As New Senate Majority Leader

AGAINST the backdrop of the November results in the races for seats in the State Senate, elected Republican and Democratic senators will caucus separately in Albany. (Continued on Page 6)

# Pay Adjustment Coming For Union CSEA Unit

Town of Union Department of Social Services employees are having their salary levels adjusted to county pay levels and other town employees are in the process of receiving a 5½ percent pay hike in the aftermath of a lengthy series of negotiations and studies triggered by the Town of Union chapter, Civil Service Employees Assn.

The adjustments were according to a contract with the CSEA unit covering the first six months of 1972 which called for an immediate 4 percent pay increase and a wage and job study to streamline the town's "antiquated" system.

The social services department readjustment will ease the normal confusion expected when Broome County assumes the responsibility for all social services programs throughout the county January 1st of next year. Some of 62 Town of Union social services department employees are affected by the realignment, many of whom will receive pay increases accordingly while other pay envelopes will be somewhat slimmer.

Meanwhile, some 110 other town employees have been granted a 1½ percent pay hike in addition to the 4 percent earlier to align them with President Nixon's 5½ percent wage-price guideline. The 1½ percent increase is retroactive to July 1, 1972.

# Fireman List Lives Until Court Rules

The Manhattan Supreme Court has extended the life of the current eligible list for fireman past its scheduled Aug. 20 termination date pending decision on a suit brought by 42 eligibles on that list who charged that they were unfairly passed over for appointment.

Justice Joseph A. Brust issued the stay on Aug. 18. He will hear the case on Sept. 18.

The eligibles, who have formed the Firemen's Eligible Assn., all have higher ratings on the list than the most recent appointee from the 10,872-name roster, number 6,430, who was appointed March 18, 1971. The City budget crisis has halted hiring of firemen since that time.

Robert O'Rourke, president of the organization, said that it will press for appointment for its members because they were



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# UFOA Chief Hails Contract, But Sees Productivity Fight

Capt. Raymond Gimmler, president of the Uniformed Fire Officers Assn., is happy with the new 30-month contract his membership ratified last week after long and stormy negotiations with the City. But another fight with the City may be ahead, he said, over fire officers' opposition to some of the steps to be taken in the fire department's productivity program.

The contract, ratified last week by the UFOA's 2,700 membership in a 1,964 to 227 vote, raises the base salary to \$18,500 for fire lieutenants and \$21,450 for captains, effective next Jan. 1, and brings to \$29,100 by next June 30 the salary for battalion chiefs. Retroactive to Jan. 1, 1971, the contract is expected to be brought before the federal Pay Board next month.

Gimmler called the contract "fair," and said that the stumbling block of parity with police officers had been overcome. "We were able to maintain our differential (between fire officers and firemen) and to correct the problem of third-level parity between battalion chiefs and police captains." The contract provisions "open up areas of training for company officers to further professionalize the department, and eliminate acting out of title," he said.

The contract also contains agreements with the City about the productivity program identical to those approved by the Uniformed Firefighters Assn. The fire unions agreed to the reduction of standard response of fire companies to alarms to two engines and two trucks; to the adaptive response system in which more men and apparatus would respond to fires in high-danger areas or at peak hours, and to the increase in the number of companies which would interchange locations to more equitably distribute manpower in peak fire areas or times.

"We feel that the adaptive and reduced response productivity plan implemented by the City is the only practical way at this time of reducing the fire officers' overbearing work load" in the face of manpower losses, Gimmler said.

### Opposition Ahead

But the UFOA strongly objects, Gimmler stressed, to fire department plans to rearrange tours to put more officers on duty at peak hours, 12 noon to three a.m., by instituting a concurrent two-platoon system.

"This item was taken off the bargaining table," Gimmler said, "and we intend to fight it in

the courts. The tours we are working now are mandated by the City administrative code. Any move to implement a different working system for fire officers will be met with full legal force by the UFOA." The union chief said that the concurrent two-platoon system would mean that some fire officers would be working only during the busiest hours.

The fire department's outline of its productivity program calls for 15 companies by June 1973 to be put on this system, which the department says will result in "100 percent improvement in manpower utilization for fire companies converted."

The UFOA also does not go along with City forecasts that up to 20 companies may have to be eliminated due to lack of funds. "The City well understands that the reduced response will help give similar fire protection by maintaining fluid availability, but the elimination of units will not help either the fire protection to the people or the work load problem of the fire officer/firefighter," Gimmler said.

Gimmler was optimistic for speedier agreement for the next UFOA contract, which officially is due when the present contract period expires next June. "We will have compulsory arbitration next time. I can't foresee it taking all of the time this contract did. We should be able to come out of this thing without confrontation and pressures the City and union have been under."

Gimmler also was hopeful that the interim decision by the Board of Collective Bargaining which broke the logjam on this contract would make bargaining easier in the future. The BCB issued an interim ruling delaying final determination on whether the parity between the uniformed forces may legally be written into a contract. In the meantime, the decision stated, parity would be in effect under the terms of the police and fire contracts as negotiated.

"We feel that the unanimous BCB decision on parity will sustain future contracts," Gimmler concluded. "I don't see realistically how the BCB can come forward with anything but that parity language is legal. Everybody wants a little peace."

# Swear In 68 New Correction Officers

Sixty-eight new correction officers were sworn in Aug. 25 at ceremonies held on Rikers Island. It was announced last week by Benjamin J. Malcolm, Commissioner of Correction.

The 58 men and 10 women were appointed July 31 and have undergone intensive training at the Center for Correctional Training on Rikers Island.

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# INSIDE FIRE LINES

By MICHAEL J. MAYE

Pres., N.Y.C. Uniformed Firefighters Assn.  
(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

## Slippery Water Fizzles

"It's no bloomin' success . . ."

This is the reaction of firefighters who have been serving as guinea pigs in the city's latest experiment to pinch pennies while at the same time trying to keep up with the soaring epidemic of fires and false alarms.

Specifically, the firefighters were evaluating a so-called technological advance that the city has been touting to the public as a great discovery. The experts call it "rapid water." We call it "goofy water."

With great fanfare, this supposed innovation in the science of fire fighting was introduced some months ago — the sole result of \$600,000 spent in 1971-72 for a Rand Company research study. Another \$490,000 is slated for this same think-tank outfit for the years 1972-73. What great discovery can top their "goofy water?"

Now, the concept of "goofy water" is a Rube Goldberg scientist's dream. Before responding to an alarm, a chemical additive is poured into a tank on the apparatus. When mixed with water from a hydrant, the chemical reduces turbulence in the hose, enabling a greater volume of water to pass through the hose.

This is a tremendous achievement, especially at that price tag. But if the principle is difficult to comprehend, it can be learned simply by sending your son to the local candy store to purchase a ten-cent bottle of liquid to blow bubbles—the same principle that is behind this "slippery water" concept.

Several years ago, all the lab experts were hailing what was to be the ultimate in fighting fire—foam water. A great many man-hours of firefighters' time was spent proving just what UFA officials had pointed out—that the "head of foam" theory had been the advertising gimmick of a leading brewery for years—the beer with a ten-minute head.

Another advantage of "goofy water" is said to be that a smaller hose may be used. This is the claim, while at the same time the department is not discarding and will not discard the heavier hose on all rigs.

"Ask the man who owns one," is another advertising phrase. Well, the firefighters on the line reports that the "goofy water" concept might be okay working in the suburbs, on the straightway. But the complaints outweigh the far-out claims. These men will tell you that the hoses cake up on them, they tend to kink and curl and are hard to handle in tight spots.

In less populated areas of the city, the idea at a fire is to "surround and drown it," but in densely congested areas with tenements, office buildings and industrial structures, the need is to get at the source of the fire as quickly as possible and extinguish it. As General Grant said, the idea is to get there "fastest with the mostest."

So much for goofy water. Another promised technological panacea to compensate for loss of manpower in the face of a rising workload is the planned installation of voice alarm boxes. We hope so—but—there are still the handicapped, the persons who cannot make themselves understood in English and those just plain get hysterical in emergency situations.

All these actions to conserve manpower—fewer men, less apparatus, fewer pieces of equipment—are at the sacrifice of the fire protection deserved by not only the poor but those who pay the highest taxes of all. All noble aims—but who can tell this to the residents of, let's say, Corona, still served by the same number of men and equipment as 30 years ago while the population has increased from 10,000 to 90,000.

And how about the taxpayers in a burning building on the Lower East Side whose feelings of safety and security were shattered when they waited and learned that the firehouse one block from the building was empty . . .

### State Job Slots

A full explanation of any State position presently open may be secured from the Department of Civil Service. Call 765-3811.

### Exam Content Explained

Full details on coming City exams can come your way by calling the Department of Personnel in Manhattan. Their phone is 586-8700.

## CSEA Members Fighting Court Suit Seen

# Pollution Problem At World Trade Center

Complaints by the Civil Service Employees Assn. and the New York State Department of Social Services have resulted in an intensive campaign to clean up the interior air at the World Trade Center here by the State Office of General Services.

Employees of the Department of Social Services who had moved to quarters in the new World Trade Center in lower Manhattan claimed that dust, dirt, asbestos, fiberglass, silicone and other irritants were present in the interior air and that they experienced symptoms of illness such as rashes, sore throats, coughing, fatigue and watering eyes.

A number of positive steps have been taken by OGS following inquiries into the causes of this problem by CSEA and Social Services.

The duct work, ventilating fans and filters have been checked by the Port of New York Authority, its contractors and consultants.

The Department of Environmental Conservation was asked to inspect the premises and check the air quality. This inspection indicated no readily apparent accumulation of particles in the air.

Arrangements were also made for detailed sampling and laboratory testing of the air by the Division of Industrial Hygiene, Department of Labor. The results of these tests will be available shortly.

Individual employees who had registered complaints were given personal explanations of what was being done to correct the problem.

CSEA and Social Services have been assured by OGS that all necessary steps will be taken to insure healthy working conditions for employees in the twin towers of the new World Trade Center.

## New DOT Head

Raymond T. Schuler, of Niskayuna, a career employee who has most recently been serving as executive deputy commissioner of transportation, will become head of the Department Sept. 6, effective date of Commissioner Theodore W. Parker, retirement.

Schuler, 43, has served as number-two man in the Department of Transportation since 1970. A native of Kingston, he entered the then Department of Public Works as assistant to the chief engineer in 1957.

Salary for the Commissioner of Transportation is \$42,475.

## Jobs In The Judiciary

Explore job possibilities in the court system by contacting the Judicial Conference at 488-4141.

# Capital Dist. Conference To Ignore Parking Fees

ALBANY—Opposition among the leadership and rank and file members of the Civil Service Employees Assn. to the State's planned parking fees for its employees at the State Office Building Campus and other local worksites continued to grow here at Leader presstime.

The latest development was a recommendation from CSEA's Capital District Conference that the employees simply ignore the move to charge for parking in the hitherto free lots.

Conference President Ernest Wagner urged the workers to make "no payment for new permits and to continue parking as they always have in state facilities." He also called upon area towing establishments to turn down requests from the State to remove cars of workers held in violation.

The conference action followed similar moves by individual CSEA chapters whose members face the new fees, including the Transportation and Tax and Finance chapters at the campus, and the Health Department chapter located in a separate work location on Holland Ave. Leaders of these groups also advised their members not to buy parking permits and generally to observe the status quo.

## Following Suit

Other chapters were reportedly planning to join the movement, with a meeting of Campus chapter presidents set to discuss the entire issue early this week.

Meanwhile, top officials of the Employees Association were continuing to press for relief through other avenues. A hearing on CSEA's fourth stage contract grievance against the State was also scheduled for early this week before the Office of Employee Relations. Should the decision from the hearing, returnable within ten working days, not be considered favorable by CSEA, the organization can then call for binding arbitration by an impartial source.

CSEA attorneys also announced they would go to court this week to seek a court stay to prevent

imposition of the parking fee, prior to further processing of the contract grievances and a charge of improper practice also

now pending before the State's Public Employment Relations Board. Hearings on the latter are set for Sept. 13 and 20.



## OPPONENTS OF PARKING FEE CONFER

Albany Assemblyman Thomas Brown, right, talks with Civil Service Employees Assn. president Theodore C. Wenzl at CSEA Headquarters about their mutual opposition to the State's proposed \$5 parking fee for State employees. Brown, as well as other Albany area legislators, has joined CSEA in its charge against the State that any imposition of a parking fee would be a violation of past practices as included in the current CSEA/State contract agreement.



## SENATOR LANGLEY MAKES HIS POINT

Senator Walter B. Langley, (R) 42 Dist., makes his opposition to the proposed \$5 parking fee for State workers known to Theodore C. Wenzl, president of Civil Service Employees Assn., who has filed a fourth stage grievance with the Office of Employee Relations, charging that the fee violates CSEA/State contracts.

## Metro. Conf. Hosts Anniversary Dance

The Metropolitan New York Conference of the Civil Service Employees Assn. has announced that its 25th anniversary dinner-dance will be held Friday, Oct. 27, at the Glen Chateau, Brooklyn. A souvenir journal is being prepared for the occasion.

Tickets are \$17 per person, and should be ordered before Oct. 3 from Michael Sewek, treasurer, 28 Crest Drive, Tarrytown, N.Y. 10591.

## 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.

### August

31—Town of Hempstead unit general meeting: 7 p.m., Town Board Pavilion, Town Hall, Hempstead.

### September

- 5—Ad Hoc Committee To Study Probation Departments of Local Governments: 1 p.m., CSEA Headquarters, 33 Elk St., Albany;
- 8—Southern Conference meeting: 6:30 p.m., Holiday Inn, Route 17K, Newburgh. Conference officers, chapter officers and delegates.
- 9—Suffolk County chapter dinner-dance and installation: 7 p.m., Colonia Hill Club, Hauppauge.
- 10—Onondaga County chapter clambake: Hinderwadel's Grove, North Syracuse.
- 13—Madison County chapter annual meeting and raffle drawing: 7:30 p.m., Elks Club, Main St., Oneida.
- 15—Albany Education Dept. chapter annual clamsteam: 12:30 p.m., Murray Jenner Sunset Park, Slingerlands.
- 18—Mental Hygiene Employees Assn. delegates meeting: Flagship Motel, Rochester.
- 19-22—Civil Service Employees Assn. delegates meeting: Flagship Motel, Rochester.
- 23—Waterfront Commission of New York Harbor chapter cocktail dinner and dance: 7:30 p.m., Fort Hamilton Officers' Club, B'klyn;
- 29—Willowbrook State School chapter installation dinner-dance and silver anniversary celebration: 7 pm., Tavern on the Green, Hyland Blvd., Staten Island

### October

27—Metropolitan Conference 25th anniversary dinner-dance: Glen Chateau, Brooklyn.

## Dutchess Educational New CSEA Chapter

A new chapter of the Civil Service Employees Assn. was formed Aug. 17 by the school districts of Dutchess County educational employees.

The following temporary officers were elected: president John Famelette of Poughkeepsie; first vice-president, Hugh Crasper of Arlington; second vice-president, Fillmore Hoster of Webstuck Central; treasurer, Gary Marquette of Poughkeepsie, and treasurer Al Shaut of Poughkeepsie.

Designated to the CSEA political action committee were Famelette (chairman), Marquette (co-chairman), Hoster, Crasper, and Edwin Ellis and Constance Ellis of Poughkeepsie.

Others present at the Aug. 17 meeting were Lenard Mauro and George Weldler of Arlington and Lois Cunningham of the County.

## Tribute In Courtroom Paid Deceased Clerks

MINEOLA—Members of the court unit of the Nassau chapter, Civil Service Employees Assn., and Administrative Judge Paul Kelly arranged a special ceremony after two members of the County Court staff died recently.

