

Civil Service LEADER

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Joseph Sautier

Insurance Report

— See Page 14

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CSEA Is Apparent Winner In Orange, Sullivan

BULLETIN

Job Cutbacks, Freezes, Only 'Rumors': Wenzl

ALBANY—The head of the state's largest public employee union has cautioned the more than 136,000 state employees it represents not to be "taken in" by current rumors of impending job freezes and personal cutbacks.

"The reports that have been circulating since the recent gubernatorial election that we can expect a severe job freeze or even a loss of jobs among state workers in the coming months are strictly rumors," said CSEA president Theodore C. Wenzl.

"Needless to say, with the first change in administration we've had in 16 years about to take place in the state government and with the present status of our overall economy, we have an ideal setting for the prophets of doom to concoct all sorts of gloomy predictions," said Dr. Wenzl. "This is to be expected but, at the same time, we must recognize it for what it is and not be taken in by it."

Dr. Wenzl emphasized that he had been reluctant to speak out on the subject, since the more exposure given to it, the more it gets imbedded in the public consciousness and takes on believability, he said. "However, he felt that a point had been reached where it was incumbent for his organization to put the issue in proper focus for thousands of concerned CSEA members.

Dr. Wenzl cited specifically Gov.-elect Hugh Carey's call on Gov. Malcolm Wilson for an im-

(Continued on Page 3)



State Senator Walter B. Langley is escorted in to testimonial dinner in his honor by the Civil Service Employees Assn. Albany Region 4 last month at the Friar Tuck Inn. He is accompanied here by activities committee vice-chairman Helen LaPierre, left, of Thruway Headquarters chapter, and social committee vice-chairman Susan Crawford, of Correctional Services chapter.

Albany Region Honors State Senator Langley

CAIRO—State Senator Walter B. Langley, who retires from the Legislature with the expiration of his current term of office, was honored last month by members of the Civil Service Employees Assn.'s Albany Region 4 at the fall Workshop at the Friar Tuck Inn here.

Senator Langley, accompanied by his wife, Harriet, and other members of his family, was awarded a plaque by Region 4 president Joseph McDermott for his years of service as a public official and as a champion of Civil Rights.

CSEA counsel John C. Rice was principal speaker of the evening, eulogizing the Senator for his services in the United States Attorney General's office and as member of the New York Legislature, representing Albany and Greene Counties, in addition to other civic and charitable duties throughout the years.

Senator Langley's advice to the

gathering was that: "Like politicians, state workers are a maligned people—and I think we should both start defending ourselves."

(Continued on Page 3)

The Civil Service Employees Assn. continued as the union of choice by employees of Orange and Sullivan Counties, winning decisively in Orange County where there was only one election, and taking the big general unit in Sullivan County where there were three separate elections.

The Orange election was a rematch of a vote in June when CSEA also won handily. The State Public Employment Relations Board ruled that there were technical errors, and ordered a new election. CSEA took the election last Friday by a

vote of 781 to 527 for SEIU and 16 for no union.

In Sullivan County, employees reaffirmed their confidence in CSEA by a vote of 147 to 109 for SEIU. In elections for the two smaller, splinter units, however, CSEA came in second in a three-way race for Public Works employees and was not a contender for representation of the supervisory unit. AFSCME was the victor in the DPW contest, with CSEA second and SEIU last. In the supervisory unit, though, AFSCME was goose-egged as the employees chose no union rather than affiliate.

CSEA Claims Foul On Admin Aide Test

(Special to The Leader)

ALBANY — An on-again, off-again promotional examination that is now on again for this Saturday, December 14, has triggered a bitter blast from the Civil Service Employees Assn. that the State reneged on earlier promises to withdraw the examination after CSEA protests that the administrative aide (G-11) test was endangering ongoing career ladder discussions between CSEA and the State for employees in the Administrative Services Unit.

John Conoby, CSEA collective bargaining specialist, charges that he was promised that the State Office of Employee Relations would withdraw the exam after CSEA strongly protested when the State Department of Civil Service first announced the test in late September. Mr. Conoby, who has been conducting the career ladder talks with OER representatives, said a second

promise to withdraw the exam was made by the State in early November, and this promise also was not kept.

And, said Mr. Conoby, after CSEA objected to the scheduled

(Continued on Page 3)

More Autonomy Urged By NYC

MANHATTAN — The New York City chapter of the Civil Service Employees Assn. unanimously endorsed a motion made at a meeting last week supporting the authority of the regional presidents within their own regions.

President Solomon Bendet pointed out that the individual regions need more autonomy to better cope with their own peculiar problems.

An election for chapter treasurer was held at the meeting. The winner was Tony Vericella.

Correctional Dep't Insures Prison Foreman Retraining

ALBANY—The Civil Service Employees Assn. has obtained from the Department of Correctional Services a commitment to retrain prison shop employees in prisons where old industrial shops are being replaced by new ones.

CSEA representatives obtained the commitment from John Burns, director of employee

relations for the department, and from Alan Mills, director of correctional industries for the department, at a labor-management meeting last week.

No Foreman Layoffs

This means that in Green Haven prison, Stormville, and at prisons where shops are being phased out or replaced with new ones the shop foremen will not be laid off or transferred due to a lack of familiarity with the

new shops. Instead, they will be retrained to teach skills necessary in the new shops.

"The department said it can see retraining for all civilian employees where new shops are coming in," said Jack Weisz, CSEA's Correctional Services Department representative to the Board of Directors. "This is what we wanted all along. Our top priority is

(Continued on Page 3)

Don't Repeat This!

Steingut Feels Open Assembly Can Help Dems Keep Control

STARTING in January, the State Legislature will be a new institution, like it never was before. According to Assemblyman Stanley Steingut, who is slated to become the Assembly Speaker, the Legislature will be restructured to "eliminate its archaic processes"

(Continued on Page 6)

Chanukah Greetings

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

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

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FIRE FLIES

by Paul Thayer

Fire Commissioner John T. O'Hagan, in what was about the most ill-timed announcement this writer can remember, decided on Thanksgiving eve to tell the officers and members of eight fine and proud fire companies that they would no longer exist as of Dec. 14th.

Commissioner O'Hagan continues to be an enormous enigma to anyone such as myself who wishes to study the man and his thinking.

For eight years or better, this gentleman has wrought havoc with the Fire Department. He seems perfectly willing to play "Russian roulette" with the lives and property of the citizens of the city.

Two years ago, when John V. Lindsay cried fiscal wolf, as he was wont to do for the least of reasons, the then Chief of Department O'Hagan fell all over himself to juggle some companies and eliminate others, while putting a freeze on hiring which literally disrupted the lives and marriages of some of the men who were about to be appointed from the existing fire lists.

This column has repeatedly listed the deaths by fire and the injuries to both civilians and firefighters since O'Hagan made that ill-advised move two years ago. He refers to such moves as "innovations" and he breaks down such "innovations" into two categories: (a) Implemented and (b) Not as yet implemented.

Based on the present desperate

state of department morale, as well as the increased number of fire deaths and injuries as a result of his "implemented innovations," I would say God help the City of New York if any further "innovations" are "implemented."

It was ominous that on the day that he chose to make his ill-timed announcement about the eight companies which are about to die, the city nearly burned down over his head. In several cases following that announcement, Ladder 17-2, Ladder 26-2 and Engine 91-2, which are three of the companies slated for death, were the busiest of companies, right in the thick of the holocaust, and responsible for wonderfully effective fire duty through it all.

The gall to tell the firefighters of Ladder 17-2 that their work of four years, their response to tens of thousands of fires, the rescues which run into hundreds, and the deaths of three men in less than six months among the two ladder companies in the house, all are cause to declare them no longer needed, is beyond my ability to comprehend.

Go to the four winds Ladder 17-2 John T. O'Hagan says; who needs you anymore? The same goes for the other companies, all in areas where, because of the rapid ethnic change taking place in some of them, the companies slated for death are now needed more than ever.

This present situation brings up the subject of the folly of permitting one man to be both Chief of the Fire Department and its Commissioner at the same time.