In a jammed courtroom, Judge Kelly led a solemn tribute to John Phillips, 51, and Earl P. Hooper, 55, who died suddenly Aug. 10 and 12 respectively.

"These men were dedicated, sacrificing, wonderful people," Kelly said. "They were warm, they were humane and they were brilliantly executing the work that they were called upon to perform."

Phillips, of Mineola, had been on the staff since 1952. Hooper, who had been court clerk to Judge Kelly, had been appointed in 1953.

The ceremony was attended by court personnel, judges and attorneys, and was held on the

Monday morning following the loss of the two aides. In addition, an honor guard of six court staffers functioned at the funerals for both men. Arrangements were made by Michael Gilbride, president of the court unit of CSEA.

## Willowbrook To Hold Installation, Dinner

The Willowbrook State School chapter of the Civil Service Employees Assn. will hold an installation dinner-dance and silver anniversary celebration on Friday, Sept. 29 at the Tavern on the Green, Hyland Blvd., Staten Island, from 7 p.m. to 1 a.m.



Last week I did a piece on TIPS, the new system whereby a chief, upon request, has certain valuable information at his disposal about dangerous buildings. I checked with various chief officers in the areas in which the system now applies and found that up to last week it had not been necessary to put the setup to work. Wouldn't you know that on Aug. 18 they got a fire at 19 Rector St., which is a building covered by the TIPS system.

In an effort to combat parking at fire hydrants and obstruction of traffic, the City will raise the fines for these offenses, effective September 11, to \$35 from the present \$25. The new \$35 fines will be the highest for any parking offenses in New York.

The increase was recommended by Fire Commissioner Robert O. Lowery and Anthony H. Atlas, director of the Parking Violations Bureau, and was approved by Mayor John V. Lindsay.

The offense of "obstructing traffic" is defined as parking which allows other vehicles less than ten feet for passage, thereby blocking the progress of emergency vehicles.

Although 363,000 summonses were issued for illegal parking at fire hydrants during 1971, the condition has been worsening in many parts of the city, according to Commissioner Lowery. In July 1971, a fire officer, Battalion Chief William C. Rinsdale, suffered a heart attack and died at a fire in the Bronx where illegally parked cars were seriously impeding the work of firefighters in an occupied building.

In a further effort to keep hydrants clear of parked cars, Commissioner Lowery and Transportation Administrator Constantine Sidamon-Eristoff disclosed that a yellow line, extending 15 feet on each side of the hydrant, will be painted on the curb alongside of the City's 103,000 hydrants to delineate the area where parking is prohibited. They said that some motorists

apparently found it difficult to judge the 15-foot distance accurately, and others were confused by water main numbers painted in the hydrant area.

The two officials said that the curbs will be painted in a project instituted by the Vera Institute of Justice in cooperation with the Transportation Administration. The Institute's Supportive Work Program is partially federally funded by the National Institute of Mental Health and the Law Enforcement Assistance Act, and will employ 300 ex-addicts who have been treated in City rehabilitation programs and have been recommended by the Addiction Services Agency.

The estimated total cost of the painting project is \$440,000, of which the city will pay approximately 48 percent or \$210,000. Painting of the curbs is expected to begin in early September and will be completed by December, 1973.

Former addicts under the same program are currently at work cleaning the exteriors of selected firehouses throughout the city.

Ever since Chief Rinsdale's death, I have been hacking away at the above subject and I hope the crackdown on parking too close to hydrants is at least in a minor way, due to past pieces in this column. Gotta take a little credit once in a while so the boss will know I'm trying to earn my hay and oats.

Well, phase one of the productivity bit went into effect last Monday. The third due engine in reserve makes sense of course, and it's not the first time this sort of thing has been done. Last time it was in effect, 69 Engine, third due in reserve, went to a fire that they never would have normally responded to on a Boro Call and my buddy Jimmy Ruane was dead five minutes after arrival. I have reason to remember it well. I guess those things are bound to happen but when it happens so close to home it hurts like hell.

I understand that phase one was agreed to in the last negotiations and came as no sur-

# Set New Maternity Leave Rules For City Employees

BY STEPHANIE DOBA

Liberalized maternity leave policies for City employees were signed by Mayor John Lindsay last week, capping a drive by employee and women's groups for reform.

Benefits were extended in insurance coverage, paid leave time applicable, and unpaid leave allowable; provisional employees, for the first time, were offered some job protection under the new rules.

The maternity leave policy changes, designed to comply with the requirements of the U.S. Equal Employment Opportunity Commission, are as follows:

- Health insurance coverage will be provided for pregnant employees and their families for up to six weeks after childbirth. Presently if paid leave time has been exhausted, a pregnant employee is left without city coverage unless she elects to continue coverage by direct payment, in which case she may have been only entitled to reduced benefits.

- There will be no set time for the start of maternity leave. Present policy permits an agency head to require the leave to begin after five months of pregnancy.

- Pregnant employees will be able to use all of their accrued

paid leave time before beginning their unpaid leave of absence, including the right to use all of their accrued sick leave time instead of being limited to using only one-third of their sick leave as presently required.

- Provision has also been made for the applicability to pregnant employees, without limitation, of rights and benefits afforded to employees under the Time and Leave Rules relating to leave for sickness or disability and to annual leave. An additional year's leave of absence without pay may be granted by the agency head at his discretion after the 12-month maternity leave has ended. Such a leave may now be granted to other City employees, but in the case of maternity leave the discretionary extension was only for a six-month period.

- Non-permanent employees, under the new rules, have the same rights as permanent employees to use their accrued paid leave time and to take 12-month maternity leaves. While agency heads may terminate the unpaid leaves, they may only do so because of "business necessity," which will be based on guidelines of the U.S. Equal Employment Opportunity Commission. Previously, the employment of

(Continued on Page 13)

## Women Aides Battle Bias In City Service

An employee group instrumental in winning the maternity leave reforms announced last week is Women in City Government United, a clearinghouse for women to combat sex discrimination in City service.

The organization, composed of about 200 women in many City agencies, submitted recommendations to the Mayor's office on reforms in the maternity leave rules, said Susan Rosenfeld, assistant commissioner of the Economic Development Administration and one of the group's leaders.

It also worked with the Women's Agency Committee in preparing a recent report on salary discrepancies between traditionally male and female job titles.

Ms. Rosenfeld described the organization as an "umbrella group" for intra-agency problems which can be handled on a citywide basis. She said that she hopes to work more closely

(Continued on Page 13)

prise. It did not decree the elimination of companies and I certainly hope phase two doesn't either because then you're gonna hear some screaming.

That gal in Brooklyn who claims to have set fires for her jollies since age 11 and was held on \$1,000 bail (\$100.00 cash for a bond), was not released but was sent to the psycho ward at Kings County. The bail was set to make sure some clerk at the hospital didn't release her by mistake when the nitty gritty was complete (she's still there). The marshals say it'll be tough to run down her story, but on the face of it, it's pretty far-fetched.

Speaking of marshals, next week I'll have a story about one of their recent capers. A real cops and robbers deal with planted money, stakeouts, backyard chases and dark alley stuff.

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# Hosp. Investigator List

EXAM NO. 1062  
HOSPITAL CARE  
INVESTIGATOR

This list of 1,241 eligibles was established Aug. 3 after training and experience evaluations of the 1,850 open competitive applicants who filed in April. Salary is \$8,300.

(Continued From Last Week)

**Hospital Care Investigator**  
581 James A Sceppe, Bettina Heller, Gladys Brusa, Dorothy A Maggiani, Linda M Schaefer, Nivardo Beaton, Ida Cross, Sadie M Harrison, Richard Miller, Leslie E Burns, Joyce N Luria, Dennis J Breslin, Sylvia R Johnson, Winsome Y Ahkin, Pierre M

Edme, Lillian Strauss, Eleanor L Sheldon, Marian Webber, John P Snyder, Thomas E Johnson.

No. 601 — 72.3%

601 Betty A Pentek, Joan V Young, Beth Kronfeld, Lucy Bonhomme, Ralph O Richards, Roberta Candia, Lawrence J Roth, Frederick Nelson, Ronald R Harrison, Clementine Surey, Sunita N Wadhvani, Clarence Hillocks, Barry J Newmark, Arline Hill, George H Kurland, Doris E Parran, Claire B Harnick, Madeleine Cohen, Hillary S Brender, Eugene Slater.

621 Venner Ledbetter, David Malach, Ronald H Drayton, James T Doyle, Thelma L Whyte, Carmen Hannibal, Patricia J Burgos, Laura K Higgins, Norman Mellk, Joan C Zimmerman, Malvin J Gerstein, Marie G Bello, Harry Rubinstein, J Paul Glass, Wayne B Kersh, Richard Parker, Warren F Hueber, Carolyn M Parker, Evelyn Gunn, Mel Waldman.

641 Marion F Smith, Mario V Deorive, Nicholas Kastanis, Barbara Wenger, Wilma B Bryant, Janet V Aulicino, Eleanor White, Eric P Jewell, Sharon L Demiguel, Mary L Burgess, Ralph N

Melendez, Columbus McGhee, Salvatore Buccellato, Marsha A Goldberg, Eugene Hamond, Joel Rauch, Bernard J Prinstein, Vincent N Truncellito, Fortune Iaria, Connie J Robinson.

661 Linda I Abbott, Eugene L Armstrong, Chaim Weiss, Smithle I Holmes, Annemarie Downes, Clara H Clifton, Evelyn Smith, Joan M Mason, Veralyne H Hamilton, Barbara J Brown, Nola M Brooker, Joyce Bryne, Marie B Goldstein, Paul W Whalen, Charles T Flynn, Rose Levine, Linda B Shapiro, Anne C Doyle, Ruthie M Wilson, Joseph Fontana.

681 Sonia Stone, Wallace Murphy, Irene Dimkaros, Myra Roblin, Sylvia Goldman, Thomas J Green, Viola Bazemore, Barry R Hafter, Darnell Walton, Felecia N Romano, Isidore Schieiman, Michael R Chisolm, Thomasina Robinson, Pinkie I Smith, Lilliane Arencibia, Karen L Abramowitz, Jeffrey Newman, Dewey T Livingston Jr, Lucille Eversley, Valerie Morgan.

No. 701 — 71.5%

701 Susan Aptowitz, Wilson K Chow, Kenneth A Zane, Edith D Gaughan, Gerald W Silverman, James F Coffran, Barbara S Wallach, Ruth P Halper, Phyllis Fisher, Anna M Tompkins, Eugene A Donald, Louis Kramberg, Mike Grossman, Ellen B Koch, Sheldon S Tenenbaum, Janice A Nordstrom, Rachelle H Oister, Norman M Gutman, Alyce Sharko, Stephanie Sacks.

721 Americo R Rossi, Stella P Hall, Ellen L Namer, Doris H Shooman, Madelyn White, Kathleen McClintock, Frederic E Pass Jr, Thelma R Fulmore, Frank B Parrish, Jerome Pollack, Eva C Kindaichi, Justine S Sanders, Linda J Stainback, Bertha M Davis, Simcha S Plisner, Margaret E O'Sullivan, Ellen Salzman, Birleana Wright, Brenda L Boyd, Joan Ehrlich.

741 Mary G Ludrick, Teena B Wildman, Kenneth J Pawlowski, Dorothy Cohen, Samuel Kanter, Marsha M Williams, Emily P Leon, Raphael Kamner, Rochelle Gutman, Abe Youngworth, Elen M Buchsbaum, Lynda L Lee, Karen Langberg, Sheryl M Edelman, Arthur Steinberg, Martin S Zimerman, Lois A Morris, Alvaro Rulz, Henry J Carter, Sydel S Shaw.

761 Mary E Brown, Neil S Rose, Sarah A Barnett, David M Gordon, Linda F Slati, Helen Herbert, Michael J Maranda, Eric G Eldus, Catherine Medina, Yvette A Williams, Willie L Ezell, Milton J Stirrup, Lawrence V Tetenbaum, James Johnson, Kenneth Y Leung, Richard D Harder, Hope Oliver, Jane C Djang, Cesar E Flores, Theresa Nichols.

781 Peter A Fogel, Edward Gelsler, Deborah A Charis, Jan G Schneider, Pamela Z Stern, Marie A Owens, Raphael L Yenowitz, Richard J Sisti, Matthew S Mathisson, Michael E Goodich, Dorothy E Bailey, Jerome Lepolstat, Gregg C Lawton, Marc S Horowitz, Mary L Kalish, Brian J McManus, Shirley Drucker, Mary G Rendt, Susan Severson, Wendy Simonn.

No. 801 — 71.0%

801 J Barry Merchant, Helen G Hopkins, Doris Speller, Richard J Moss, Alvin M Ratner, Pearl Dweck, Arthur G Stoll, John J Helminski, Joyce E Watson, Estelle D Newman, Cecil Bailey, Richard Gerstein, Daniel J Grogin, Shirley Palevsky, Leah Marmulstein, Marvin L Wasser-

man, Bernard M Mogflanski, Moshe D Wishnevsky, Sandra B Wechsler, Roy G Beuscher.

821 Joan F Glassberg, Betty J Demere, Loretta Delterzo, Sandra C Ufer, Arthur A Samuelson, Rose Browne, Elaine H Estrin, Eva K Fodor, Beatrice B Weinstein, Joan T Kelly, Sharmen Blake, Susan D Frost, Ethel Wekar, Robin L Nuskind, Harb Katz, Jane Slater, Janet E Allen, Toblyn Stiles, Anna L Jaskson, Belzora D Cason.

841 Max L Kleinman, Cleone S Lawrence, Maria E Alfaro, George E O'Doherty, Francisco Morales Jr, Kathleen Wolterding, Camille V Layne, Carol Steinman, William C Jones, Joyce G Robinson, Lilliane Arencibia, Elaine Silver, T Jane Kappiahn, David M Wang, Sandra Rubnitz, Doris R Weinberg, Sylvena R Daley, Herman Alvarez, Lena Rosenberg.

861 Elissa A Schaffer, Fred Landesman, Randy S Malach, Jeffrey E Salomon, Pasquale E Abatangelo, Franklin R Kearney, Denise Sze, Anne M Kennedy, David M Chuk, Gerri Zlegelman, James Jennings, Ina H Zafrin, Patrick J Sullivan, Cheryl L Borck, Jeffrey A Kassel, Waverly E Thompson, John L Jacob, Shirley J Shapiro, Ethel M Morton, Hermine L Gooden.

881 Ocle C Leonard, Blanche Thorbourne, Gladys L Paris, Larry Keshinover, Pauline Kalogeras, Marlon C Ryan, Martin Matsil, June R Braun, John J Manglos, Patricia Spence, George G Gunther, Giulio Frasciello, Jesse A Spratley, Ella M Rochester, John Vega, Rosalyn S Turken, Mollie G Innerfeld, Ruth E Morales, Michael J Doriester, Sheila Liberman.

No. 901 — 70.6%

901 Lynn M Stekas, David Gevertzman, Dudley A Sealy, Earline Gerald, Eleanor F Henry, David L Jefferson, James Slaughter, Annette Itzkowitz, Angelina A Rizzo, Frank E Riley, Kenneth Day, Herbert J New, Gloria Diglanni, Allen I Glass, Grace Santarelli, Ruby L Russell, Gladys M Lawrence, Edward P Kammel, Ron Nichols, Sylvia J Levey.

921 Gordon F Genet, Carlene Barmann, Morris Kiss, Auslyn G Toppin, Jimmie Howell, Jacob Lonner, William Adler, Sherry A Silverman, Alexander Sussman, Lillian W Robinson, Michele N Wallick, Alemeta T Howell, Ben C Man, Paulette Francis, Alan Spechler, Roslyn M Press, Andree McGee, Louis A Lacroix, Chris R Ottenweller, Syed S Hashmi.

941 Lenore J Dunn, Viola M Borroto, Randy A Nebelkopf, Roberta Getz, Joy W Huffman, Albert E Jacobs, Hattie L Lucas, Frances R White, Lanny Kaufman, Joseph H Rosenblum, Ethel M McClure, Bryon N Tzou, Josephine Brown, Deborah E Hardin, Rosalind Spence, Beatrice M Loftin, Louis Sussman, Virginia Blake, Marvin A Knott, Barry G Finley.

961 Ida E Barone, Gladys G Pollack, James M McGrane, Gary D Helfand, Karen J Schiffman, Abraham Monteklo, Roselea Cohen, Ellen G Dunton, Norma Osoda, Catherine Baumann, Shirley Russ, William Markowitz, Peggy A Henry, Michael F Hecht, Lillian M Hackett, Willard Friedman, Barry Orenstein, Stanley A Spector, June A Hafferkamp, Paul H Wojcik.

981 Deldre J Scales, Richard A Gallo, Gloria Rauch, Michelle R Melamede, Linda L Samuelson, Michael Maxin, Jean M Doughl, Zofia Pytowska, Phyllis M Richter, Martin Simmons,

David A Klefn, Rosalie H Kesten, James Jennings, Razia S Damji, Julia Davis, Mizal Lichtman, Robert J O'Keefe, Carol A Sragg, Arthur D Totman, John Prisco.

No. 1001 — 70.3%

1001 Alan J Podber, Jerry C Chiappetta, Verdell Chapple, Daniel Paige, Bernice James, Diane Z Lipschitz, Howard M Schwartz, Abraham I Feller, Margaret Ledwith, Jacqueline Hayward, Joan B Gagan, Carol L Vaughn, Constance Jeffers, Peter J Lauletta, Claire Katz, William H Clay, Paul Sobel, Eleanor J Bell, Joe A Andujar, Elizabeth Coffey.

1021 Anita E Rayman, Leonora A Gambale, Judy Grant, Barbara W Gaynes, Ruth J Brown, Walkyria Menocal, Marilyn Brenner, Sylvia Perry, Sharyn Lewis, Stephen A Hemmert, Arnie D Weiss, Sheryl S Wolfe, Marina Hernandez, Abraham Fraindlich, Brederick Baar, Victor Malfetano, Sylvia J Pate, Deirdre W Hickley, Linda Glyazer, Clovella J Lewis.

1041 Patricia R Rosen, Verdell Chapple, E Margit Reiner, Edward F Kausch, Lewis Ertel, Edward Ethengain Jr, Rose A Jeffrey, Barbara R Rebhune, Gail P Grossman, Joseph Lewis, Shelia R Schwartz, Marjorie Roman, William R Doyle Jr, Penelope L Lennon, Marc B Hyman, Linda S Henry, Judith A Crain, Susan M Easter, Catherin Gass, Eliza I Giles.

1061 Synthia L Feinberg, Sidney R Hoffman, William G Rogers, Eugene Fellner, Linda C Batson, Stuart D Green, Jacob Weinberg, Michael N Orenstein, Stuart A Gurtman, Edward P Nadler, Deborah Karsal, Gloria M Holman, Gaetano S Restuccia, Paul Webb, Faye Roth, Karl J Lattarulo, Martin C Hirst, Geneva Potter, Rita G Ashley, Arlene Y Schnell.

1081 Evelyn J Talley, Jeanne A Citron, Mary J Oliver, Anthony Williams Sr, Mary M Marfilius, Phyllis Hellman, Margaret Singleton, Melissa M Goldberg, Paul W Whalen, Mark E Reing, Nicholas F Smith, Peter A Lorenz.

(Continued on Page 10)

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TUESDAY, AUGUST 29, 1972

## Taylor Law Challenge Important To All Aides

THE Civil Service Employees Assn. won an important victory for public employees throughout the State when a Supreme Court justice ruled the organization had a right to challenge the constitutionality of sections of the Taylor Law dealing with the methods by which the law punishes employees who engage in job actions or strikes.

The CSEA asserted that wage deductions from Mental Hygiene Dept. employees accused of staging a job action last April were done in a manner denying due process of law. The employees were fined without any hearing whatsoever and CSEA contends this is equivalent to sentence without trial.

What the Employees Association seeks also is the right to defend each employee separately. As of now, the Public Employee Relations Board has invoked the penalties on a mass basis.

We fervently hope this matter comes to trial now. The Taylor Law has always been weighted against the employee and we have always felt the legislation contained numerous sections which denied public employees their constitutional rights.

While Justice Harold J. Hughes, Jr.'s, ruling applies only to those employees who filed objections to the punishment, it is obvious that a victory in this case could set the needed precedents to provide all State and local government workers with protection from arbitrary moves by PERB acting under the umbrella of a basically poor labor law.

## Questions and Answers



**Q.** We hired a college girl last summer to take care of our children at our home. We did not realize at the time that her wages were covered by social security so we did not withhold any money from her \$40-a-week pay. Are we responsible for paying both her share of the social security contribution and our own?

**A.** Yes. You, as an employer, are responsible for deducting 5.2 percent from your employee's pay. If you fail to do so, you must pay both her share and your own share yourself. This amounts to 10.4 percent of her wages. The reports of wages paid last summer (July, August, and September) was due by October 31, 1971. You may also be assessed interest and penalties for your late report.

**Q.** I am 70 years old and enrolled in Medicare. Because of my poor health, it is impossible for me to go to the social security office. How can I get assistance from the social security office in

filling out a claim for payment on some doctor bills?

**A.** You can get assistance simply by telephoning your nearest social security office. They will complete your claim form and mail it to you for your signature. You can then mail the claim form and your medical bills to the Medicare office.

**Q.** I have been told by my son that there are time limits for filing claims for medical expenses. I previously filed for medical expenses last year for my 1970 doctors' bills. I now have located one bill from my doctor dated September 15, 1970. Is it too late to claim this bill?

**A.** Yes, it is too late. Your claim for this bill should have been filed with the Medicare office by December 31, 1971. Medicare can pay your claim only if it is sent in within the time limits. Be sure to check any bills you have from October 1, 1970 to September 30, 1971 and file your claim with Medicare by December 31, 1972.

## Don't Repeat This!

(Continued from Page 1)

bany for the purpose of selecting a successor to Senator Earl W. Brydges, who is retiring from his dual post as Senate President pro tem and Senate Majority Leader.

Democrats may have their fingers crossed over their prospects for carrying the State Senate but more objective observers would call it a miracle if Democrats successfully overcome the obstacles put in their way by the legislative reapportionment adopted last year. Present odds suggests that Republicans will carry the Senate and will consequently select the President pro tem and Majority Leader.

Clearly leading the field is Senator Warren M. Anderson of Binghamton, chairman of the Senate Finance Committee. Senator Anderson was elected to the Senate just 20 years ago, and at 56 years of age, he has the vigor, maturity and seniority that the leadership position calls for.

Few positions in government are as sensitive as the chairmanship of legislative finance committees. Every department and agency needs money to function, and the essential first step towards getting that money is to convince the Finance Committee chairman. As the holder of that position in the Upper House, Senator Anderson has acquired intimate and detailed knowledge of the policies, plans and programs of every state agency through his responsibility for fiscal oversight.

By the same token, Senator Anderson has become well informed on virtually every major legislative program. Typically most legislation of significance has a fiscal impact with the result that the legislation is referred to the Senate Finance Committee. In addition, as chairman of the Senate Finance Committee, Senator Anderson is an ex-officio member of every joint legislative committee.

### The Right Background

The legal profession and the business community know Senator Anderson best for his monumental work in redrafting the State Corporation Laws as the chairman of the Joint Legislative Committee on Corporation Laws. There is very little glamor to a job of that kind. At its best, it is tedious. Yet the job of modernizing the Corporation Laws, in order to promote business growth and to stimulate greater employment opportunity, was a job that had to be done. Senator Anderson's skillful performance in pushing through that work to completion and the high quality of his performance have won the praise of bar associations throughout the State.

Senator Anderson is a graduate of Colgate University and Albany Law School, and a World War II veteran. He has carried his district handily and should be re-elected again this year by his usual, wide margin.

The Senate Majority Leader will be called upon to play an especially delicate role during the coming legislative term. He will be obliged to take charge of the Senate during the 15th and 16th years of the Rockefeller Administration, in a period of growing militance among younger legislative members in a period of fiscal uncertainty, and in a period of political ten-

(Continued on Page 7)

## 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.

## Building Inspector Rehired

Events occurring more than four months prior to the filing of an improper practice against charge may not, by themselves, constitute an improper practice. However, they are admissible as establishing background for a course of conduct which may itself constitute an improper practice. (UFSD No. 11, Town of Greenburgh and Greenburgh No. 11 Federation of Teachers). The case also stands for other clearly enunciated principles, such as: The wage-price freeze does not offer an excuse for good faith negotiations; if the Board of Education fails to conduct a legislative hearing but instead continues negotiations it must continue to negotiate in good faith until such time as the legislative hearing is held; it is an improper practice for a public employer to condition a pay increase upon its ability to give a similar increase to other employees who are not in the negotiating unit; extreme provocation is in essence an equitable doctrine and should not be found to exist in a case where the employee organization had threatened to strike in violation of the act at a time prior to the alleged acts of extreme provocation.

That an employee organization would have preferred to resolve an impasse without a strike does not warrant a finding by PERB that the respondent employee organization tried to prevent the strike within the meaning of Section 210 (3) (c) (1) of the Taylor Law. In this case, the record was clear that the Federation did not, in fact, attempt to dissuade its membership from engaging in a strike. "Its (the Federation's) prior history of striking and its reiterated policy of 'no contract-no work' indicates forbearance in the use of the strike rather than the acceptance of the state's policy against public employee strikes. In this case, the threat of a strike and finally the strike itself were used as tactical weapons by the Federation in its attempt to reach agreement with the school."

The Appellate Division of the State Supreme Court for the Second Department has rendered a decision in which it annulled a determination of the Town of Ramapo which dismissed a building and zoning inspector from his competitive civil service position. The court reviewed the factual situation and found that evidence adduced was insubstantial and the record did not support the finding of the Town Board that the employee was guilty of misconduct in office. He was not to be held responsible for strict enforcement of the building code requirements, where he was hampered by errors of subordinate employees whom he did not hire, weather conditions that made strict compliance with the code inadvisable to waive strict compliance. In addition, the court held, that the employee "was denied due process by the fact that the Hearing Officer who presided over the 54 sessions of the hearing made recommendations which were adopted by the Town Board by a vote of three in favor, one opposed and one abstention, with the Hearing Officer casting the deciding vote."

One justice, while concurring in the result disagreed with the second reason of the majority opinion. The Town Board by law is the hiring and firing authority. The job of Building and Zoning Inspector was in the competitive class of the classified civil service and his removal was controlled by Section 75 of the Civil Service Law. That section entitled him to a hearing before the Town Board or a hearing officer designated by that board. The law does not place any restriction on the designation of the hearing officer and it could have held the hearing itself. "That for convenience it delegated the burden to one of its members should not disqualify that member from ultimately voting upon the resolution to remove." In the Matter of Sengstacken v. McAlevey, et al, 333 NYS 2d 834.

### College Sec'y

Four open competitive candidates for college secretarial assistant "A" have been declared not qualified on the terms of the announcement by the City Dept. of Personnel. The remaining 788 applicants will be ranked on their performance on the April exam

### No Research

The City Department of Personnel has disqualified 107 applicants for open competitive examination for research assistant. The remaining 241 candidates will be ranked on the quality of their education and experience.

## City Opens Promotion Posts In Shorthand And Computer Fields

The City Civil Service Commission last week voted to include two more titles on the promotional calendar for the September filing period: computer systems analyst and senior shorthand reporter.

The computer position pays \$13,100 and up, under the managerial pay plan. Senior computer systems analysts in any City agency may take the written exam on Dec. 16.

Incumbent shorthand reporters are eligible to compete for the \$7,800 senior reporter post. Vacancies are expected in various City agencies and in the district attorney offices as well.

Filing concludes Sept. 26 for computer systems manager, and will stay open until further notice for the shorthand title.

Page 15 of The Leader discusses the filing procedure for potential applicants.

## Bronstein Cites Programs Geared To Disadvantaged; Hails Increase In Exams

During the 21-month period of July 1, 1970-March 31, 1972, City personnel chief Harry I. Bronstein instituted a number of program changes within the City Personnel Department.

One particular area the department tackled — expanding employment opportunities for the disadvantaged — was discussed in The Leader recently. Among those traditional bars to employment that were lowered were ones affecting ex-drug addicts, persons with conviction records, and homosexuals.

Additional help was extended in training and placing the handicapped and the mentally retarded. A special program was conducted by the Neighborhood Youth Corps, for instance, in

which 300 mentally retarded youths were provided work-experience and civil service exam preparation.

Group counseling and basic education was also made available. A total of 86 mentally retarded persons were successfully placed.

In other areas, the transfer of hospital employees and the lay-off and job referral procedures required special handling.

July 1970 saw the transfer of 37,000 Health Department workers to the new Health and Hospitals Corp. Based on the law creating the Corporation, its employees were to be covered by Personnel Department procedures until such time as its own rules and regulations were approved.

With respect to employee layoffs due to budget stringencies, the Payroll Bureau undertook the task of verifying and processing claims of veterans. Section 80 and 85 of the Civil Service Law governs procedures. At the Mayor's request, a job referral center was set up by the Department to aid those displaced to locate new positions.

Recruitment was scaled down because of the abundant supply of applicants in view of economic conditions. Nearly 305,000 applicants filed for City jobs during the period covered. About 220,000 entrants sought open-competitive titles, while 79,000 filed for promotion exams.

As far as exams and selection go, the exam scheduled doubled to 1,001 as of April 1972. Improvements in job analysis and economies in test administration also took place, and the time span from filing to appointment date dropped an average of 30 percent between 1970-71 (to 4 months, 20 days).

In submitting the activity re-

port to the Mayor, chairman Bronstein observed: "Your mandate for greater productivity was carried out through a drastic reorganization of my department, revision of priorities, redistribution of staff and more efficient techniques."

An increase in exams held by 113 percent and in candidate investigations by 80 percent—"all with no increase in personnel"—are described as the major developments of the 21-month period since Bronstein took the helm of the Department.

## Don't Repeat This!

(Continued from Page 6)  
sion among those who aspire to run for governor, should Rockefeller decide to retire. Senator Anderson enjoys that high degree of confidence of his colleagues that will make it possible for him to run the Senate smoothly and efficiently.

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## Postal Union Votes Strike Powers To National Leaders

The American Postal Workers Union voted "strike powers" to general president Francis S. Filby, in a militant move at its national convention held Aug. 12-19 in New Orleans, La.

The convention delegates authorized Filby to call a strike of the APWU's 300,000 members if necessary to protest what the union views as possibly wage-threatening results of a survey undertaken by the Westinghouse Corporation for the U.S. Postal Service. The survey is examining reclassification of postal jobs, possibly to alter present wage scales.

Filby was also authorized to call a strike "for any other reason" after obtaining approval of a majority of the 48-member National Executive Board.

Strikes by postal workers were declared illegal under the Postal Reorganization Act of 1970.

The APWU convention also considered a merger with the 500,000-member Communications Workers of America. The National Association of Letter Carriers is also considering a merger with the CWA by 1974. If the mergers occur, the 1,000,000-member resulting union would have virtual domination over all postal, telephone and telegraph communications in the country.

The APWU merger, according to Philip Seligman, executive vice-president of the APWU-affiliated Manhattan-Bronx Postal Union, "is still in the talking stage."