The basic purpose of having a Commissioner is to have him act as a brake on the activities of his Chief of Department. When Robert O. Lowery was Commissioner, he had one hell of a time trying to hold down the activities of Chief of Department John T. O'Hagan. O'Hagan finally won out after the resignation of Lowery and started one of the most infamous administrations of any Fire Commissioner within

(Continued on Page 4)

Stroebel, 11 Others, Win \$\$\$

ALBANY — Twelve state employees received cash awards in November for money-saving ideas submitted to the employee suggestion program, administered by the State Department of Civil Service. Ernst Stroebel, Health Department representative to the Civil Service Employees Assn. Board of Directors, was among the major prize winners. Mr. Stroebel, of Albany, is a Health Department senior bacteriologist.

Ersa H. Poston, president of the State Civil Service Commission, said the 12 received awards totaling \$610 for suggestions expected to result in yearly savings to the state of more than \$3,200.

Award amounts and winners

are:

\$100; Marie Bylsma, Albany, head clerk, Department of Motor Vehicles; Matthew L. Breitenbach, South Westerlo, head mail and supply clerk, Department of Health; Sgt. Jerome J. Morrow, Schaghticoke, Division of State Police, and Mr. Stroebel.

\$50; Shirle A. Ryan, Auburn, Department of Correctional Services.

\$35; Jean Diffenback, Albany, Department of State.

\$25; Perry A. Fischer, Freeport, Department of State; Robert S. Osgard, Woodmere, shared jointly with Alan T. Cohen, Mamaroneck, both of the Alcoholic Beverage Control Board, New York City; Edmund J. Owczarzak Jr., Buffalo, shared jointly with John Gentry, Williamsville, both of the Department of Civil Service, and Bedros Odian, Buffalo, (two \$25 awards), Department of Law.

Shomrim Leaders Elected For '75

KIAMESHA LAKE—Mike Tofel of the New York City Department of Correction was elected president of the National Conference of Shomrim Societies at the group's Nov. 21-24 convention held at the Concord Hotel here.

Other 1975 officers of the Jewish police, fire and safety employee group include: Joseph Itzko of the Philadelphia Police Department, first vice-president; Louis Welsler, president of the Council of Jewish Organizations in Civil Service, executive vice-president; Ben Makashay of the New York City Department of Correction, corresponding secretary; Artie Pincus of the New York City Transit Police, treasurer; David Frisher of the New York City Police Department, recording secretary, and Kenneth Melich of the Port Authority Police, sergeant-at-arms.



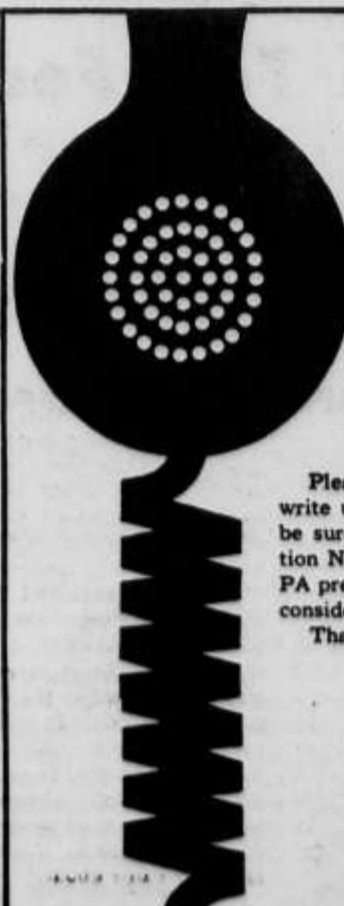
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THE UNITED WAY — Earl Kilmartin, president of the Civil Service Employees Assn.'s Office of General Services chapter, presents Richard Higgins, deputy commissioner of OGS, a check for the United Fund Drive as S. Oswald Pelton, chapter treasurer, looks on. The check was collected from OGS CSEA chapter members.

Prison Retraining

(Continued from Page 1)
people's jobs."

Angelo Senisi, president of the Green Haven CSEA chapter, was also elated after the meeting. "Mr. Mills is going to contact private companies to work out arrangements for our retraining," he said. "There appears to be an understanding—at last—that retraining of the prisons' existing employees is the only way to handle the problem of staffing the new shops."

'All Kinds of Money'

No date has been set for the beginning of the retraining program. Union representatives at the meeting agreed it will take a few months for equipment to arrive for the new shops and that the intervening time would best be used in retraining.

The financing of the program has not been arranged yet, either. Mr. Senisi maintains that money is available through the federal government. Mr. Weisz pointed out that CSEA has money allocated for training and retraining.

"But there's all kinds of money around," they agreed. "All you have to do is look for it."

Mr. Mills stated at the meeting that no one will be laid off, and no one will be transferred, as a result of the new shops coming into Green Haven or any other prison.

The union representatives noted that any retraining programs ought to be diversified in the skills it teaches.

"They shouldn't train the employees only in lens grinding, for example," Mr. Senisi said, "because you never know when that may become an outdated skill. We want our people to be able to learn a variety of worthwhile skills. CSEA is not against the new training program, but we want the state to know that our members are entitled to be retrained as part of that program."

A Grievance Won

Also at the meeting were Fred DePew of Elmira Correctional Facility; Alicia Fisher, president of the Albany Correctional Facility chapter; Thomas Linden, a CSEA collective negotiating specialist, and William Walters, director of education and training for the department.

In another development announced at the meeting, it was revealed that the Green Haven chapter won a grievance against the department and, as a result, prison employees are no longer required to give written evaluations of each other. The evaluation form given to Green Haven employees was not approved by either the Civil Service Commission or the CSEA and was therefore banned from further distribution.

Langley Testimonial, Education Seminars Highlight Albany Meet

(Continued from Page 1)

Other highlights of the week-end Workshop included various seminars on election procedures, secretaries, treasurers, leadership and parliamentary procedure.

The Friday evening seminar on "Nominations, Campaigning and Elections" was presided over by A. Victor Costa, chairman of CSEA's restructuring committee.

Role-Playing

Robert Zimmerman acted as the catalyst on an enthusiastic audience-participation demonstration on "How to Conduct a Meeting." In this demonstration, various directions were written on slips of paper, and distributed among the delegates, who then played the roles that were described. In this, random roles were played by such personalities as statewide executive vice-president Thomas H. McDonough and by Roy Dingle, attending his first meeting as the newly elected president of the Division for Youth chapter.

Besides Mr. Dingle, Frank Herrington was also attending his first regional meeting as the newly elected president of Warren County chapter.

Nominating Committee

At the afternoon business meeting, Albany Region 4 became the first of the six statewide regions to elect the members who will serve on the regional and statewide nominating committees. Representing state employees will be Santa Orsino, Tax and Finance; Nicholas Fisicarelli, Education; Jean Book, Motor Vehicles; Gloria Fleming, Commerce, and John Weidman, Ag and Markets. Representing counties will be Alfred Jeune, Greene; William Sohl, Fulton, and Susie Pfaffenbach, Rensselaer. Of these, two state employees and one county employee will serve on the statewide committee, along with their counterparts from the other five regions.

Activities chairman Cosmo Lembo outlined various social events that are being planned for the next several months. These include a ski weekend in January and a trip to Quebec for the carnival in February.



State Senator Walter Langley, accompanied by his wife, Harriet, waves his appreciation to the crowd as Albany Region 4 president Joseph McDermott and CSEA counsel John C. Rice adjust microphone.



CSEA president Theodore C. Wenzl admires plaque that Senator Langley was presented by Albany Region 4 for his long, distinguished career as a public servant and champion of Civil Service.