The convention also voted to approve area wages, in which a salary differential would be instituted to keep step with cost-of-living variations around the country. Postal workers across the country are now paid uniformly.

"The dollar should be able to buy as much in New York as it does in Mississippi," said Seligman.

The convention also endorsed Sen. George McGovern, the Democratic nominee for President of the United States. Ac-

cording to the MBPU, this is the first time a postal union has ever endorsed a presidential candidate.

In the local arena, the New York Post Office (Manhattan) last week announced the reversal, or elimination, of 750 clerical postal jobs, effective Aug. 22. This brings to 2,950 the number of these jobs eliminated since March, 1972, Seligman said. He termed it a "dangerous" situation.

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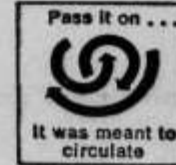
August and Early September

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# The Chinese In Civil Service: Barriers And Breakthroughs

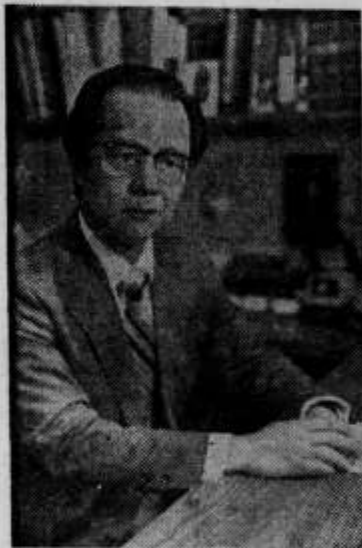
By BARRY LEE COYNE

Virtually within earshot of the firecrackers set off during a New Year's celebration in Chinatown lies City Hall.

Chinatown is the closest ethnic area geographically to the busy hub of City government. And yet, despite the lack of physical distance, few Chinese-Americans have been attracted to the civil service as a career.

There is no single reason, but a good many contributing causes, an informal survey indicates. Part of it lies in the cultural traditions of the Chinese people, but a good deal of the responsibility must also be borne by municipal authorities for their failure to take the initiative.

Ms. Hsi Fong Waung, program planner in the Bureau of the Budget, asserts that "there is no effort on the part of the government — city, state or federal — to say anything about civil service to the Asian minorities. They think we can quietly



GUSTAVO DEVELASCO

make our way and we are not regarded as a minority problem."

Nothing the impact of cultural heritage, she declares: "We are self-reliant, proud and not going to ask for assistance. This is not necessarily the right attitude but it is there."

Ptl. Paul Chu, assigned to the Forest Hills precinct in Queens, says: "The Chinese people don't want to get involved with the police and the courts; they want to mind their own business." He adds, "They resent outside authority over anything that can be resolved in the family group."

While Chu was born in Jersey City, Shing K. Fung, senior systems manager with the Office of the Mayor, is a native of China who was raised in Hong Kong and educated at Columbia University.

Fung observes that "a government job in Hong Kong was looked on as very prestigious, as very desirable when compared with private industry. Here, however, not many Chinese are interested and are more likely to be in an entrepreneurial enterprise.

"They go into running a restaurant, or seek a profession. As an ethnic minority, they tend to think of a place in the establishment as hard to obtain. They don't see upward mobility. The symbol of the establishment — government — is looked at with

the belief that talents will not be recognized."

## The Fear Factor

Educated in Hong Kong and now living in Flushing, sanitationman Stan Hutchinson suggests that "fear and lack of knowledge" keeps a substantial part of the Chinese community from exploring government work.

"The Chinese are a peaceful and law-abiding people," he says. "To them, government means laws. They don't break the laws so they don't want to get involved."

Ms. Connie Kong, a bilingual teacher in P.S. 1 in Chinatown, believes that language difficulties are the main handicap.

"There is a big influx of new Chinese every year," she noted, "and both the language barrier and housing are big problems. Because of the language, many Chinese do not choose to work for the government."

Her colleague at P.S. 1, third-grade teacher Anna Leong, detects a shift in Chinatown's attitudes: "Previously, our people wouldn't go on welfare or take unemployment insurance, but now they are beginning to accept it. A small handful are also becoming interested in going into government."

But she cautioned: "You have to know the machinery to get involved in government, and I do not think most Chinese have the confidence to get that involved."

Community worker Thomas Tam, who is a program administrator at the New Gouverneur Hospital adjoining Chinatown, sees the problem of bias in the picture. He distinguishes between the generations.

"I find the younger generation of Caucasians more able to accept the Chinese. The older generation is more accustomed to see the Chinese in a laundry or small shop and not be aware of their talent. The feeling is that the Chinese person is passive, meek and will do all kinds of hard work without proper compensation."

## Legal Obstacle

Tam's boss is Dr. Gustavo Develasco, hospital director and native of Havana. His father was Chinese; his mother, Spanish. "We must consider the immigration factor," he says, recalling that until 1963 there were exclusionary laws on the books that restricted Chinese entering the U.S. to a worldwide quota of only 105.

While there are many more Chinese immigrants entering now, Develasco stresses: "Because of the 5-year citizenship requirement, many young people don't meet that requirement. In the early sixties there was a change in the immigration law. With these changing times, the Chinese will become more interested in civil service."

Long Islander Richard Kuo, who is in charge of developing an ambulance response program for the Office of the Mayor, echoes the feeling that older Chinese shy away from activity concerning government.

Assessing the community, he says: "Many young Chinese are in the scientific field — in areas such as medicine or chemistry. Others go into architecture or

engineering. But family businesses rank right up there in popularity. Many prefer to own some sort of establishment and make it on their own."

Ms. Jeanette Hom, another elementary school teacher, finds that both teaching and social work are target areas for Chinese women. "The teacher is a person to be respected among the Chinese," she says. "You really don't have to beat the drums for education; the problem is finding the jobs!"

Attorney Irving S. K. Shin, the solitary Chinese member of the City's Commission on Human Rights, cites several factors.

"There is less prohibition in private industry on the standards for hiring," asserts Chin. "The large majority of Chinese people here for a long time don't speak enough English to pass the test."

The citizenship provision is another barrier, he feels. "Many of the permanent residents have



IRVING S.K. CHIN

not been here the five years that the law requires."

Turning to the uniformed services, Chin point to the standards for height as disqualifying many Chinese. "The Cantonese are the shorter group and they predominate in the U.S. The great proportion of them could not qualify to become either policemen or firemen."

Chin estimates there are at least 60,000 persons of Chinese ancestry living in New York City — and not merely in Chinatown.

Other growing Chinese clusters, he observes, have formed in Flushing, Elmhurst and Jackson Heights in Queens and along Ocean Parkway in central Brooklyn.

## The Incentives

Evidently, those persons whom The Leader interviewed were attracted enough to overcome old traditions in selecting a civil service career.

Ms. Waung, for example, took her job in budgeting "to get an overall view of how policies are formulated." Patrolman Chu joined the force because of "money, pension benefits and interesting work."

Fung's work involves setting up a "checkless welfare system," not quite the goal he set

for himself in business school.

"The typical image of industry did not appeal to me," he states. "I am working in government because I like dealing with social issues. If I'm selling more toothpaste — so what? There's more significance to the end product where I am."

Hutchinson left the private sector to become a sanitationman because of "the pension system, enticing vacations, comparable wages to industry, and retirement inducements."

Teacher Connie Kong was lured by "high salaries. Also, the jobs are more secure in civil service due to seniority in the system."

Ms. Leong's affinity for children influenced her childhood desire to teach, but she also notes that her sister-in-law is a school psychologist and "about half of my friends are teachers."

Thomas Tam points out that "the community really needs a lot of change; that's the primary reason why I want to work within the community." He adds, "Things may be done more efficiently within the government structure."

Detective John Kai, who had worked for seven years as a cook, recalls his former ordeal: "I became disgusted because when I got sick I would lose my job. There was no protection at all and I had to work 12-16 hours a day, six days a week. I went into police work because civil service gives me all the protection I need."

Kuo was motivated into government "as a chance for accomplishment and responsibility. In my discussion with contemporaries, I find that I am doing a lot more than some of them. Also, the rate of promotion is quick in civil service, and that makes it attractive."

Lawyer Chin observes: "Over 90 percent of Chinese graduates are science people. They are pragmatic people who went where the opportunities were."

## Solving The Problems

Without exception, everyone interviewed expressed a desire to have more Chinese-Americans recruited into the civil service framework. How to accomplish this? The ideas were abundant.

Waung: "You need much more awareness of the employment in civil service. There should be canvassing for such employment and a soliciting of more interviews with Chinese-Americans. And if any of your readers knows any Chinese, they should chew his ear off about the opportunities."

Fung: "We must show a willingness to use various minority groups in high-level positions. We must also use the press to suggest a positive image of young professionals to turn over the image of government as reactionary, slow moving work that does not pay well. Dynamic programs can help."

Hutchinson saw a void in the Sanitation Department's public relations with the Chinese-American population. "Let's have things like advertisements and radio broadcasts on stations that play Chinese opera," he suggests.

Ms. Kong observed that many Chinese youth are becoming en-

gineers, teachers and doctors.

"The well-educated would be interested in civil service, I believe," she said. She advocates placing more emphasis on college recruitment.

"People just tend to go where they can make money the fastest and be assured of some security," maintains Ms. Leong. She would have literature geared to accentuating those advantages within civil service.

Lawyer Chin shares that view. He says, "Perhaps the city might print up fliers, translated into Chinese, on the advantages of working for civil service. You would want to show the range of salaries and tell about the security benefits."

Chin also proposes setting up career day programs at various Chinatown facilities at which spokesmen and women from various city agencies could answer questions. He would hope to break down traditional fears and reluctance by the direct



THOMAS TAM

educational approach.

Thomas Tam wants the City Personnel Department to concentrate on advertising in Chinese newspapers. "Many people read newspapers in their own language," he points out, based on his soundings in the community.

"The information is not disseminated," charged De Velasco, adding, "one way of getting more Chinese interested in civil service is to disseminate more information to the agencies in Chinatown. As it is now, by the time you read about a training program, it has been started."

Det. Kai thinks the City has the burden of proof to demonstrate to the Chinese "that civil service is not something to have a fear of. Many still feel they are outsiders unconsciously," he says. He would strive for more visibility of Chinese civil servants already in the system.

Jeannette Hom stresses money: "Pay should be a deciding factor in attracting more Chinese into teaching."

"Models just don't exist for high-ranking Chinese in government," says Kuo, whose great uncle was the one-time American ambassador to China. He said he would like to show more evidence of job mobility, which he finds a major consideration for much of the younger generation of Chinese.

Sanitman Hutchinson sees a new era of awakening for the  
(Continued on Page 9)



# N. Y. C. List Progress

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

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

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

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

The letters following the job title on the listing below indicate the appointing agency or department (see listing of abbreviations), which is followed by the number of vacancies (if known) and salary. "Also cert" indicates that the same list of names has been supplied to the indicated agencies to fill an unspecified number of vacancies. "OC" indicates an open competitive eligible list, "prom" a promotional list, and "SM" a special military list. The exam number and date the eligible list was established are given in parenthesis.

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

Admin Associate — HSA, 1 vacancy; \$10,650 — 2 cert, nos. 16 & 18, from prom list (exam 7651, 10-22-69).  
 Admin Public Health Nurse — HSA, to fill vacancies; \$13,100 — entire 3-name prom list cert (exam 1694, 8-17-72).  
 Administrator of Youth Services — YSA, to replace 12 provisionals; \$13,600 — entire 12-name prom list cert (exam 1603, 8-17-72).  
 Asst Architect — HSA, 1 vacancy; \$12,100 — 7 cert from 6 OC groups (exam 1110, various dates); Grp 2 — 1 cert, no. 1; Grp 11 — 1 cert, no. 2; Grp 15 — 1 cert, no. 1; Grp 16 — 1 cert, no. 1; Grp 17 — 1 cert, no. 1; Grp 18 — 2 cert, nos. 1 & 2.  
 Asst Budget Examiner — BB, 2 vacancies; also cert to BT; \$11,500 — 25 cert, between nos. 16.5 & 39, from OC list (exam 1018, 5-17-72).  
 Asst Chemist — HHC, 1 vacancy, HSA, 1 vacancy; \$10,800 — 8 cert, nos. 39 to 45, from OC list (exam 0174, 1-6-72).  
 Asst Director of Purchase — MSA, to replace 1 provisional; \$12,100 — entire 3-name prom list cert (exam 2510, 8-17-72).  
 Asst Mechanical Engineer — TAD, 1 vacancy; \$12,100 — 7 cert, nos. 1 to 7, from OC list, Grp 1 (exam 1115, 6-1-72).  
 Audio Visual Aide Technician — BHE, 1 vacancy; \$8,050 — 6 cert, between nos. 23 & 47, from OC list (exam 1066, 3-29-72).  
 Auditor of Accounts — CO; \$10,100 — 23 cert, nos. 19 to 40, from OC list (exam 1157, 6-22-72).  
 Cashier, Housing Teller — HA, 4 vacancies; \$6,300 — 1 cert, no. 300, to Housing Teller from OC list (exam 8073, 10-21-71).  
 Chief Public Health Sanitarian — HSA, to replace 2 provisionals; \$13,100 — entire 5-name prom list cert (exam 0686, 8-17-72).  
 Community Organization Specialist (Urban Renewal) — HDA, to replace 1 provisional; \$10,300 — entire 2-name prom list cert (exam 2507, 8-17-72).  
 Correction Officer (Men), Corr. Offr. Trainee — DC — 1 cert, no. 602, from OC list (exam 0158, 2-11-71).  
 Correction Officer (Women) — DC; \$10,699 — 2 cert, nos. 72 & 137, from OC list (exam 7042, 8-20-71).  
 Detective Investigator — DA-Kgs., 3 vacancies; \$9,000 — 23 cert, between nos. 53.5 and 222, from OC list (exam 0233, 8-20-71).  
 Fingerprint Technician — Judicial Conf., 4 vacancies; \$5,900 — 17 cert, nos. 4 to 20, from OC list (exam 1174, 3-23-72).  
 House Painter — BHE — 1 cert, no. 84.7, from OC list (exam 9025, 8-24-70).  
 Housing Teller — HA, 4 vacancies; \$6,300 — 34 cert, between nos. 3.7 and 59, from OC list (exam 1181, 5-24-72).  
 Information Assistant — MA, to replace provisionals in Model Cities; \$7,050 — 8 cert, between nos. 6 & 26, from OC list (exam 9159, 4-27-72).  
 Investigator — BE; also cert to MSA, CS, BE; \$7,500 — 1 cert, no. 106, from OC list (exam 1058, 2-10-72).  
 Management Analyst — pool held Aug. 17; \$14,000 — 10 cert, between nos. 52 and 65, from OC list (exam 1021, 5-17-72).  
 Meat Cutter — DC, 1 vacancy; \$7,150 — 14 cert, nos. 32 to 49, from OC list (exam 7049, 6-18-71).  
 Mechanical Engineer — EPA, Water Resources; \$14,000 — 10 cert from 5 prom groups (exam 1640) and 2 OC groups (exam 1130); Prom: Grps 2, 3, 8, 9 & 10 — 1 cert from each, no. 1 on each list. OC: Grp 1 — 1 cert, no. 6; Grp 2 — 4 cert, nos. 5 to 8.  
 Parking Enforcement Agent — TAD, 120 vacancies; \$6,300 — 214 cert from 5 OC lists (exam 1047 various dates); Grp 2 — 3 cert, nos. 48, 57 & 188; Grp 4 — 2 cert, nos. 22 & 110; Grp 6 — 77 cert, nos. 2 to 80; Grp 7 — 77 cert, nos. 1 to 78; Grp 8 — 55 cert, between nos. 1 and 57.  
 Public Health Nurse — HSA; \$9,500 — 7 cert, nos. 11 to 17, from OC list (exam 1134, 6-8-72).  
 Real Estate Manager — TA, 1 vacancy; \$8,650 — 12 cert, between nos. 26 & 92, from OC list (exam 1007, 2-24-72).  
 Sr Clerk — HSA-ME, 1 vacancy; \$6,700 — 2 cert, nos. 4.5 & 5, from prom list (exam 8567, 3-30-70).  
 Sr Clerk — MSA-PW, 1 vacancy; \$6,000 — 6 cert, between nos. 38 & 55, from prom list (exam 8567, 4-27-70).  
 Sr Computer Programmer — TAD, 1 vacancy; \$11,150 — 4 cert, between nos. 1 & 12, from OC list (exam 1037, 5-24-72).  
 Sr Pipe Laying Inspector — EPA; \$10,700 — entire 25-name prom list cert (exam 1683, 8-10-72).  
 Sr Plastering Inspector — HDA, to replace 1 provisional; \$10,700 — entire 2-name prom list cert (exam 1591, 8-17-72).  
 Sr Stenographer — DA-Kgs., 1 vacancy (temporary); \$6,700 — 2 cert, nos. 4 & 6, from prom list (exam 0692, 11-12-71).  
 Storekeeper — BE, to replace provisionals; \$7,600 — 10 cert, nos. 1 to 10, from prom list (exam 7583, 3-2-72).  
 Supv Boiler Inspector — HDA; \$12,050 — entire 2-name prom list cert (exam 1593, 8-17-72).  
 Supv Clerk (Income Maintenance) — DSS; \$7,600 — 177 cert, between nos. 2 & 2613, from OC list (exam 1029, 1-6-72).  
 Supv Nutritionist — HSA; \$10,600 — entire 4-name prom list cert (exam 2511, 8-17-72).

Agency abbreviations are as follows:

AS, Administrative Services; ASA, Addiction Services Agency; BE Board of Education; BHE, Board of Higher Education; BP, Borough President; BWS, Bureau of Water Supply; CL, City Clerk, City Council; CO, Comptroller, CPC, City Planning Commission; CS, City Sheriff; CUNY, City University of New York; DCA, Department of Consumer Affairs; DOC, Department of Correction; DI Dept. of Investigation; DK, District Attorney, Kings County; DSS, Department of Social Services; ERS, Employees Retirement System; EDA, Economic Development Administration; EPA, Environment Protection Administration; EST, Board of Estimate; FA, Finance Administration; FD, Fire Dept.; HDA, Housing & Development Administration; HRA, Human Resources Administration; HHC, Health & Hospital Corp., and HSA Health Services Administration; KC, Kings County; MA, Mayorality; MSA, Municipal Service Administration; OCB, Office of Collective Bargaining; OLR, Office of Labor Relations; PD, Police Dept.; PRCA, Park-Recreation-Cultural Affairs Administration; SD, Sanitation Dept.; TA, Transit Authority; TAD, Transportation Administration; TBTA, Triborough Bridge & Tunnel Authority; TLC, Taxi & Limousine Commission; TRS, Teachers Retirement System; TX, Tax Commission; VA, NYC Division of Veterans Affairs; YSA, Youth Services Administration.  
 ALSO: DT, Department of Traffic.

## Police Dept. Promotes 42

Promotion ceremonies were held Aug. 25 for 42 uniformed members of the City police department, who were appointed or designated to ranks ranging from assistant chief inspector to lieutenant. Police Commissioner Patrick Murphy and Mayor John Lindsay presided at the event, held at the Police Academy.

Designated assistant chief inspector were Cornelius Behan, Carl Ravina and James F. Hannon. Other designations were to deputy chief inspector George Murphy, Thomas Mitchelson and

John G. Schwaroch; to inspector: Anthony Agnanino, Salvatore Nathels, Robert J. Frawley and James M. McGooley; and to deputy inspector: Walter D. Farrell, Rudolph J. Panzini, John P. Rogan, Donadi E. Rowan and John P. Wynne.

Appointees from civil service lists to captain and lieutenant were administered their oaths of office by Philip A. Mahlke, Police Department chief clerk. Nine captains were made from the 22-name list established Dec. 23, 1971; the last appointee was eligible number 125.5. The



**ELEVENTH ANNUAL LETCHWORTH BAKE** — Members of the Letchworth Village chapter of the Civil Service Employees Assn. smiles between bites of their watermelon at the chapter's 11th annual clambake held recently at the Platzl Braubaus in Ladentown at which about 175 people turned out for the festivities. Holding the CSEA chapter banner are Sol Costentino, right, and his wife. Seated from left to right are John Evanko; Peter Pavich; John Clark, chapter president and chairman of CSEA's statewide credentials committee; Sophie Kresl; and John Kresl.

## City Adds Shorthand Reporter Titles To Open-Continuous Filing

The City Personnel Department last week placed seven additional titles in its open-continuous category for filing until further notice.

The shorthand reporter group, consisting of four titles, highlights the latest additions.

In addition to shorthand reporter, for which there are no formal requirements, recruitment has begun for senior shorthand reporter, hearing reporter, and grand jury stenographer. The latter three posts also pose no formal requirements and offer wages of \$7,800, \$7,650 and \$7,650 respectively.

The remaining titles opened last week for filing are:

**Civil engineer-highway traffic (\$14,000)**—Must have baccalaureate in civil engineering and four years of experience, or high school diploma plus eight years of experience. Obtain Announcement No. 2062.

**Physical Therapist (\$9,850)**—Must have State license to practice or one-year certificate of eligibility issued by New York State plus professional letter of recommendation; citizenship has been waived. Obtain Announcement No. 2118.

**Occupational Therapist (\$9,850)**—Must have been graduated from an accredited occupational therapy school or possess registration as a therapist in the professional organization in this field; citizenship has been waived. Obtain Announcement No. 2114.

The positions of stenographer, typist and veterinarian were announced for open-continuous filing by the City earlier.

These positions—with one exception—allow candidates to file any weekday between 9 and 11 a.m. in Room M-1, 40 Worth St., Manhattan. The title of civil engineer has filing on Thursday mornings only, with applications accepted in Room M-9 at the above address.

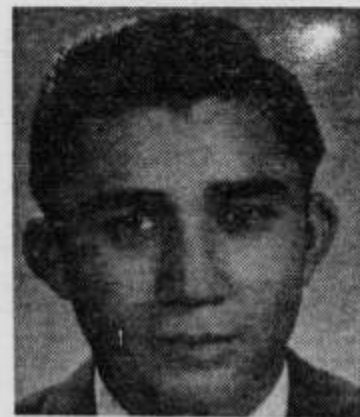
## Chinese

(Continued from Page 5)

Chinese-American, perhaps spurred along by the increasingly fast pace of international events.

"The Chinese will soon demand things like other minorities do," he predicted.

"Within 10 years they'll be



STAN HUTCHINSON

felt much more vocally because the Chinese parents no more have jurisdiction like they once had. Young Chinese are not clinging to their mothers' apron strings any more," he said.

If this bears true, the emotional distance between Chatham Square and the City Hall Park will be shrinking considerably in the days and paydays ahead.

James F. Phelan, Richard Selkowitz, Frederick Varallo, William N. McCarthy, Stanley Price, Terrance D. McCann, Thomas W. O'Reilly, John G. Cassells and Francis J. Berdel.

The promotions all became effective Aug. 25.

## Fight Nassau For Docking Nurses' Pay

**MINEOLA**—The Civil Service Employees Assn. is scheduled to go to trial in Supreme Court here next month with its suit seeking to protect about 300 nurses from being docked for an overpayment.

Justice Robert C. Meade had vacated a temporary stay prohibiting the County from deducting the overpayments from the nurses' paychecks, but the ruling was not on the merits of the CSEA lawsuit.

Meade ruled that there was no overriding need for the stay because, if successful, the employees could later recover the money from the County. Meade ordered a trial on the merits of the case.

"We are continuing to fight," declared Irving Flaumenbaum, president of the Nassau chapter, which represents the affected employees of the Nassau County Medical Center. "The nurses are faced with a double reduction in their paychecks through no fault of their own and would suffer a hardship created by the County's error.

"This is an onerous imposition on the employees."

The error occurred at the start of the year when nurses were boosted one grade as a result of the new CSEA contract, but were also accorded a longevity step that was not provided for.

After discovering the error, the County returned the nurses to their proper pay level and proposed to recover the overpayment by making partial deductions from each paycheck for the balance of the year.

The County had until this week to answer the suit or move to dismiss. The case is being handled by CSEA regional attorney Richard C. Gaba.

## Coyne To Hunter

Barry Lee Coyne, assistant editor of The Leader, has resigned from the staff to attend Hunter College School of Social Work in the autumn. He plans to specialize in community organization.

# Eligibles

(Continued from Page 5)

Wayne P Heller, Jeffrey H Fox, Jean C Rohde, Paul R Lukas, Cheryl Geisler, Helen J Topiol, Ida Chait, Fred Landesman.

NO. 1101—70.9%

1101 Barbara Iwler, John J Lyden, Julia C Tricamo, Jesse P Grossman, Richard Montalbano, Shella Nottage, Cheryl J Haberman, Kevin P O'Donnell, Carolyn Hemby, Paul R Neidig, Barbara R Unterman, Helen T Schmal, Leonard I Slatkin, George E Chiao, Susan H Saxby, Larry Kellman, Susie P Belmont, Charles A Reiche, Carol L Feinberg, Richard A Director.

1121 Floyd J Johnson, Carol A Pressman, Karen Sussman, Annie B Monroe, Carolyn Hazzon, Rosemary E Carroll, Maurice M Lewis, Marilyn Kaufman, Mary E Herndon, Jane Warrenbrand, Jay Glasser, David G Siegel, Nancy E Tucci, June H Rose, Richard Gleason, Barbara J Drosdorfsky, Amelia James, Ingrid S Balady, Edward H Odesen, Susan A Soklin.

1141 Leonard Magnus, Susan T Alfred, Carl A Maletta, Judith Nuza, Sandy Bender 2nd, Rosalie Krupkin, Florence F Mendel, Terrence S Keeling, Wanda A Red-

ding, Janet A Hollingsworth, Dario J Lussardi, Alan Kaufman, Mariene E Becker, Jeffrey Sweedler, Beatrice Hauser, Nancy W Rich, Dolores A Smith, Nitza V Monges, Valerie M Jordan, Denise P Sherer.

1161 Eileen A Fortunato, Steven Sommers, Joseph J Doherty, Leslie C Spitz, Ann E Iken, Patricia M Reed, Zaida Boyd, Timothy M Hogue, Roderick D Andersson, Ella Alvarez, Brenda E Mims, Diana R Steinfeld, Robert Pollack, Sandra V Crooks, Minnie R McCormick, Robert V Smith, Anthony M Barclay, Michael M Fox, Joyce C Robinson, Laura A Jeffries.

1181 Joan Puro, Patricia Lizza, Irwin B Sakowitz, Gerard J Perry, Martha M Goldstein, Sylvia Ramos, Stanley Ross, David Ross, John F Darnowski, Alta L Hubbard, Louis C Crifo, Theodore C Biele, Peter B Bandtlow, Ronald M Mullen, Ronnie Blumefeld, William J Horn, Mildred M Brieger, Phyllis Howard, Joseph H Corbin Jr, Paul Kline.

No. 1201—70.0%

1201 Joan C Richman, Betty R Hibshman, Edmund J Okstel, Norman H Light, Joseph H Corbin Jr, Sheldon Levin, Francisco Guyo, Barry L Coyne, James Norman, Gloria E Thompson, Ja-

cob M Blank, Ethline D Manderson, Fay A Smith, Kathleen Sullivan, Pablo F Falu, Joshua Bleichman, Allan A Haynes, Mary H Rogers, Patricia A Brisbane, Jacqueline Gladden.

1221 Joaquin C Agatep Jr, Thomas R Adams, Beatrice E Keshner, Joan Christie, Edna S Greenberg, Nathaniel Cash, Susie L Barnes, Steven R Lewis, Austin H Swaby, Rita S Jones, Karen E Demott, Pearl Allen, Arthur R Cano, Denise A Cobham, Rose Jacobs, James J Sullivan, Annemarie Kennedy, Jacqueline McGinty, Barbara Tetenbaum, Elizabeth Murphy, Helen J Carr.

## Axe Accountants

The City Department of Personnel has ruled that 204 of the 743 open competitive applicants for accountant, exam 1258, are not qualified on the terms of the announcement. The remaining candidates will be ranked on the quality of their training and experience.

## Port Authority Paging

Opportunities with the Port of New York Authority occur periodically. For further details, phone them at 620-7000.

# This Week's City Eligible List

EXAM NO. 1590

FROM TO SR. ENGINEERING TECHNICIAN

These lists, totalling nine eligibles, were established Aug. 24 and based on training and experience evaluations of the 49 candidates who filed in February. Salary is \$9,900.

Bd of Water Supply, Construction

1 Henry J Wolf.

Bd of Water Supply, Design

1 Thomas A Finnerty.

Board of Education

1 William Farberman, Joseph P Nappi.

Environmental Protection Admin

1 Michael A Coscia, Rafael Ramos, John N Krempasky, Paul B Donnellan.

NYCTA, Car Maintenance

1 Vincent Lee.

EXAM NO. 1246

SR. CHIEF DIETITIAN

This list of 41 eligibles, established Aug. 24, resulted from written test on April 18. Of the 94 applicants who filed in February, 74 were called to the test; 60 appeared, 17 withdrew and two failed to submit experience papers and were disqualified. Salary is \$10,400.

1 Edward A Hlastova, Bernadine Moses, Georgia G Aspin, Clarice E Fanuel, Ella J Allen, Gladia P Sampson, Julia I Erwin, Ruthie M Brown, Jacqueline Williams, Minnie W Skinner, Nora L Abraham, Mary E Pinckney, Marcelline Roderick, Angela T Li, Elaine Welch, Doris A Crews, Carolyn A Wiggins, Hilda L Abram, Lilith J Henry, Thomasna Pugh,

21 Helen L Williams, Miriam H Mahon, Grace L Flake, Leola A Maxwell, Elenora T Rana, Minnie P Rowser, Atle B Roberts, Velma C Kilgore, Octavia Brantley, Dolores E Johnson, Gerlyn D Adams, Lillian J Jones, Beulah C Fuller, Willa Eaton, Gladie S Barber, Hiji G Bailey, Lena B Ivory, Eunice B Newell, Marian H Hampton, Edwina D Matthews. 41 Annie M Calhoun.

## Clerk-Typist Needed

A clerk-typist is needed by the Manpower Development Training Program, 131 Livingston St., Brooklyn, to perform general clerical work. One year of full-time paid experience is required for application. For more information, call Mrs. Fleming at 596-4082.

## Anchor Session

The NYC Police Anchor Club has scheduled its next monthly meeting for 7 p.m. on Sept. 18. The meeting will be held at St. Bernard's Church Hall, 328 W. 28th St., Manhattan.

## Filing With The Feds

Your springboard to Federal civil service jobs is made when you file with the U.S. Civil Service Commission. For fuller data, phone 264-0422.

## Woman Named Dean Of Manhattan College

Dr. Margaret A. Green was appointed dean of students and head of the department of student life at the Borough of Manhattan Community College, it was announced last week by Dr. Edgar D. Draper, college president.

A unit of the City University of New York, the college has an enrollment of approximately 8,000 full-time and part-time students.

With her appointment, Ms. Green becomes one of the college's highest-ranking women administrators.

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# Fed. Agencies Looking For Office Machine Operators; Pay To \$7,319 At GS-5

A diverse group of Federal office positions has been compiled, offering starting pay from \$5,116 (GS-2) to \$7,319 (GS-5). Twelve individual titles are included.