Ⓛ CSEA calendar Ⓛ

DECEMBER

- 10—Syracuse area retirees' regular chapter meeting: 2 p.m., Lakeview Lanes, Rt. 3, Hannibal Road, Fulton.
- 11—Capital District Retirees chapter holiday luncheon meeting: 12 p.m., Crystal Ballroom, Hotel DeWitt Clinton, Albany.
- 11—State Insurance chapter: blood donation drive, 199 Church St., New York City.
- 12—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Central Islip.
- 12—Albany chapter Division For Youth Christmas Party: 6 p.m., Knights of Columbus Hall, Rt. 155, Colonie.
- 13—Long Island Region 1 holiday party: Holiday Manor, Bethpage.
- 13—Albany chapter D.O.T. Good Will Association Christmas party: 6 p.m., Marie's Theater Restaurant, Troy.
- 13—Fort Stanwix chapter holiday dinner dance: 6:30 p.m., The Beeches, Rome.
- 13—Suffolk County Social Services winter buffet dance: 9 p.m., Veterans of Foreign Wars hall, Lakeland Ave., Sayville.
- 20—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., library, Bldg. 1.
- 20—New York State Department of Social Services Christmas party: 7 p.m., Mario's Theater Restaurant, Troy.
- 20—Marcy Psychiatric Center chapter Christmas dinner-dance: 7 p.m., Hart's Hill Inn, Whitesboro.
- 21—Farmingdale University chapter Christmas party: 9p.m., Andirons.

Claim Admin Aide Test Foul

(Continued from Page 1)

examination, OER fired back an ultimatum to CSEA to "take it or leave it" relative to an earlier OER proposal on a career ladder for Administrative Services Unit employees. Mr. Conoby last month replied by rejecting the OER proposal as totally inadequate and restated CSEA's desire for further career ladder discussions.

Mr. Conoby explained that the OER proposal making only G-6 and above personnel eligible for proposed G-11 career ladder-related positions would mean that only a small percentage of the unit employees would benefit by a career ladder. "More than 85 percent of the employees are at G-5 and below, and CSEA simply cannot accept a proposal that would be of no benefit to the overwhelming majority of the employees in the Administrative Services Unit," he stated.

And so, a promotional exam designed to take care of 10 pro-

visional employees, an exam the State Office of Employee Relations has twice promised CSEA would be scrapped, is still scheduled for this Saturday. "It is impossible to understand the State's reasoning in this matter," Mr. Conoby said, adding that the

situation raises very serious questions about the integrity of the State. "When they break their promises twice on an issue such as this examination, then you have to take a very close look at their credibility on every other pledge the State might make."

Freeze, Cutoff Rumors

(Continued from Page 1)

mediate hiring freeze as a major contributing factor in the "undercurrent of speculation we're experiencing regarding the status of state workers' jobs."

"Mr. Carey's request was completely predictable for an incoming governor to make, and it was very adequately dealt with by Governor Wilson. The Governor said 'Thank you for the suggestion, but we already have a freeze in effect,' backing that up with a statement that there is a current vacancy rate of 15 percent in state service," Dr. Wenzl noted.

While cautioning state workers not to feel their jobs are in danger, Dr. Wenzl at the same time pledged that CSEA's total commitment to protect its members' job rights if ever the need came.

"Also," he continued, "while a simple job freeze doesn't take anyone's job away, it does have the eventual effect of putting a bigger work load on the shoulders of fewer workers." In this regard, too, Dr. Wenzl said, "CSEA would play its traditional 'watch-dog' role and take whatever steps were necessary to work out an equitable solution, if the problem ever came about."

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

Fire Flies

By PAUL THAYER

(Continued from Page 2)
the memory of this writer. O'Hagan makes Cavanagh look like a benevolent pussycat.

The folly of permitting this man to hold two jobs is demonstrated in this very instance where, as Chief of Department, it is O'Hagan's sworn job to take all necessary steps to protect the lives and property of the people of the City of New York. Therefore as Chief of Department, he should be screaming bloody blue murder about any cuts, company or otherwise. However, as Commissioner, he agreed to see any situation as the Mayor sees it; and rocking the boat by speaking against a mayoral policy would be grounds for the mayor's immediate acceptance of his resignation.

On the day of the announcement of his plan to kill eight fire companies, he was asked on television if the reduction of the eight companies would cause increased fire deaths to the population of the city. His reply was to the effect that he was "hopeful" that it would not, but he could not guarantee it. To this writer, that was one hell of an admission and one which should be looked into very carefully.

Because his job of Chief of Department requires him to take measures to protect the people, and because he now admits that his measures may not be adequate, I am of the belief that perhaps Mr. O'Hagan is not fulfilling his obligations as Chief of Department and should be called to account forthwith. It would seem, from where this writer sits, that an important part of the dual job is not being done and those suspect should be called to an accounting.

On December 10th at twelve noon, the fire union will sponsor



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Radio Operator	10,650
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a rally at City Hall. I urge you all to be there . . . your presence will hopefully give Mayor Beame an idea of the outrage which this idiotic madness has caused within his administration. Since the demonstration will be for the Commissioner's neck as well as against the company deaths, a dual purpose will be served. It will be the first time in Fire Department history that one Commissioner was able to get so many people sufficiently mad as hell as to make them storm City Hall twice within a year of his administration.

Therapy Nurse List

ALBANY—A supervising enterostomal therapy nurse list, resulting from open competitive exam 27-461, was established Nov. 21 by the State Department of Civil Service. The list contains two names.

Fire News

FDNY Promotions

Lieutenant Joseph F. Porta, Engine 288—15th Division, was promoted to Captain.

The following Firemen 1st Grade were promoted to Lieutenant: John P. Horgan, Engine 222, 23rd Batt.; William J. Tully, Ladder 30, 32nd Batt.; Marco J. Nesi, Ladder 50, 25th Batt.; Theodore W. Schmitt, Ladder 143, 2nd Batt.; Frederick J. Prigge, Squar 1, 26th Batt.; Edward F. Keating, Squad 2, 59th Batt.; William J. Hayes, Squad 3, 47th Batt.

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TUESDAY, DECEMBER 10, 1974



Blow To Civil Service

IT IS unfortunate for New York City that dedicated Civil Service employees should be made the first victims of the financial crisis that confronts the City. It is tragic for the Civil Service employees immediately involved, since they are faced with an uncertain future and the grim prospect of prolonged unemployment, without unemployment insurance benefits, at a time of high unemployment in the private sector.

We are acutely aware of the corrosive impact on public budgets by inflationary cost increases and declining revenues because of the sluggish economy. We know and understand the pressures that are on the City Administration to bridge the gap between budgeted expenditures and declining revenues.

On the other hand, we are convinced that dismissal of Civil Service employees, with its implicit threat to the development of a career service and cutbacks in public services will prove to be counter-productive. As an alternative to so demoralizing the Civil Service and so undermining the quality of services to the public, we recommend the elimination of all fat from the budget. As a first step in that direction, we would foresee the elimination of all political no-show appointees, whose absences from their places of employment would never be missed, either by the dedicated Civil Service employees or by the public at large (which, incidentally, is not generally knowledgeable enough to define the difference between which employees are Civil Service and which are political appointees).

Dismissal of Civil Service employees in inverse seniority necessarily means that the first to go out will be those among the disadvantaged groups of people who just in the recent past succeeded in breaking into the Civil Service. Now they are faced with no realistic alternative but to become welfare recipients, a circumstance that does not help the taxpayers, but deprives them of critically needed city services.

Thus, all of the City is faced with a crisis of services. The elimination of eight fire protection companies may well be equated with a strike by eight fire companies—a fact that would strike terror in the hearts of the people. Reduction of personnel in the uniformed police services will increase public fears of rapes, muggings, robberies and other frightening crimes. These are circumstances that will generate a further exodus from the City and will further erode the City's economic base.

In view of the dire circumstances of the Beame Administration's economy program, we urge that it be immediately rescinded so that more constructive action can be taken to cushion the City's financial crisis. We all know that there is waste and duplication, with budgeted positions for the political no-shows who contribute little to the viability of the city.

If the City Administration is allowed to get away with such expedient measures to cope with this very real financial crunch, then other communities, cities, counties or even the state, may be tempted to play the same game of brinkmanship with the livelihoods of its employees and the safety of its citizens.

We know that the Civil Service Employees Assn. and its president, Theodore C. Wenzl, would be forced to take strong action if such an eventuality ever occurred. At the same time, we believe Gov.-elect Hugh Carey to be big enough a man to understand such things, and too resourceful a politician to allow them to happen.

Don't Repeat This!

(Continued from Page 1)
and to "open its deliberations to public scrutiny."

In one sense, this process was started by Assembly Speaker Perry B. Duryea, Jr. Under Duryea's leadership, Assembly Committee meetings, which had in the past been held in secret, were opened to the public. Voting by committee members on bills pending before a committee became a matter of recorded votes, also subject to public inspection.