Highlighting the jobs are five involving the operation of office machines. Operators are needed to run duplicating equipment, electric accounting machines, key punch devices, telephone switchboards and teletype machines. Generally, not more than a year of experience or training is required.

Virtually all U.S. agencies in the New York metropolitan area are engaged in hiring office personnel. The larger agencies are the Social Security Administration, Veterans Administration, Internal Revenue Service and the several military bases located in suburban counties.

Information on U.S. Government employment can be obtained from the U.S. Civil Service Commission, following the instructions noted under "Where to Apply" on Page 15.

The open-continuous positions, listed alphabetically, include:

—Data Transcriber, GS-2 and 3; training and/or experience. Details in Announcement No. NY-1-14.

—Duplicating Equipment Operator, GS-2 and 3; training and experience. Details in Announcement No. NY-7-94.

—Electric Accounting Machine

Operator, GS-2, 3 and 4; training and experience. Details in Announcement No. NY-7-94.

—Electric Accounting Machine Supervisor, GS-5; training and experience. Details in Announcement No. NY-7-94.

—Key Punch Operator, GS-2 through 4; training and/or experience. Details in Announcement No. NY-9-30.

—Office Assistant, GS-2 and 3; training or experience. Details in Announcement No. NY-1-02.

—Reporting Stenographer, GS-5; experience, including volunteer experience. Details in Announcement No. NY-9-17.

—Secretary, GS-5; experience, substitute of education. Details in Announcement No. NY-7-21.

—Steno-Typist, NYC only, GS-2 through 5; training and/or experience. Details in Announcement No. NY-1-18.

—Steno-Typist, NYC suburbs, GS-2 through 5; training and/or experience. Details in Announcement No. NY-9-41.

—Telephone Operator, GS-3 and 4; experience required. Details in Announcement No. NY-7-40.

—Teletypist, GS-3 through 5; training and experience. Details in Announcement No. NY-7-94.

Salary scales, under the latest revision, begin at: GS-1, \$4,564; GS-2, \$5,166; GS-3, \$5,828; GS-4, \$6,544; GS-5, \$7,319. Worker traineeships outside the clerical field begin at \$2.75 per hour.

# Posts Pay \$9,535

## Claim Examiners En Espanol Wanted At State Labor Dept.

Spanish-speaking claims examiners are being sought on a continuous basis with the State of New York. These openings are with the Department of Labor.

No written exam will be held but candidates will be screened on their previous training and experience. They must also hold a driving permit.

Requirements for the \$9,535 post center on one year of pertinent experience dealing with the adjustment and settlement of claims. Duties must have included the interpretation of laws and contracts plus the determination of status rights for individuals or corporations.

Certain type of experience will not be credited. Insurance agents, insurance brokers, adjustment clerks, complaint clerks, or correspondence clerks fall in that category.

Additional experience needed include six years of general office experience; high school education and/or college education.

This is the first bilingual job announcement printed by the State. It indicates there will be an oral test for applicants given in both English and Spanish, adding that "candidates must indicate that they can present their ideas clearly in both lan-

guages." To learn more of job duties, obtain Announcement No. 20-389.

Before filing, consult the instructions on page 15 of this newspaper.

# Raffle Highlights Madison Cty. Meet

The annual meeting of the Madison County chapter of the Civil Service Employees Assn. will be held on Wednesday, Sept. 13 at 7:30 p.m. at the Elks Club, Main St., Oneida. A raffle drawing for a hand-made leather wall clock will be conducted at the meeting.

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## 300 Vacancies Cited

# State Recruiting Vocational Teachers At 4 Salary Levels

Vocational instructors in a wide variety of trade specialties are being sought presently by the State of New York. The emphasis for most appointment levels is on trade background rather than teaching experience.

Oct. 9 marks the deadline for all 32 trade specialties featured. Instructors are to be hired on four levels: instructor I at \$8,497; instructor II, \$9,005; instructor III, \$10,089; instructor IV, \$11,277. Vocational teachers work a 10-month year.

Three hundred vacancies are reported throughout the state. Hiring agencies take in the Departments of Correctional Services, Mental Hygiene and Social Services. Several vacancies also exist at the Narcotic Addiction Control Commission, principally in New York City.

### Use Different Lists

Appointments will be made from separate eligibility lists set up for each specialty. Candidates may apply for more than one trade if qualified.

Among the trades are: auto body and fender repair; auto mechanics; auto service station management; baking; barbering; beauty culture; carpentry; car-

pet and tile installation; commercial art.

Dental technology; drafting; electricity; food service management; foundry practice; laundry practice; machine practice; masonry.

Other choices are: oil burner service; optical technology; painting; plumbing; power sewing machine operation; printing; radio and tv maintenance; sewing; sheet metal work; shoemaking and shoe repairing. Also, tailoring; upholstering; welding; wood patternmaking; woodworking.

Vocational instructor I candidates will need a high school diploma or equivalency plus five years as a journeyman in one of the various trades listed. Persons applying for this level must par-

ticipate in the Vocational-Technical Teacher Training Program run by the State.

Entrants for instructor II will need similar background, and in addition must take the following tests: a theory exam in the trade specialty; a performance exam in that specialty; the California Test of Mental Maturity, and the State University Admissions Exam. A passing score is required on each.

To qualify for instructor III rank, entrants need provisional State teaching certificate in the relevant trade. The instructor IV standards require this provisional certificate plus either a permanent certificate or two years of teaching experience in the relevant trade.

For information on the teacher training program, write: Director of Teacher Vocational Education, City University of New York, 134 W. 51st St., New York 10020.

For general job information, contact the Department of Civil Service and request Announcement No. 27-111. See page 15 of The Leader for regional office addresses.

# Clerk-Typist Candidates Wanted At IRS Center— Free Training If Chosen

Free training is in the offering for persons who prove successful on the written test for data transcriber, clerk or clerk-typist.

The openings — estimated at 1,000 — are situated with the Brookhaven Internal Revenue Service Center, near Patchogue, L.I. Standards do not include local residence, as the Center may be reached by the LIRR.

In addition to the three clerical titles mentioned above, vacancies for the title of tax examiner are also expected. Entry salary for the aforementioned jobs come to \$100/week.

Basic requirements focus on a high school diploma. However, those lacking it have the option of supplying relevant work experience.

Data transcribers work with a variety of documents including tax returns and reports. The transcriber operates an alpha numeric keyboard, similar to a typewriter keyboard. Information typed on the keyboard appears on a video screen for verification and is fed directly into a computer by the operator.

A free 40-hour training course will be offered to those who pass a written test and demonstrate some typing proficiency.

Tax examiners work on documents flowing through the Center's automatic data processing system. This includes reviewing information on tax returns, detecting and resolving errors in information rejected by the computer and reviewing materials coming from the system.

Tests for these positions are being given in Patchogue and Brentwood each Saturday. Applications and further information may be obtained by writing to: Recruitment Section, Brookhaven Service Center, P.O. Box 500, Holtsville, New York 11742; or by calling (516) 567-4600, Extension 48, at any time of day.

## Bet On Parker

Morrison Parker, of New York City, has been named to the State Off-Track Pari-Mutuel Betting Commission for a term ending April 1, 1976. Members receive \$132 per day for each each day spent on commission business.

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YOM KIPPUR

Sun. morn., Sept. 10-9 a.m.

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# Maternity

(Continued from Page 4)  
pregnant non-permanent employees could be terminated at will.

The committee which prepared the report signed by the Mayor was composed of personnel director Harry I. Bronstein; budget director David A. Grossman; director of labor relations Herbert L. Haber; chairman of the City Commission on Human Rights, Eleanor Holmes Norton, and corporation counsel Norman Redlich.

Mayor Lindsay hailed the new rules as "clearly establishing New York City as the national leader of all governments: at every level in providing employment rights and benefits on a basis which assures that women are given equality in their role as City employees."

The new rules were praised by Linda Zises, a City social worker who has been involved in several legal actions on maternity leave policies. The Women In City Government United member said the new rules were "really fantastic" in light of the fight for their acceptance, but expressed some reservations. She raised the question: in which order must sick leave and vacation time be used for maternity leave? Unclear in the new rules, the old rules required a woman to use up her vacation time first.

She also said that union temporary disability coverage should be extended to pregnancy, and that City insurance should also pay hospitalization benefits to employees on maternity leave. She added that wives of male employees do get full hospitalization coverage for childbirth under the City's insurance plans, but that women employees who give birth do not.

She suggested that a committee be set up to ensure that the new rules are adequately explained and administered by City agencies, "so we won't have any more harassment."

## Fireman List

(Continued from Page 2)

unfairly passed over for several reasons, ranging from absence for military service when their numbers were reached, to allegedly misplaced medical files which held up appointment.

The case, Barry vs. Bronstein, is being handled by attorneys Michael Horowitz and Murray Gordon. They estimate that 52 to 55 other firemen eligibles have been similarly passed over, although they have not joined the lawsuit.

## Geared To Engineers

Filing for Federal Jobs in engineering and related professions, under Announcement No. 420, has been amended as far as local hiring is affected. Only civil engineers at GS-5 and 7 levels are currently being sought, the U.S. Civil Service Commission says.

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# MABSTOA Bus Driver Posts Open To Men And Women - Hourly Pay Set At \$4.72

Both men and women are wanted for bus operator jobs with the Manhattan-Bronx Surface Transit Operating Authority. The current starting salary offered is \$4.7175 per hour.

Applications are being accepted through Sept. 22 from persons of any age who have held a State driver's license for at least two years, or a passenger bus license. Candidates must be at least 25 years old at the time of appointment, however, which would probably occur within a year of the test.

Vision will be a vital consideration. Required is 20/30 vision and, with glasses, 20/50 in each eye. The minimum height specified is 5' 4".

MABSTOA expects to fill 100 vacancies during each year of the maximum two-year life of

## Women Aides

(Continued from Page 4)

with employee labor organizations to bring up wage scales for "female" jobs, especially clerical and secretarial titles, and to press for further equality in consideration of women for promotions. "White collar workers don't take full advantage of their unions," she said. "We should really be working together with the unions for the same goals."

She criticized the City Human Rights Commissioner Eleanor Holmes Norton for inaction on many complaints of discrimination brought by women City employees. Joining in the attack on Ms. Norton last week was the employment committee of N.O.W., National Organization for Women, which proposed renaming the Commission the "Omission," and taking women's problems elsewhere.

Ms. Rosenfeld said that her organization has had better response from the U.S. Equal Employment Opportunity Commission, which she said has a "more far-reaching" approach to problems of discrimination against women.

Representatives of Women in Government United and the Women's Advocacy Committee met with Mayor Lindsay for the formal signing of the new maternity leave policies last week, and are setting up an agenda for further talks with the Mayor on problems of women in City jobs.

Among topics to be covered, said Women in City Government member Linda Zises, are an evaluation of the experimental use of policewomen on patrol duties initiated last June; consideration of salaries and hiring practices for male and female employees; implementation of the new maternity leave rules, and the institution of an "affirmative action program" to encourage hiring of more women at all levels of City service.

Women in City Government United is also making statistical studies of hiring and promotion practices of women in lower-level job titles, Ms. Zises said.

The group has set up a special telephone number for employee complaints or problems: 566-1422.

**SAVE A WATT**

the eligible list resulting from the competitive examination. Since the current eligible list will expire on Sept. 30, 1972, appointments from the new list are expected within a couple of months after the test, which is expected to be held Oct. 21.

The written test will cover general driving knowledge, reading comprehension, arithmetic, safety, knowledge of points of interest in Manhattan and the Bronx, and attitudes toward the job, supervisors and passengers. It will be given a qualifying medical examination before being hired.

Appointees will be trained in the operation of passenger buses, and then must pass a State licensing examination.

Employees of MABSTOA, a public service corporation which works closely with the Transit Authority, are not technically considered civil servants, but are afforded benefits such as retirement and social security, health and blood credit programs, paid vacations and passes for free travel on MABSTOA lines. MABSTOA operates the buses in Manhattan and the Bronx.

Application forms may be picked up in person (no mail requests accepted) at the following bus terminals: In Manhattan: 805 W. 132 St. at Broadway, 352 W. 54 St. at 9th Ave., 721 Lenox Ave. at 146 St., 1550 Lexington Ave. at 99 St., 4065 10th Ave. at Broadway and 218 St., 1381 Amsterdam Ave. at 129 St. In the Bronx: 1100 E. 117 St. at Devoe Ave., and 1825 Boston Rd. at 176 St. In Jamaica: 165-18 South Rd. at Liberty Ave. and Merrick Blvd. In Brooklyn: 1 Jamaica Ave. at Broadway and Fulton St. In Staten Island: 1390 Caselton Ave.

Applications are also available at the MABSTOA office at 853 Broadway at 14 St., Room 1011, Manhattan, and at Transit Authority Lobby Application Section, 370 Jay St. at Willoughby, Brooklyn.

The above locations are open from 9 a.m. to 5 p.m. weekdays, with the exception of the Transit Authority headquarters, whose hours are 8:30 to 4:30.

Completed applications must be returned in person to the MABSTOA office at 853 Broadway, Room 1011, Manhattan.

For further information, call the MABSTOA Examining Board at 777-2114.

## Tracking Transit Jobs

Recruitment for a wide variety of jobs with the Transit Authority is conducted yearlong. For current openings, call TA headquarters at 852-5000.

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**COBLESKILL** — 6 room all electric ranch house, 3 massive bedrooms, 2 baths, 200 ft. on paved road, school bus, mail at door, panoramic view of mountains & college, ski jump, full walk-in basement, low taxes, fully furnished. \$36,000. Owner. Warnerville, N.Y. Tel. 518-234-3643.

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**CORPORATION GIVES TO FUND** — Civil Service Employees Assn. president Theodore C. Wenzl, right, receives a check for \$100 for the CSEA Welfare Fund contributed by Automated Medi-Screening Services, Inc., of Syosset, New York, as a gesture of support for those who supported CSEA last Easter weekend. Sol Bendet, president of the New York City chapter of CSEA, presented the check.

# HONOR ROLL

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

Goldie Schneider, Jerome Bergis, Harold Friedman, Joanne Gomlich, Vera Wilson, Lillian Fidler, Nellie Ellerbee, C. Eitelberg, J. Lourel, M. Siegel, E. Cohen, G. Friedland, C. Owens, E. Rattray, J. Benken, R. McKee, M. Freedman, Catherine Brady, M. Maybrint, M. Kushlevitz, Anonymous, Doris Brown, Elaine Smith, Myrtis Lee, J. Harris, R. Kunofovy, C. Taylor, D. Rauch, Ina Newby, L. Goldstein, F. Brobel, A. Connolly, M. Linzey.