Chairmen To Be Elected

However, Steingut proposes to go much further. Whereas in the past, the Speaker appointed all committee chairmen, Steingut plans to permit the Democratic members to have a voice in selection of committee chairmen by voting at the Democratic caucus. He proposed to clip the wings of the Rules Committee, which had life-and-death control over all legislative matters in the closing weeks of the session. Under the Steingut program, the Rules Committee will become largely a housekeeping committee, serving mostly as a traffic cop in steering bills through the calendar.

One of the problems which has always troubled Democratic members when in the minority was the number of bills that were adopted, without adequate debate, because they were accompanied by a "Governor's Message of Necessity." When such a Message accompanies a bill, the Constitutional provision, which requires a bill to age for a minimum of three days on the desk of each Legislator, is waived. Steingut proposes to cut down substantially on the use of this device to frustrate the Constitutional requirement.

In addition, Steingut proposes to establish a procedure under which the State Legislature can reconvene after the end of a session to reconsider all bills that may have been voted by the Governor.

Since these are matters over which the Democratic minority has long chafed, the effectuation of the Steingut reforms will place the Republican minority in a position of power that the Democrats as a minority have never enjoyed. In essence this means that Duryea, who will be the Assembly Minority Leader, will enjoy greater power in that office than Steingut could exercise in the same office. Nonetheless, Steingut is prepared to take the risk, in the interests of greater public participation in and scrutiny of the legislative process.

In The Senate

On the Senate side, Lieutenant Governor-elect Mary Anne Krupak is determined to move along the same lines. It is uncertain how much opposition will be raised by the Republicans who control the Senate. The Senate Majority Leader, Warren M. Anderson, is known to be in favor of substantial reform in the legislative process, and there seems to be little doubt that an accommodation will be reached between the Senate and Assembly to so align their procedures and practices so as to open up the legislative process.

The Steingut program is consistent within the events that shaped up in Washington last week, when the Democratic caucus, under prodding by its newly



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.

Probation And Tenure

A school teacher, the petitioner in this Article 78 proceeding, appealed to the New York State Commissioner of Education after the Board of Education denied petitioner tenure. The Commissioner dismissed petitioner's appeal, and petitioner appealed further to the Supreme Court in Albany County.

Petitioner was originally appointed for a probationary period. The Education Law, Section 3012, fixed the term of her probationary appointment at three years. In her case, the three-year period would have expired on Feb. 1, 1972. During the 1971 session of the State Legislature, the probationary period was increased from three years to five years, effective May 9, 1971. At the same session of the Legislature, by separate enactment, the effective date was suspended until Oct. 1, 1971. The statute was later amended, first by stating that the increased probationary period would not apply to teachers who had been appointed to a probationary period prior to May 9, 1971. It also went on to say that those who had been so appointed, whose probationary period would have expired after May 9, 1971 but before June 30, 1972, should be deemed to expire on the latter date. The statute also declared that it was to be retroactive and deemed to have been in full force and effect on May 9, 1971.

IN RENDERING his decision, the Commissioner of Education held that by reason of the statutory amendments, the three-year probationary period of the petitioner had been extended from Feb. 1, 1972 until June 30, 1972.

Petitioner argued in court that Article 1, Section 10 of the United States Constitution providing that no state shall pass any law impairing the obligation of contracts, makes it illegal for the statute to be interpreted as extending her three-year probationary period beyond Feb. 1, 1972. The Albany Supreme Court agreed that if Section 3012 of the Education Law was to be construed as conferring contractual rights upon the petitioner, then such rights could not be impaired by state action. However, the court pointed out, that type of statutory construction is authorized only when the language clearly indicates a legislative intent to confer contractual rights. In this particular case, no such legislative intent was found, and therefore, no violence has been done to plaintiff's contractual rights by the statutory change. The court also held that the statute which extended the expiration of petitioner's probationary period from Feb. 1, 1972 to June 30, 1972 had a retroactive effect. It was enacted on June 8, 1972, and therefore, petitioner could not be deemed to have acquired tenure by acquiescence.

FINALLY, THE COURT dealt with the question of whether or not the Board of Education denied petitioner tenure solely because she exercised rights that were bargained for in a collective agreement between the teachers' union and the Board of Education. It appeared that the Board of Education had denied petitioner tenure primarily, if not solely, because it deemed her attendance record unsatisfactory. The court supported the Board's position that the mere fact that it was required to pay petitioner for time during which she was absent from her teaching duties does not preclude any consideration of her attendance record when measuring her effectiveness as a teacher. The petition, therefore, was dismissed. **Application of Mugavin v. Nyquist and Board of Education, UFSO No. 11, Town of Hempstead.**

elected members, ran rough shod over established procedures in the House of Representatives. The mood in Washington is for substantial reform. A similar mood prevails in Albany. The winds of change have been unleashed and no one knows when or at what point they will become spent.

Brooklyn attorney Harold Fisher, who used to be counsel to Speaker Travia, is acting as Governor-elect Carey's counsel now, and has given his support to these proposed changes. The

Democrats' success in implementing the changes will be measured in large part by their being able to hold onto the Assembly on a continuing basis. This hasn't happened before, but, as a matter of fact, the proportion of the Carey landslide was unprecedented, too.

All in all, the next session of the State Legislature and of Congress should be exciting, as new grounds are broken to achieve a greater degree of accountability of elected officials to the voters.

Change In Administration Affects Patronage Jobs

With the advent of a new state administration, it is always presumed that certain patronage jobs will change hands. While it is expected that Governor-elect Carey will retain certain holdovers who served under his predecessor, Governor Wilson, The Leader prints here the main patronage jobs in state government regardless of whether rumors indicate that any given job will be filled by a new appointment or continue as currently set up.

The positions are listed by agency or department, and include information on salary and number of jobs affected.

The first section of the list was printed last week and the final portion will be in next week's edition.

(Continued from last week)
Commission on Cable Television
 Chairman: \$47,800 plus \$3,000

Counsel: \$38,053
 Commissioners: (4) \$22,493 each
 Associate Counsels: (2) \$19,766 and \$20,420
 Executive Director: \$41,012
 Secretary to the Chairman: \$12,549
 Secretary to the Director: \$12,549
 Secretary to the Chairman, New York City: \$9,546
State Consumer Protection Board
 Chairman and Executive Director of the Board: \$39,650
 Assistant to the Chairman: \$12,499

Assistant Counsel: \$20,573
 Confidential Investigator: \$10,100
 Consumer Programs Coordinator: \$10,714
 Special Assistant to Chairman and Executive Director: \$39,326
 Director of Consumer Education: \$24,033
Crimes Victims' Compensation Board
 Chairman: \$39,650
 Executive Secretary: \$21,147
 Secretary to the Chairman: \$13,572
Commission of Correction
 Administrator, Commission of Correction: \$33,233
Council of Economic Advisers
 Executive Director, Council of Economic Advisers: \$40,825
 Assistant Executive Director:

\$13,372
 Staff Economist: (2) \$26,516 and \$28,717
 Analytical Statistician: \$14,243
Employee Relations Board
 Director of Employee Relations Board: \$47,800 plus \$3,000
 Assistant Director of Employee Relations: (3) \$26,700-\$32,305
 Confidential Stenographer: \$9,836-\$11,686
 Counsel: \$35,980
 Director of Representation: \$32,305
 Secretary to the Director: \$14,315
 Special Office Assistant: \$9,729
Environmental Advisers
 Executive Director: \$36,100
 Secretary to the Executive Director: \$10,550