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570 Sheldon L. Johnsonville ..... 70.9  
571 Lampe M. Southampton ..... 70.9  
572 Wingle R. Rensselaer ..... 70.9  
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574 Burke G. Saratoga Spg ..... 70.8  
575 Baker E. Hornell ..... 70.7  
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577 Shea R. Troy ..... 70.7  
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580 Decker R. Bohemia ..... 70.6  
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582 Quinn D. Cohoes ..... 70.5  
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585 Lloyd D. Albany ..... 70.3  
586 Katzman H. Far Rockaway ..... 70.3

109 Travers J Troy	81.2	243 Tygett P Amherst	77.1
110 Hall G Mc Morris	81.2	244 Applebaum W Bklyn	77.1
111 Kahlan S Watervliet	81.1	245 Galvia H Snyder	77.0
112 Fitzgerald R Albany	81.1	246 Smithrick V Cohoes	77.0
113 McDermott C Menands	81.1	247 Weiss H Bklyn	77.0
114 Reilly A Babylon	81.0	248 Starck M NY Mills	77.0
115 Adamczyk E Cohoes	81.0	249 Maggio C Hicksville	77.0
116 Kelsey C Bernhds Bay	81.0	250 Fairlee H Albany	77.0
117 Reddish M Albany	81.0	251 Pearsall A Rensselaer	76.9
118 Branch G Syracuse	80.9	252 Andrisco A Watervliet	76.9
119 Conover S Ft Lee NJ	80.9	253 Bruza S NY	76.9
120 McKeever I Westbury	80.9	254 Bonesteel G Petersburg	76.9
121 Butler J Troy	80.9	255 Eichorst I Glen Oaks	76.9
122 Milstrey L Albany	80.7	256 Barnard M Big Flats	76.9
123 Miller J Poestenkill	80.7	257 Casey L Albany	76.9
124 Wagar G Albany	80.7	258 Lech S Amsterdam	76.9
125 Jackson M Bx	80.7	259 Huber G Albany	76.8
126 Linnille D Binghamton	80.7	260 Smith J Bklyn	76.8
127 McGrath F N Babylon	80.7	261 Mrcus G Woodbourne	76.8
128 Lacondre R Jamaica	80.6	262 Dexter W Pc Jefferson	76.8
129 Talanker R Levittown	80.6	263 Malloy E Coxsackie	76.7
130 Stamboulis M Buffalo	80.5	264 Staples M Bklyn	76.7
131 Allegretta D Albany	80.5	265 Lamarche S Cohoes	76.7
132 Smith B Napanoch	80.5	266 Cook J Albany	76.7
133 Parker C Albany	80.5	267 Mellecarine S Tonawanda	76.6
134 Buckley C Cohoes	80.4	268 Shaffer M Albany	76.6
135 Blonsky C Bx	80.4	269 Whitman H Schenectady	76.5
136 Malkiewicz M Amsterdam	80.4	270 Force M Schenectady	76.5
137 Sadek A Buffalo	80.4	271 Hohl M Buffalo	76.5
138 McCaffrey P Poughkeepsie	80.4	272 Wassmansdorf M Troy	76.5
139 Luther D Troy	80.3	273 Tomkowski A Schenectady	76.5
140 Fitzgerald E Troy	80.3	274 Meyers L Albany	76.4
141 Dickinson G Waterford	80.2	275 Hislop A Schenectady	76.4
142 Hartman F Albany	80.2	276 Chiplock M Troy	76.4
143 Lurie H Syracuse	80.2	277 Gilmarrin A Scotia	76.4
144 Nowakowski H Amherst	80.2	278 Johnson C Jersey Ct NJ	76.4
145 Hicks G Whitehall	80.1	279 Pike E Albany	76.3
146 Oliver J Troy	80.1	280 Hill M Delmar	76.3
147 Stocksher S White Plains	80.0	281 Pryor H Schenectady	76.3
148 Scott D Buffalo	80.0	282 Parent L Cohoes	76.3
149 Platan M Bx	80.0	283 Clifford E Queens Vill	76.3
150 McCullough A Schenectady	79.9	284 Gilbert L Utica	76.3
151 Peterkin L Albany	79.8	285 Jepsen V Mechanicvil	76.3
152 Lance B Albany	79.8	286 Rollins B Buffalo	76.3
153 Brigham B Nassau	79.8	287 Main R Bklyn	76.3
154 Robinson L Buffalo	79.7	288 Rossi F E Greenbush	76.3
155 Wood N Troy	79.7	289 Costa R Bx	76.2
156 Brundage P Albany	79.6	290 Mackendrick B Fredonia	76.2
157 Schaus M Snyder	79.6	291 Mason D Troy	76.2
158 Paschel H Maspeth	79.5	292 Jones J E Greenbush	76.2
159 Morenus R Endicott	79.5	293 Urowaky R Bx	76.1
160 Nowak E Latham	79.5	294 Wukita G Schenectady	76.1
161 Manhey L Gloversville	79.5	295 Kaufman B Bklyn	76.0
162 Williams V Bklyn	79.5	296 Taney C Troy	76.0
163 Richman E NY	79.5	297 McGee W Elmhurst	76.0
164 Sana E Rensselaer	79.3	298 Ryan M Auburn	76.0
165 Evans J Albany	79.3	299 Lockwood G Englewood NJ	76.0
166 Bitner N Schenectady	79.3	300 Polem J Green Is	76.0
167 Timlick S Schenectady	79.2	301 Davis L Bklyn	76.0
168 Sinnickson C Schenectady	79.2	302 Sherman S Bklyn	76.0
169 Brinkmann H Bklyn	79.2	303 Paradis H Albany	76.0
170 Olan H Brentwood	79.2	304 Lewenfelder M Delmar	76.0
171 Kane J Watervliet	79.2	305 Cohen A Troy	75.9
172 Kalibat A Old Brige NJ	79.2	306 Erickson L Pt Jfrn St	75.9
173 Weis C Bx	79.2	307 Sellers N Buffalo	75.9
174 Shaffer C Albany	79.1	308 Donnicuo E Bellmore	75.9
175 Sutton I NY	79.1	309 Dennis W Loudonville	75.8
176 Pensinger R Elmira	79.1	310 Jordan P Rensselaer	75.8
177 Golinski G Troy	79.1	311 Goodman S Bellmore	75.8
178 Ebert J Saratoga Spg	79.1	312 Cahill M Schenectady	75.8
179 Drayer H Clay	79.0	313 Moxey M Schenectady	75.8
180 Melster S Schenectady	79.0	314 Maria V Painted Post	75.8
181 Bouchard W Watervliet	79.0	315 McAuley R Latham	75.8
182 Scott R Buffalo	79.0	316 Bosco L Bx	75.7
183 Foidadelli FG Chatham	78.9	317 Oliva P White Plains	75.7
184 Kroczyński T Rochester	78.9	318 Kurts S Bx	75.7
185 Tedford P Potsdam	78.9	319 Hyman D Albany	75.7
186 Rao M Albany	78.9	320 Hamm A Schenectady	75.7
187 Schery F Latham	78.9	321 Eldred B Binghamton	75.7
188 Sears E Ogenburg	78.8	322 Anderson M Loudonville	75.7
189 Roberts L Wappingr Fla	78.6	323 Mallory A Poughkeepsie	75.6
190 Fuchs O Brentwood	78.6	324 Dougherty I Albany	75.6
191 Carey D Levittown	78.6	325 Pruit V Jamaica	75.6
192 Clancy J Albany	78.5	326 Berlove R Rochester	75.6
193 Tamraz J Angola	78.5	327 Kinney S Cortland	75.5
194 Solomon M Kenmore	78.5	328 Uhrman F Bklyn	75.5
195 Fenner A Nedrow	78.5	329 Kokalas K Binghamton	75.5
196 Chevallier C Cohoes	78.5	330 Tobin J Loudonville	75.5
197 Coutre G Waterford	78.4	331 Dillon J Troy	75.5
198 Swann L Albany	78.4	332 Lombardo J Troy	75.5
199 Shaffer R Plattsburgh	78.4	333 Phillips R Wyandanch	75.4
200 Vignar L Watervliet	78.3	334 Marshall K Waterford	75.3
201 Lanigra A N Syracuse	78.3	335 Champagne M Waterford	75.3
202 Raskin S Bklyn	78.2	336 Brass S Mexico	75.3
203 Hally E Rochester	78.2	337 Maguire J Schenectady	75.3
204 Reynolds L Albany	78.1	338 Allen P Amsterdam	75.3
205 Francella P Albany	78.1	339 Berlia S Bklyn	75.2
206 Ucci J Albany	78.1	340 Wilkinson M Albany	75.2
207 March D Schenectady	78.1	341 Iacovella A Utica	75.2
208 Milkowitz T Bklyn	78.0	342 Jensen L College Pnt	75.2
209 O'Connor J Bklyn	78.0	343 Keenan A Green Is	75.2
210 Merrick V Schenectady	78.0	344 Brengel M Bklyn	75.2
211 Barber S Ushers	78.0	345 Dallaird C Troy	75.2
212 Bernardi D Albany	77.9	346 Madson E Rosedale	75.2
213 Lacross L N Troy	77.9	347 Espey M Albany	75.2
214 Gross M Albany	77.8	348 Gold M Albany	75.1
215 Schiffhauer S Orchard Uk	77.8	349 Poorman M Camillus	75.1
216 Williams S Albany	77.8	350 Patricca I Albany	75.1
217 Ingraham L Vestal	77.7	351 Hall M Clarence	75.1
218 Kowalski J Amsterdam	77.7	352 Cooca C Wynantskill	75.1
219 Deet D Ferrysburg	77.7	353 Brown D Hornell	75.1
220 Reardon A Albany	77.7	354 Weintraub B Rocest Hills	75.1
221 Bouchard P Ballston Spa	77.7	355 Stevens A Troy	75.1
222 Compson M Voorheesvil	77.7	356 McGee L N Tonawanda	75.1
223 Drowne D Old Chatham	77.6	357 Fazzary S Watkins Glen	75.1
224 Leddy M Wantagh	77.6	358 Leonard V Rensselaer	75.0
225 McCauley E Troy	77.6	359 Mahoney M Buffalo	75.0
226 Bell M Troy	77.6	360 Campoli M Binghamton	75.0
227 George D Albany	77.6	361 Nead T Troy	75.0
228 Bowes J College Pnt	77.5	362 Reilly D Troy	75.0
229 Smilowitz S Staten Is	77.5	363 Humphrey M Delmar	75.0
230 Alpaugh F Buffalo	77.5	364 Taney E Schenectady	75.0
231 Petrke J Elmira	77.5	365 Coffey J Cohoes	75.0
232 Consentino F Blue Point	77.5	366 Farano C Albany	75.0
233 Moore L Bergen	77.5	367 Weiss R Albany	75.0
234 Mastromarchi M Albany	77.3	368 Murray E Schenectady	74.9
235 Vadakis S Albany	77.3	369 Harnish S Schenectady	74.9
236 Wood M Schoharie	77.3	370 Siegel S Bklyn	74.8
237 Reynolds E Ct Islip	77.3	371 Bernard R Schenectady	74.8
238 Dadswell D Williamsvil	77.2	372 Langley J Amsterdam	74.8
239 Hershkowitz E Albany	77.2	373 Harnock L Troy	74.8
240 Pacourek C Holbrook	77.2	374 Hartman S Albany	74.8
241 Wilcox L Delmar	77.2	375 Ryal NK Saratoga Spg	74.8
242 Stoller B LICity	77.1	376 Segel S Albany	74.8
		377 Collins ML Albany	74.7
		378 Jewett CE Watervliet	74.7
		379 Stymour CA Loudonville	74.7

380 Lafountain MF Schenectady	74.6	475 McLoughlin M Rensselaer	73.1
381 Slonim FN Brooklyna	74.6	476 Harry C Lk Ronkonkms	73.1
382 Shaw EM Marcy	74.6	477 Evans S Waterford	73.1
383 Sivaslian AL Rtnselaer	74.6	478 Fremer R Brooklyna	73.1
384 Jacobson R Bronx	74.6	479 Platt R Troy	73.1
385 Marotto MC Schenectady	74.6	480 Wilkinson M Depew	73.1
386 Cole S Schenectady	74.5	481 Wilkinson M Loudonville	73.1
387 Digulio JM Elnoora	74.5	482 Meyer R Salt Point	73.1
388 Fairweather M Nassau	74.5	483 Conklin B Albany	73.0
389 Walker TM Bronx	74.5	484 Warner T Albany	73.0
390 Hirsch M Douglaston	74.5	485 Jones D Bronx	73.0
391 Felts MC Albany	74.5	486 Metz M Slingerlands	73.0
392 Lillienwald EG Stony Brook	74.5	487 Coulter H Altamont	73.0
393 Strobeck JA Voorheesvil	74.5	488 Carroll P Albany	73.0
394 Davis MK Albany	74.5	489 Walsh M Troy	72.9
395 Siusarenco CJ Nyack	74.5	490 Andrews V Williamsvil	72.9
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397 Silvermal L Brooklyna	74.4	492 Pawlus B East Berne	72.9
398 Campbell EF Albany	74.4	493 Ellis M Middleburgh	72.9
399 Freeman A Lk Ronkonkms	74.4	494 Angerami S Ballston Spa	72.9
400 Congel AM Syracuse	74.4	495 Vonnegut P Albany	72.9
401 Kales R Brooklyna	74.3	496 Fox J Rexford	72.9
402 Bryant M Newfield	74.3	497 Hoffman M Averill Park	72.8
403 Strickland BE Schenectady	74.3	498 Cortese L Pt Jfrn St	72.8
404 Mullen MJ Nedrow	74.3	499 Graham R Coxsackie	72.7
405 Hicks DR Scotia	74.3	500 Jonas C Cheektowaga	72.7
406 Harrington HM Troy	74.3	501 Boyd E Waterford	72.7
407 Charron ME Albany	74.2	502 Bryant T Castleton	72.7
408 Langness I New York	74.2	503 Hrbek J Ravens	72.7
409 Kepner GE W Sand Lake	74.2	504 Planitz M Ballston Spa	72.6
410 Charuka N Brooklyna	74.2	505 Bonesteel B Troy	72.6
411 Stareck VK Albany	74.2	506 Condon L Staten Is	72.6
412 Godfrey PJ Albany	74.2	507 McNair J Syracuse	72.5
413 Doyle M Cohoes	74.2	508 Czakiel M Albany	72.5
414 Hudson MC Troy	74.2	509 Dewald P Schenectady	72.5
415 Shurtliff JE Schenectady	74.2	510 Busar I Genesee	72.5
416 Kelly D Elmont	74.1	511 Cenci A Albany	72.5
417 Bylo M Troy	74.1	512 Nowak M Latham	72.5
418 Marcus C Forest Hls	74.1	513 Suckles F Watervliet	72.4
419 Emmanuel B Corona	74.1	514 Olmstead K Fr Johnson	72.4
420 Hall B Astoria	74.1	515 Croll C Selkirk	72.3
421 Haverlick D Troy	74.1	516 Garcia M Albany	72.3
422 Scickles S Schenectady	74.1	517 Hughs F Rochester	72.3
423 Brady V Setauket	74.0	518 Rosenblum A Albany	72.3
424 Leary M L I City	74.0	519 Bryant C Ballston Spa	72.3
425 Micklas M Mechanicvil	74.0	520 Johnson D Bronx	72.2
426 Willetts W Waterford	74.0	521 Trianni M Glemot	72.2
427 Delorey E Schenectady	74.0	522 Porter D Mechicvil	72.2
428 Hart M Albany	74.0	523 Murphy D Bellerose	72.1
429 Suriano K Menands	74.0	524 Zanella D Albany	72.1
430 Krug J Albany	73.9	525 Orsini L Albany	72.0
431 Odea J Watkins Glen	73.9	526 Plinsker M Bronx	72.0
432 Jabezanka A Fr Johnson	73.8	527 Scott I Troy	72.0
433 Hallenbeck M Hudson	73.8	528 Flayter B Albany	72.0
434 Shepard F Mechanicvil	73.8	529 Massia E Bayside	72.0
435 Kohler F Schenectady	73.8	530 Westphal J Schenectady	72.0
436 Cull R Ballston Spa	73.8	531 Lipe E Ballston Spa	72.0
437 Vanschaick A Troy	73.8	532 Leach F Albany	71.9
438 Kendrick F Schenectady	73.8	533 Felite M Albany	71.9
439 Collins M Albany	73.8	534 Wilmor B Binghamton	71.9
440 Slavin L Troy	73.8	535 Lyman R Albany	71.9
441 Ippolito R Schenectady	73.7	536 Newcomb C Albany	71.9
442 McDermott M Albany	73.7	537 Selvaggio L S Hempstead	71.9
443 Rhatigan G Albany	73.6	538 Jellison G Guiderland	71.9
444 Kling L Voorheesvil	73.6	539 Goldman A Albany	71.9
445 Kenney E Schenectady	73.6	540 Holmatrom H Buffalo	71.8
446 Sarrel S New York	73.5	541 Bingham K Troy	71.8
447 Dean J Red Hook	73.5	542 Sheib A Bronx	71.8
448 Mattic E Schenectady	73.5	543 Swartout V W Coxsackie	71.7
449 Wilcox J Albany	73.5		

# Office Asst. Recruitment Campaign Accelerating—Limited Exp. Acceptable

Minimal experience may be submitted to qualify for entry level jobs as office assistant, the U.S. Civil Service Commission has noted.