Insurance Department
 Superintendent: \$47,800 plus \$3,000
 Associate Counsel: \$22,761
 Deputy Superintendent and Counsel: \$37,487
 Deputy Superintendents: (4) \$36,208-\$39,550
 Executive Assistant to the Superintendent: \$21,545
 First Deputy Superintendent of Insurance: \$42,673
 Special Assistant to the Superintendent: \$17,073
Labor
 Industrial Commissioner: \$47,800 plus \$3,000
 Assistant Public Relations Officer: \$21,582
 Commissioner for Labor Affairs: \$38,533
 Confidential Investigator: (2) \$13,187 and \$17,498
 Confidential Stenographer: \$9,864
 Counsel to Industrial Commissioner: \$33,315
 Deputy Industrial Commissioner: (3) \$38,533 each
 Director of Public Information: \$29,229
 Executive Assistant to the Industrial Commissioner: \$22,706
 Executive Deputy Industrial Commissioner: \$44,276
 Executive Secretary, Unemployment Insurance Appeals Board: \$32,812
 Personal Secretary: \$10,373
 Research Assistant: \$20,323
 Secretary to Department of Labor: \$19,449
 Secretary to Executive Deputy Industrial Commissioner: \$13,832
 Secretary to the Governor's Committee on Employ the Physically Handicapped: \$12,457
 Secretary to Industrial Commissioner: \$12,208
 Special Affirmative Action Aide: \$16,922
 Special Affirmative Action Assistant: \$20,123
 Special Assistant for Manpower Training Programs: \$19,449
 Special Assistant for Migrant Labor: \$22,472
 Special Projects Assistant: \$17,429
 Executive Secretary to the Board of Mediation: \$30,134
 Executive Secretary to the Labor Relations Board: \$29,810
 General Counsel to the Labor Relations Board: \$33,315
 Secretary to the General Counsel: \$12,325
 Secretary to the Chairman of the Labor Relations Board: \$10,373
 Chairman of the Labor Relations Board: \$39,650
 Counsel to the Board of Standards and Appeals: \$30,745
 Executive Secretary to Board of Standards and Appeals: \$31,040
 Chairman of Workmen's Compensation Board: \$43,050
 Vice Chairman of Workmen's Compensation Board: \$37,200
 Assistant Secretary to Workmen's Compensation Board: \$20,794
 Members of Workmen's Compensation Board: \$32,250
 (Continued on Page 11)

CIVIL SERVICE LEADER, Tuesday, December 10, 1974

Due to natural gas shortages Con Edison must announce further limitations on gas sales.

A decline in the availability of natural gas has forced us to file with the New York Public Service Commission amendments to our gas rate schedules under which we will:

1. Stop accepting applications for new connections to our gas system, for any purpose, effective January 15, 1975, and
2. Not permit conversion of existing heating systems from other fuels to natural gas unless completed by February 28, 1975.

Under previously established limitations on gas service, customers using less than 12,000 Mcf per year are limited to 12,000 Mcf or 120 percent of their highest gas use in any one of the past 3 years, whichever is lower. Customers using more than 12,000 Mcf per year are not allowed any increased usage above the largest amount used in any year during the same base period. (Residential gas heating customers' use ranges from 250 to 325 Mcf per year.)

The Commission is expected to act soon on our proposed new amendments. If approved, we will connect new customers who apply *in writing* between December 1, 1974, and January 15, 1975, and who will be ready to receive gas service by April 30, 1975. Customers who prior to December 1, 1974 were legally obligated to purchase gas equipment or who had made substantial investments in engineering and design for such equipment will also be eligible for service upon timely application. No new applications will be accepted for classes of service previously suspended.

Anyone who had submitted an application orally or in writing before December 1, 1974, must reapply in writing before January 15, 1975. This is necessary to establish a formal record of eligible applicants and to avoid claims of prior oral commitments.

We regret having to take these steps, but we are forced to do so because of declining supplies of natural gas, and in order to protect the supply to existing customers.

A number of other natural gas distribution companies, including Long Island Lighting Co., Orange & Rockland Utilities, Niagara Mohawk Power Corp., St. Lawrence Gas Co., and Columbia Gas of New York, have had to take similar action for the same reason: the suppliers who provide wholesale natural gas have severely cut back their pipeline deliveries.

With respect to gas supply for this winter, the outlook for firm residential and commercial customers is reasonably good, though not without problems if we have an extremely cold winter or our suppliers experience further unexpected shortfalls. By stopping all new sales now, we are adding an element of protection to existing customers for this and future winters.

Con Edison has been making and will continue to make every effort to obtain supplemental supplies of gas to meet near-term needs, such as imported liquefied natural gas (LNG) and synthetic natural gas (SNG). These supplies are sorely needed to protect the requirements of existing customers. The best hope of improved gas supplies, and of fighting inflation in gas prices, is to develop new gas deposits on the Atlantic Outer Continental Shelf. Every Con Edison gas customer has a vital stake in this offshore area being opened for exploratory drilling at the earliest possible date.

You can help by conserving natural gas. Use natural gas and all forms of energy wisely and not wastefully.

If you have specific questions please contact the Commercial Services Department through the following telephone numbers:

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The Bronx.....	Robert J. Coleman	212-579-1401
Queens.....	Fred Von Barga	212-670-6233
Westchester.....	Peter F. Bordas	914-694-6026
Government projects in New York City		
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Con Edison conserve energy

(Continued on Page 11)

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Showing the wrong way for a chapter secretary to behave is that model of efficiency, Nonie Kepner Johnson, Albany Region 4 secretary and a member of the Law chapter. On the receiving end is Gloria Fleming, Commerce chapter secretary-treasurer, while Mary Moore, of Criminal Justice Services, listens in the background. They were three of the participants who helped dramatize seminar for secretaries.



At seminar on parliamentary procedure, Robert Zimmerman, of Education chapter, led enthusiastic audience participation program to emphasize problems and solutions that arise during course of a meeting. Here, Mr. Zimmerman, standing, receives attention of Bernard Dwyer, Public Services chapter treasurer, who served as parliamentarian, as Santa Orsino, Tax and Finance chapter secretary, takes notes.

Education Sessions Highlight Albany Workshop



Criminal Justice Services chapter taped the proceedings of the Workshop last month at the Friar Tuck Inn, Cairo. Shown here are, from left in foreground, first vice-president Robert Overbrook, secretary Denean Smith, president Chester Sadowski and CSEA Board of Directors member Cindy Egan. Recognizable in background are Ag and Markets chapter secretary Sandra Sokolowski, Ag and Markets departmental representative John Weldman and Commerce chapter president Anne Urban.



Husband-and-wife active in separate chapters are Doug Barr, OGS fourth vice-president, and Gail Barr, Executive chapter second vice-president. Behind them, from left, are Ed Malone, Eastern Barge Canal chapter president, and James Simpkins, Canal chapter secretary.

(Leader photo by Ray Hoy)



CSEA secretary Dorothy MacTavish was spirited participant in meeting. Ms. MacTavish, a former president of Court of Claims chapter, is shown here with Executive chapter delegate Anson Wright, left, chairman of state-wide Human Rights committee, and CSEA treasurer Jack Gallagher, who had earlier presided over seminar for chapter treasurers.



TOP RIGHT: Motor Vehicle delegates Cathy Grande and Kitty Manns look over notes with Executive chapter treasurer Eileen Tanner. ABOVE: Tax and Finance chapter delegate Mary Jaro, second vice-president Ann Henderson and delegate John Gully. BELOW: Motor Vehicle chapter president Thomas H. McDonough discusses chapter problems with Eleanor Roosevelt Developmental Services chapter vice-president Harry Ahigian. BELOW RIGHT: Counting ballots are Social Services' Alberta Alger, Court of Claims' Mary Lynch and Education's June Robak.





Members of regional education committee who received so much praise for the successful programs that they had arranged for the weekend Workshop explain what they were trying to achieve. Programs included dramatization and audience participation sessions as well as more typical group-leader seminars. From left are Boyd Campbell, Region second vice-president and committee coordinator; Robert Zimmerman, Education chapter; co-chairman Betty Lennon, SUNY at Plattsburg chapter; Anson Wright, Human Rights chapter, and co-chairman Richard Fila, Education chapter.



Region first vice-president Jean C. Gray, who is also president of Thruway Headquarters chapter, and region third vice-president John Vallee, executive representative from Rensselaer County chapter, are joined by Ernest Wagner, immediate past president of Capital District Conference at dais.



SUNY at Albany chapter leaders were among interested participants at regional meeting. Shown, from left, here are chapter delegate John Miner, president Frank Gilder and second vice-president John Burke.



Region 4 president Joseph McDermott accepts gift-wrapped gavel presented to him by activities chairman Cosmo Lembo on behalf of Region. Mr. McDermott immediately put it to use to bring the meeting to order.



Social chairman Ronald Townsend, left, holds up photo of State Senator Langley as Friar Tuck employee, on ladder, prepares to fasten it to wall. Standing by is social committee member Jon Schermerhorn, of Ag and Markets chapter.



Among the many activities at the weekend Region 4 Workshop was a meeting with delegates from school districts in Greene County, host County for the Workshop. Delegates are listening to advantages of CSEA membership as explained by CSEA vice-president Joseph McDermott, with hand raised in background. Also shown here, facing camera in background, are, from left, Greene County chapter president Alfred Jeune, Cairo School District employee Fred Zimmerman and, far right, Region 4 supervisor John Corcoran.



Members of the social and activities committees worked together during the afternoon preceding Saturday evening banquet to decorate and set up the table displays.

From left are Carole Trifletti, Environmental Conservation; Jean Book, Motor Vehicles; Mary Moore, Criminal Justice; Muriel Milstrey, Motor Vehicles; Helen

LaPierre, Thruway Headquarters; Gloria Fleming, Commerce; Mary Hart, Education, and Mary Ann Herkenham, Rensselaer County.

Open Competitive State Job Calendar

Applications Accepted Until December 16

Written Exam January 18

Capital Program Analyst, Associate	\$17,429	24-126
Correction Officer (Male)	\$10,764	24-143
Director of Cancer Institute Nursing Services (Training and Experience Only)	\$20,428	27-465
Librarians I thru IV (Training and Experience Only)	\$varies	27-470 to 478
Head Maintenance Supervisor	\$14,142	24-137
Senior Maintenance Supervisor	\$12,670	24-136
Maintenance Supervisor	\$11,337	24-135
Mechanical Equipment Inspector	\$13,404	24-188
Pari-Mutuel Examiner	\$10,714	24-121
Plant Superintendent A	\$19,396	24-140
Plant Superintendent B	\$16,538	24-139
Plant Superintendent B	\$16,538	24-138
Principal Commissary Clerk	\$ 9,546	24-190
Senior Commissary Clerk	\$ 8,051	24-189
Senior Accountant (Employment Sec.)	\$13,404	24-202

Applications Accepted Until January 6

Written Exam Feb. 8

Assistant Accountant-Auditor	\$10,714	24-201
Engineering Aide	\$ 6,450	24-194
Asst. Engineering Geologist	\$14,142	24-134
Senior Engineering Geologist	\$17,429	24-133
Engineering Technician	\$ 7,616	24-195
Senior Engineering Technician	\$ 9,029	24-196
Hydroelectric Operator	\$ 9,029	24-213
Junior Hydroelectric Operator	\$ 7,616	24-212
Senior Hydroelectric Operator	\$10,118	24-214
Junior Insurance Examiner	\$10,714	24-207
Payroll Auditor	\$10,714	24-232
Senior Public Health Educator	\$13,404	24-104
Supvg. Public Health Educator	\$16,538	24-186
Public Work Wage Investigator	\$10,118	24-105
Supervisory Positions in Parks and Recreation I	\$ 8,051	24-208
Supervisory Positions in Parks and Recreation I	\$ 8,051 to \$10,714	24-208
Supervisory Positions in Parks and Recreation II	\$11,337 to \$13,404	24-209

Professional Careers in Administrative And Technical Services

Two Year Traineeships — Analysis, Personal and Training Groups	\$10,118	24-220
One Year Traineeships — Analysis, General Administration and Regulatory Groups	\$10,118	24-221
Educational Administrative Services (Education Aide)	\$10,118	24-222
Educational Finance Services (Education Finance Aide)	\$10,118	24-223
Environmental Education Services (Conservation Educator)	\$10,118	24-224
Finance Analysis Services (Junior Investment Officer And Mortgage Investment Assistant)	\$10,118	24-225
Health Education Services (Public Hlth Educator)	\$10,118	24-226
Museum Education Services (Museum Instructor)	\$10,118	24-227
Program Auditing Services (Internal Auditor)	\$10,118	24-228
Urban Analysis Services (Urban Planner)	\$10,118	24-229

Applications Accepted Until Jan. 6

Oral Exam January Or February

Coordinator of Foster Grandparent Program	\$15,684	27-449
Health Services Coordinator	\$21,545	27-482
Teachers' Retirement System Information Rep.	\$13,404	27-466

Applications Accepted Until Jan. 6

Training and Experience Only

Associate Communications Service Analyst	\$17,429	27-479
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Applications Accepted Until Jan. 20

Written Exam Feb. 22

Senior Capital Police Officer	\$ 9,546	23-998
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Deputy Director List

ALBANY—A deputy director of developmental planning center eligible list, resulting from open competitive exam 27-468, was established in November by the State Department of Civil Service. The list contains four names.

JSEA Chanukah Party

MANHATTAN — The Jewish State Employees Association of New York Chanukah Celebration will be held on Dec. 22, at 12:00 noon in Ratner's Club 100, at 100 Norfolk St., Manhattan. A prominent Israeli consul will address the gathering.

Tickets are available from Rose Feuerman, president of the JSEA, or payment may be made at the door.

Building Code Council

ALBANY — Norman D. Kurtz, of Scarsdale, James W. Ray, of Newfield, and Max M. Farash, Rochester, have been named to the State Building Codes Council for one, three, and five year terms respectively, at \$50 per day worked.

SAVE A WATT

Resources Planners
ALBANY—An associate natural resources planner eligible list, resulting from open competitive exam 24-073, was established Nov. 25 by the State Department of Civil Service. The list contains five names.

Pulaski Assn. Meet

MANHATTAN—The Pulaski Association of the Department of Sanitation will meet on Dec. 12 at Maspeth Hall, 61-60 56 Road, in Maspeth, at 8 p.m. Refreshments will be served.

"I CERTAINLY HAD FUN WATCHING IT!"

—Donald J. Mayerson, Cue Magazine



ALBERT FINNEY
LAUREN BACALL
MARTIN BALSAM
INGRID BERGMAN
JACQUELINE BISSET
JEAN PIERRE CASSEL
SEAN CONNERY
JOHN GELGLIO
WENDY HILLER
ANTHONY PERKINS
VANESSA REDGRAVE
RACHEL ROBERTS
RICHARD WIDMARK
MICHAEL YORK

AGATHA CHRISTIE'S
"MURDER ON THE ORIENT EXPRESS"

and COLIN BLAKELY - GEORGE COULOURIS - DENIS QUILLY
Music by RICHARD RODNEY BENNET - Screenplay by PAUL DEHN
Produced by JOHN BRADSHAW and RICHARD GOODMAN
Directed by SIDNEY LUMET - COLOR
PRINTS BY MOVIELAB - AN AFM PRODUCTION
A PARAMOUNT RELEASE
THE CORONET
5295 St. at 3rd Ave. • EL 5-1663

December 10th—15th

Al Green
SPECIAL GUEST STARS
The Dramatics

Tues.—Thurs. 7:50 \$6.50 Fri. Sat. Sun. 8:50 \$7.50
Tues. Thurs. 6:30 P.M. Fri. & Sat. 7:30 & 11 P.M. Sun. 6:00 & 9:30 P.M.

December 20 & 21

Chubby Checker
Shirelles • Bo Diddley

Fri. & Sat. 8:50 4:50 Shows Fri. & Sat. 7:30 & 11 P.M.

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N.Y. State Thruway to Exit 14 at Spring Valley, left on Rt. 59
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—Jack Kroll, Newsweek

"A THEATRICAL MASTER-STROKE! THE ACTING IS EXTRAORDINARY!"
—Clive Barnes, New York Times

"A MEMORABLE EXPERIENCE. THE RESULT IS POWERFUL INDEED!"
—Martin Gottfried, N.Y. Post

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THE ISLAND
Directed by
ATHOL FUGARD

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757-7164

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of the year!

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Grease

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RUNNING SHOW ON BROADWAY

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Under One Roof

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Closed Fridays

Admission Free

IT'S ALL AT 962 THIRD AVE.
688-2293 (bet. 57th and 58th Sts.)