GS-2 candidates, for example, will need only six months of clerical work background while GS-3 personnel can qualify with one year of experience. Similar-

## 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; **Health & Hospitals Corp.**, 125 Worth St., New York 1007, phone: 566-7062; **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; State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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 6 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.

ly, education can be substituted: a high school diploma for GS-2; a year of post-high school study for GS-3 appointment.

Current Federal pay scales place GS-2 starting salary at \$5,166, and GS-3 at \$5,828. Positions are situated throughout the metropolitan NYC area.

Announcement No. NY-1-02 notes: "Appropriate training obtained in Job Corps Centers, Neighborhood Youth Corps projects or in other similar manpower development training programs will be counted toward meeting experience or education requirements." Such training may be sponsored by churches, schools or unions.

Applicants face a two-hour written test, offered periodically throughout the metropolitan area. The passing grade is 70.

In addition, a dozen other clerical titles remain open within federal service. These titles and their respective announcements are provided at 26 Federal Plaza. Consult "Where to Apply" on this page.

## On Social Security

People with information about substandard conditions in nursing homes can report such deficiencies to any social security office, according to Hyman Siegel, social security manager in Downtown, Manhattan.

"Social security offices have been designated as 'nursing home listening posts,'" Siegel said. "Complaints or suggestions about poor-quality care, neglect, or unsanitary or unsafe conditions in nursing homes may be reported to us by phone, mail or in person. If desired, the name of the person making the complaint and the name of the nursing home patient will be kept confidential. We'll pass the information on for action by the appropriate Federal, State or local authorities."

The Downtown social security office is at 39 Broadway. The phone number is 422-3000.

## 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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# Feds Issue Call For More Phone Operator Entrants

The Federal Government wants to recruit more telephone operators, with hiring being conducted on the GS-3 (\$5,828) and GS-4 (\$6,544) levels.

Basic requirements suggest one and two years of switchboard board operation experience for the respective grades.

A written test is given on which questions dealing with alphabetizing, computations and verbal abilities will appear. To pass, 70 percent must be obtained.

Test centers exist through the New York metropolitan area: Brooklyn, Hempstead, Jamaica, Newburgh, New Rochelle, New York, Patchogue, Peekskill, Riverhead and Yonkers.

Duties you can anticipate are placing and receiving local, long-distance and emergency calls. Prior experience on multiple or non-multiple cord or console switchboards will be considered relevant.

Vacancies are foreseen in Federal agencies throughout the Metropolitan area, including Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland and Westchester Counties and the five boroughs. There is no sex or residence requirement.

Applicants should consult the "Where to Apply" column on this page for follow-up details on filing.

## Exam Aftermath

Check each week's issue of The Leader to discover what eligibility lists have been established and which persons have scored.

## Nursing Director

At the request of the Health Services Administration, the City Civil Service Commission has established the position of director of nursing service in the Managerial and/or Executive Pay Plan. Salary starts at \$13,100.

# Mention Steno And Typist Openings At Fed. Agencies

The search for stenographers and typists continues in high gear, according to the U.S. Civil Service Commission's metropolitan area office. Openings are reported throughout the area, with many Federal agencies in great need of personnel.

Basic pay scales indicate that GS-2 typists begin at \$5,166; GS-3 appointees at \$5,828. Add to that benefits such as paid vacation, annual leave, sick leave, liberal health and life insurance, and inclusion in the retirement plan.

Stenographers start at GS-3 (\$5,828) or GS-4 (\$6,544) and receive similar benefits. Qualifications offer the choice of education or related job experience.

For example, six months of appropriate experience or high school graduation will prove adequate for typist at GS-2 and steno at GS-3. You can qualify for the next level of appointment if you have either one year of experience or one year of post-high school studies.

## Tests & Exemptions

After applying, candidates face written and practical exams. As a typist, you must type 40 wpm with no more than three errors. To become a steno, you'll need to take dictation of 80 wpm.

However, those who have scored 80 or above on the state English Regents (within the past five years) will not have to take the written competitive exam. Persons who have received a "certificate of proficiency" from an accredited school—in typing or in steno—will be exempted from taking those tests. Similarly, the practical will be waived for all candidates with 80 or above on the State Regents in typing and stenography.

The general age minimum is 18. Exceptions will be made for high school graduates and per-

sons having completed a formal job training program. Such persons may apply at age 16.

There are no closing dates on either of these titles.

Full directions on where to apply are spelled out on page 15 of this paper.

## West Pt. Summons Stenos & Typists

Clerk-typist and clerk-steno jobs head up the latest list of current openings at the U.S. Military Academy.

The typist titles are GS-2 and GS-3, offering \$5,166 and \$5,828. Requirements specify graduation from high school for the GS-2 post, but six months of typing experience is also acceptable. GS-3 typists must have had one year of training beyond high school, or a full year of relevant work history.

Clerk-steno vacancies are at GS-3 (\$5,828) and GS-4 (\$6,544). Requirements parallel those for the typist jobs in terms of training and experience.

Many jobs as food service worker are also open. These require "sufficient experience or training" to perform the duties. Rotating shifts are expected to include weekends. Civilian dorm facilities are available for food service workers, who earn \$2.93 per hour.

Additional details may be obtained by calling the Civilian Personnel Division at West Point: (914) 938-2115.

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# Nassau CSEA's Move Saves Numerous Jobs

(From Leader Correspondent)

MINEOLA—A group of ward clerks bounced from their posts at the Nassau County Medical Center by civil service regulations have been placed in other positions as a result of talks conducted by Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum and unit president John Geraghty.

Other clerks who did not rank high on a recent eligible list appeared to be secure in their posts because a high percentage of top-ranked eligibles were refusing appointment after learning that the jobs require shift work.

"I am pretty certain that we will reach everybody," a hospital official said. The second group has been retained under a 60-day extension granted by the Civil Service Commission.

### Other Positions

The hospital said 25 of the 30 clerks in the first group had been placed in other positions, and the balance chose either retirement or had found jobs elsewhere.

It was understood that none of the affected employees was

involuntarily displaced from employment.

Flaumenbaum and Geraghty and members of the unit board of directors worked out the solution with Edward Rosasco, hospital administrator.

Many of those placed returned to their permanent grades as nurse's aides.

## CSEA Drives Out Rival Elmira Union

ELMIRA—Elmira City employees literally ran the Teamsters out of town when they voted overwhelmingly to keep the Civil Service Employees Assn. as their bargaining agent.

In a recent representation election conducted by the State Public Employment Relations Board, the employees from all city departments gave CSEA 112 votes to only 27 for the Teamsters, who had waged an intensive campaign to wrest bargaining rights from CSEA.

At the beginning of the campaign the Teamsters had obtained 97 signatures supporting them, but CSEA efforts managed to convince the employees they were buying a "pig in a poke."

The voting, conducted at City Hall and the Department of Public Works, involved all employees of City Hall, parks and recreation, DPW sewage disposal and treatment plant and the golf links.

CSEA president Theodore C. Wenzl had high praise for the "tremendous efforts put forth by James Scripa, David Grier, Jack Pender and Terry Moxley of our CSEA field staff."

## Nassau OKs Charters For Two Big Units

MINEOLA — The board of directors of the 17,000-member Nassau chapter, Civil Service Employees Assn., last week approved constitutions for new units representing more than 1,000 employees in the Department of Recreation and Parks and more than 1,500 in the Department of Public Works.

Chapter president Irving Flaumenbaum hailed the new alignment of units as a way of improving the effectiveness of representation and communication with two major groups of county workers.

Angelo Palange is temporary president of the Recreation and Park unit, and Robert Richter is heading the DPW unit. Both units will hold elections of per-

## Fills Court Vacancy

Rochester Police Commissioner John A. Mastrella has been named to fill a vacancy on the State Supreme Court for the Seventh Judicial District for a term expiring next Dec. 31. Salary is \$37,817.

# State Police Lab's Detecting Would Awe Sherlock Holmes

(From Leader Correspondent)

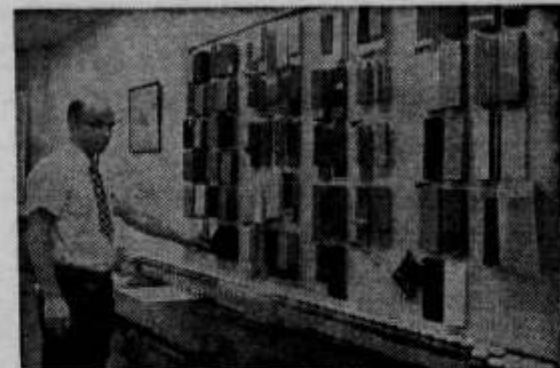
Four years ago, when Jim Welch decided to leave private industry, he couldn't have been thinking of taking it easy. A research chemist by training, he was continuing to look for a spot that offered day-to-day problems to solve in his field.

In the New York State Police Scientific Laboratory in Albany he has found them by the thousands!

Working as a senior chemist—one of 28 positions in the small but extremely efficient SP operation—Jim and his associates are the scientific backup not only for the entire State Police field organization, but also for outside police and related agencies. In fact, the latest annual report shows that 83.7 percent of the 1971 workload originated with those other agencies.

Headed by Captain Stark Ferriss, the lab staff

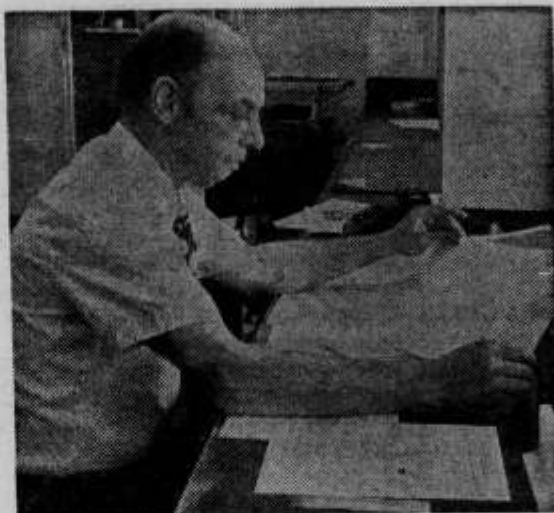
clussions about any number of perplexing problems. What kind of narcotic is this? With the help of the computer file and using infra-red techniques, they can tell you. Do these hairs come from the same person?—with a high-powered comparison microscope which lines the specimens up for two experts to view at once, they



**AUTO PAINTS** — Jim selects an actual sample of paint used by an auto maker in a given year in order to compare it with a chip found on the clothing of a recent hit-and-run victim. GLC (gas-liquid chromatography to you) method is used with success in this quest.

can tell you! Did this gun fire that bullet?—the ballistics men have the equipment to test and tell you! What kind of an automobile was involved in that fatal hit-and-run accident? Given only shreds of evidence, such as bits of broken headlamp glass, or microscope-size paint chips from the victim's clothing, the men in the SP Scientific Lab are able to pinpoint with amazing accuracy not only the make and model of the car in question, but even how many times it had been painted. Truly the material for many pieces of fiction writing are daily facts in this lab!

And with the constant case-load pressure and the State-imposed restrictions against hiring additional personnel, it is also clear that Jim Welch and his colleagues in the lab couldn't have been thinking of taking things easy when they went to work for the State!



## READING THE RESULTS

— Jim Welch, president of the State Police Hq. chapter, reads a graph depicting the infra-red curves of an unknown chemical substance. By matching the ups and downs to the correct pattern, he will soon be able to identify the substance — in this case a narcotic.

lists both police and civilian experts among its personnel. Together they delve into the mysteries of questioned documents, firearms, toxicology, chemical and photo analysis—all in the quest for evidence to help determine facts which may be in question.

In addition to his fulltime duties in the lab, Jim has found time to help organize the State Police Headquarters CSEA chapter of more than 100, which he presently heads as chapter president. In this role he is active in all CSEA affairs at chapter and Capital District Conference levels, and also serves on CSEA's bargaining committee for scientific and technical personnel.

Jim and those working with him are fully conscious of the ever-growing case load facing them—a case load which they attack vigorously in an effort to keep current—and one which has grown from about 6,000 in 1967 to nearly 12,000 in 1971.

(An interesting sidelight to that case load is the tremendous growth in narcotics cases—from 571 in '67, to 5020 in '71.)

Using the very latest in scientific analysis and detection equipment—including a tie-in to the NYSIIS computer file of more than 88,000 chemical compounds—SP Scientific Lab personnel are able to come up with extremely accurate con-



## ON THE RIGHT TRACK

— Jim compares a plaster cast taken from a paraffin mold made at the scene, with the sneaker of a suspect. Such identification problems are routine in SP's Scientific Lab.

## SUNY Promotions Albany Ed. Chapter Slates Clamsteam Charge Placed

The State University Board of Trustees has announced the appointments of Dr. Sanford Cohen, of State University College at Oneonta, as assistant vice chancellor for policy and planning, and of James F. Lyng, of Waterford, as director of University land acquisition. Both positions are in SUNY Central Administration.

In his new position Dr. Gordon will receive an annual salary of \$30,697, while Mr. Lyng will receive \$24,650.

The Albany Education Dept. chapter of the Civil Service Employees Assn. will hold its annual clamsteam on Sept. 15 at 12:30 p.m. in Murray Jennex Sunset Park, Slingerlands, it was announced by Mary Spellman, social chairman.

**Pass Your Leader To A Non-member.**

(Continued from Page 1) CSEA originally, expressing their dissatisfaction over the school board's attempts to "unilaterally decrease their employee benefits." The public employee union then conducted a recognition campaign during which the designation cards were signed.

The workers included in the unit represented by CSEA are mainly custodial, clerical and food service employees, and teacher's aides.

## The Dues Story

(Continued from Page 1) of the CSEA efforts on a state-wide basis.

CSEA's key to success has been personalized service. Naturally, the union is unable to provide a professional employee for each member, but the professional-to-member ratio is very low and, in fact, unheard of among private industry unions. Few unions, if any, can provide a professional negotiator to bargain for a group of as little as ten employees. CSEA can — and that's one of the main reasons behind the organization's development into "New York State's largest public employee union."

In spite of the edge held by CSEA over other public employee unions in terms of the quantity of its staff services, the Employees Association has still been able to keep its dues lower than most of its competitors, even with the most recent increase to \$45.50 a year. CSEA can stretch its dues income farther because all of it stays in New York State, where it's returned to the member in many ways.

As our membership grows, we must keep pace by attracting new employees and keeping them. To keep them, naturally, requires the granting periodically of pay raises and increased benefits, which all good employees have come to expect. It means, however, that as the cost of living rises, so does the cost of maintaining a professional staff to serve the needs of the membership.

The backbone of CSEA's strength in the past present and future remains unquestionably the thousands of members who volunteer their time and services. Nevertheless, as time progresses, the business of negotiating and all-around representation becomes more and more complex. More and more people with specialized field knowledge are needed to do the job done.