Change In Administration Affects Patronage Jobs

(Continued from Page 7)
 Compensation Claims Refer-
 ees: (61) \$22,694-\$27,581
 Compensation Medical Direc-
 tor: \$39,000
 Director of Publications and

Public Relations: \$23,464
 Director of Workmen's Com-
 pensation Board Operations:
 \$37,453
 District Administrator of Buf-
 falo, Syracuse, Rochester, Bing-

hamton, Albany, Hempstead of-
 fices: \$22,694-\$26,766
 Expert Consultants in Dust
 Disease: (3) \$21,794 each
 General Counsel to Workmen's
 Compensation Board: \$32,678
 Secretary to Chairman of
 Workmen's Compensation Board:
 \$13,830
 Secretary to Workmen's Com-
 pensation Board: \$23,036
 Senior Compensation Claims
 Referee: \$28,661
 Supervising Compensation
 Claims Referee: \$32,612

483
 Assistant Public Relations Of-
 ficer: (3) \$15,735-\$22,860
 Chauffeur to Attorney Gener-
 al: \$12,360

Confidential Investigator: (9)
 \$13,703-\$16,567
 Election Frauds Aide (4) \$11,-
 027-\$12,673
 (Continued on Page 12)

City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Air Pollution Control Engineering Trainee	\$11,500	4133
Architectural Trainee	\$11,500	4135
Assistant Architect	\$13,300	4137
Asst. Landscape Architect	\$13,300	4140
Landscape Architectural Trainee	\$11,500	4157
Medical Officer	\$22,614	4006
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Stenographer	\$ 6,100	4147

Promotional

Electrical Engineer	\$16,400	4685
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OPEN COMPETITIVE — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

PROMOTIONAL — These titles are open only to those already employed by the city in various agencies.

Law
 Attorney General: \$45,000
 Administrative Assistant to the
 Attorney General: \$15,075
 Assistant Attorneys General
 and/or Deputy Assistant Attor-
 neys General: (317) \$30,141-\$41,-

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 STENOGRAPHS for sale
 and rent. 1,000 others.
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 ing in civil service what is happening to the job you have and
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CITY _____ Zip Code _____

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The \$4,000 Dasher. It's a completely
 different kind of car from Volkswagen.
 The test reviews say it all.

"This new Dasher is more than a car.
 It's a 7-point Richter shock wave..." (CAR
 AND DRIVER) "The family car of the future
 ...the car for the next 25 years!" (POP-
 ULAR MECHANICS)

"VW has achieved the almost un-
 heard of—excellent performance, fuel
 economy, and driveability..." (GUIDE TO
 CAR ECONOMY) "The body is a perfect
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 ing." (POPULAR MECHANICS)

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 trunk is bigger than some Manhattan
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 cheapest performance that 91 octane
 will buy..." (CAR AND DRIVER) "It is not
 hard to justify giving Dasher the title of
 'Top Economy Car.'" (GUIDE TO CAR
 ECONOMY) "Dasher's engine is part of

the fun...driven hard it sounds virile
 and provides lots of performance."
 (ROAD AND TRACK) "You can fairly well
 leap your way through traffic...the ride
 is outstanding." (ROAD TEST)

"Dasher...has a level of perform-
 ance and handling that few drivers have
 the skill to exploit..." (ROAD AND TRACK)
 "The agility and ease with which the car
 can be made to negotiate an obstacle
 course...is nothing short of amazing."
 (ROAD TEST)

\$4,000 for a Volkswagen? No! \$4,000
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 there are over 4½ million Volkswagens on the American road today.

List State Patronage Jobs

(Continued from Page 11)
 Executive Assistant to the Attorney General: (2) \$14,046 and \$23,423
 First Assistant Attorney General: \$45,506
 Law Apprentice: (8) \$15,568
 Personal Stenographer to the Attorney General: \$12,344
 Public Relations Officer: \$36,757
 Secretary to the Attorney General: \$18,311
 Secretary to the First Assistant Attorney General: \$12,270
 Secretary to the Solicitor General: \$16,141
 Solicitor General: \$46,600
 Special Investigator of Theaters: \$13,714
 Supervising Confidential Investigator: \$22,460
 Supervising Law Department Investigator: \$26,002
 Accountant to Statewide Organized Crime Task Force: (7) \$20,255 each
 Assistant Attorney General: (10) \$30,068-\$37,977
 Criminal Research Analyst: \$24,774

Deputy Attorney General: \$46,600
 Special Investigator for Organized Crime Task Force: (28) totaling \$468,681
Motor Vehicles
 Commissioner: \$47,800 plus \$3,000
 Confidential Investigator: \$17,159
 Deputy Commissioner and Counsel: \$34,353
 Deputy Commissioner of Motor Vehicles: (5) \$22,654-\$26,911
 Public Relations Officer: \$24,746
 Motor Vehicle Information Assistant: \$14,248
 Secretary to Commissioner: \$15,250
Public Service Department
 Chairman: \$51,150 plus \$3,000
 Commissioners: (4) \$43,050 each
 Assistant to Chairman: \$29,228
 Assistant Counsel: (24) \$19,880-\$48,529
 Assistant to the Secretary of the Public Service Commissioner: \$15,796

Confidential Secretary to Chairman: \$13,869
 Counsel to Public Service Commission: \$42,115
 Director, Office of Accounting and Finance Utility: \$38,202
 Director, Office of Economic Research: \$37,470
 Director, Office of Environmental Planning: \$37,470
 Director, Office of Hearing Examiners: \$38,529
 Director, Office of Special Assistants: \$38,529
 Director, Communications Division: \$40,566
 Director of Power Division: \$41,554
 Director of Water Division: \$33,345

Executive Assistant to Chairman: \$40,566
 Hearing Examiners: (16) \$31,055
 Public Relations Officer: \$27,162
 Secretary to Commissioner: (6) \$10,000-\$13,993
 Secretary to the Public Service Commissioner: \$41,544
State Bingo Control Commission
 Commissioner: \$34,350 plus \$3,000
 Counsel: \$28,977
 Administrative Officer: \$23,764
 Accountant: \$25,475
 Investigator: \$23,116
 Secretary to the Commission: \$11,364
Elections and Laws Bureau
 Assistant Director: \$18,776
 Director: \$25,475
State Athletic Commission

Chairman: \$34,350
 Chief Deputy Athletic Commissioner: \$23,396
 Counsel to Commission: \$26,267
 Deputy Athletic Commissioner: (6) \$12,936 each
 Athletic Commissioner Assistant: \$17,773
State Racing and Wagering Board
 Chairman: \$75,000 plus \$3,000
 Executive Assistant to Chairman: \$23,738
 Director of Wagering Systems: \$45,350
 Counsel to Off-Track Pari-Mutuel Betting: \$21,944
 Executive Secretary for Off-Track Pari-Mutuel Betting: \$30,134
 Assistant Chief Harness Racing Accountant: \$21,629
 Assistant Counsel: \$21,582
 Director of Public Information: \$23,210
 Director of Licensing and Investigation: \$23,117
 Chief Harness Racing Accountant: \$28,131
 Counsel to the Quarter Racing Committee: \$28,185
 Confidential Aide: \$16,510
 Confidential Investigator: \$17,526
 Counsel to the Harness Racing Committee: \$26,515
 Deputy Commissioner, Harness Racing Committee: \$27,478
 Deputy Commissioner, Harness Racing Committee: \$27,478
 Executive Assistant to the Harness Racing Committee: \$21,545
 First Deputy Commissioner Harness Racing Committee: \$31,038
 Harness Racing Hearing Examiner: (part-time) \$10,986
 Paddock Judge for Harness Racing: (seasonal) (8) \$46.48 per day
 Patrol Judge for Harness Racing: (seasonal) (26) \$46.48 per day
 Presiding Judge for Harness Racing: (seasonal) (8) \$153.19 per day
 Public Information Officer: \$20,193
 Assistant to Supervisor of Sall-

(Continued on Page 13)

LEGAL NOTICE

MURPHY AND DURIEU—SUBSTANCE OF LIMITED PARTNERSHIP CERTIFICATE OF MURPHY AND DURIEU FILED IN THE NEW YORK COUNTY CLERK'S OFFICE ON NOVEMBER 19, 1974.

The name of the partnership is Murphy and Durieu. The character of the business is a general stock exchange brokerage and commission business, which shall include the buying and selling for the account of the partnership and on commission for others, corporate shares, bonds and other securities, commodities and investments. The location of its principal place of business is 30 Broad Street, N.Y.C. The term for which it is to exist is from as of October 1, 1974 and then from year to year unless at least three months before the end of any calendar year either general partner shall have delivered to the other at the office of the partnership a written notice of intention to dissolve at the end of the year. The names of the general partners are Walter A. Murphy and Richard J. Murphy and the name of the sole limited partner is Mildred E. Murphy, all three of whom reside at 105 Walnut Street, Staten Island, N.Y. Mildred E. Murphy, the sole limited partner is contributing \$10,000.00 in cash only and has not agreed to make any additional contributions. Mildred E. Murphy's contribution is to be returned on the dissolution of the partnership. Mildred E. Murphy shall receive 6% per annum for her contribution. Mildred E. Murphy has no right to substitute an assignee as contributor in her place. There is no right of priority among limited partners as to contributions or as to compensation by way of income. Mildred E. Murphy has no right to demand or receive property other than cash in return for her contribution. Richard J. Murphy shall have the right to purchase Walter A. Murphy's partnership interest and continue the business in the event the latter retires, on thirty days written notice to Walter A. Murphy. Either general partner may purchase the interest of the other and continue the business upon the death or insanity of the latter by giving notice in writing to the legal representative of the deceased or insane general partner within thirty days after appointment and qualification of said representative.

Additional limited partners may be admitted only on unanimous consent of all partners and approval of the New York Stock Exchange.

REAL ESTATE VALUES

HOLLIS \$36,500
9 RM BRICK
 with 6 rm duplex (3 Bedrms, 1 1/2 baths for owner) + 3 rm apt for income. Only 14 yrs young & modern thru-out.

LAURELTON \$42,990
GI \$1,000/FHA \$3350
 Legal 2-fam det coln, 5 rms + fin bsmt for owner & 3-rm apt for inc. Grdn grads. Many extras.

Queens Home Sales
 170-13 Hillside Ave, Jamaica
OL 8-7510

For Sale - Albany Area

MINI-FARM SITE
13 BEAUTIFUL ACRES
 Woods, brooks, & pasture land. 10 minutes south of Delmar, minutes to Owens-Corning & G. E. Plants. Fronts on 3 rds. 2 building sites already surveyed. \$27,500. Will divide.
 (518) 768-2131 (518) 439-7105

For Sale - Columbia Co.

APPROX. 10 ACRES, on paved road, about 1/4 mi. from Chatham, partly cleared, also larger parcel, App. 46 acr. (518) 474-7266 or 462-0659.

Farms - N.Y. State

FALL Catalog of Hundreds of Real Estate & Business bargains. All types, sizes & prices. DAHL REALTY, Cobleskill 7, N. Y.

Lives Depend On It
DONATE BLOOD
 Call UN 1-7200

Enjoy Your Golden Days in **Florida**

SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City. \$583.20; Philadelphia, \$553.20; Hartford, Conn., 4,000 lbs., \$612.80. or an estimate to any destination in Florida.

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SOUTHERN TRANSFER and STORAGE CO., INC.
 Tel (813) 822-4241
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VENICE, FLA. — INTERESTED?
 SEE H. N. WIMMERS, REALTOR
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SPRINGFIELD GDNS
 Modern ranch style home with finished basement & garage.
FULL PRICE \$29,990
SO OZONE PARK
 4 bdrms, deluxe cape cod, 40x100 land, fin basement, top location.
FULL PRICE \$32,500
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A CO-OP AT
61 COLUMBIA ST., N.Y.C.
 Convenient to all trains. A group of 6 21-Story Buildings in a park-like setting with free year-round use of Olympic-size swimming pool & gym. Choice 1, 2 & 3-bedrm apts available. Some with balcony & 1 1/2 baths. Total purchase price range from \$2,626 to \$4,500. Maintenance charges range from \$134 per mo. to \$192 per mo. including gas & electric. Complete 24-hr. security provided. Food market on premises.
Call 982-2212
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Mgr. - Agents

Condominium For Rent Florida
 NEAR TAMPA, St. Pete Kings Point adult community. Unfur. 1 bedrm, 1 1/2 baths, corner 1 story villa. Indoor & outdoor pools. Tennis, golf, club house activities — \$125 monthly plus utilities. Mini. 6 mos. (516) 935-2854.

Highland Meadows
 Offers you the good way of life in a 5 Star Park with a 5 Year Lease with homes priced from \$8,995.00
HIGHLANDS MOBILE HOME SALES, 4689 N. Dixie Hwy., Pompano Beach, Fla. 33064.

FLORIDA JOBS
 Federal, State, County, City.
FLORIDA CIVIL SERVICE BULLETIN.
 \$5 yearly. 8 issues.
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Open 7 days 10 AM to 6 PM. Call for easy directions: (212) 523-6160 or (516) 938-4488 or call for free pickup at L.I.R.R. Hicksville Station

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 Please send more information on your Total Retirement Community at Beverly Hills.

Name	Phone
Address	City
State	Zip Retirement Date

EXECUTIVE HOUSE APTS. INC.
 CORNER OF MYRTLE & SWAN
ALBANY'S ONLY COOPERATIVE

EFFICIENCY	\$ 92.85 to \$105.85
ONE BEDROOM	122.53 to 152.37
TWO BEDROOM	176.08 to 185.08

INCLUDES ALL UTILITIES
EQUITY PAYMENT FROM \$623.04 to \$1288.84
CALL 434-4121 FOR APPOINTMENT MON.-FRI, 7-4

GOURMET'S GUIDE
PERSIAN - ITALIAN
TEHERAN 45 WEST 44TH ST. MU 2-8588. No. 1 Cocktail place for free hors d'oeuvres. Howard Hillman, a top authority in New Guide Book inside N.Y. Famed for Seafood — Steaks — Persian and Italian specialties. Curtain time dinner. After theatre cocktails. Parties of 400. — Luncheon — Cocktails — Dinner.

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Accountant Auditor	6.00
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Maintenance Man	5.00
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Motor Vehicle License Examiner	5.00
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Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

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I enclose check or money order for \$.....

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City State

Be sure to include 8% Sales Tax

List State Patronage Jobs

(Continued from Page 12)
va Tests: (2) \$53.23 per day
Counsel to the Chairman:
\$28,132
Racing Diagnostician: \$31,037
Secretary to Commission: \$28,-
977
Supervisor of Saliva Tests:
\$127.59

Taxation and Finance
Commissioner: \$47,800 plus
\$3,000
Director of Special Investiga-
tions: \$42,046
Executive Deputy Commission-
er: \$41,966
Assistant Director, Special In-

vestigations: \$24,746
Enforcement and Investiga-
tion Officer: \$22,270
Public Relations Officer: \$28,-
130
Deputy Commissioner and
Counsel to the Department: \$36,-
891
Principal Attorney for Estate
Tax: (2) \$21,324 each
Secretary to the Commission:
\$28,130
Special Assistant to the Com-

missioner: \$18,775
Deputy Commissioner and
Treasurer: \$35,019

Transportation
Commissioner: \$47,800 plus
\$3,000
Assistant Commissioner for Le-
gal Affairs: \$38,202
Assistant Commissioner for
Manpower and Employee Rela-
tions: \$33,697
(Continued next week.)

LEGAL NOTICE

CITATION. — File No. 6280, 1974. —
The People of the State of New York,
By the Grace of God Free and Independ-
ent, Public Administrator of New York
County.

To LUANA M. FICKEL; ANNETTA
M. GRIFFITH; JOHN E. McFARREN;
CHARLES R. McFARREN; STEWART
WILLIAM WALLER; ROY A. LILJE-
STROM; DAVID B. LILJESTROM;
JOHN WILLIAM LILJESTROM; PAT-
RICIA G. LILJESTROM; MICHAEL L.
LILJESTROM and any all unknown heirs
at law; and if any of them be dead,
to their heirs at law, next of kin, distribu-
tees, legatees, Executors, Administrators,
assignees and successors in interest whose
names and places of residence are un-
known and cannot be ascertained after
due diligence.

YOU ARE HEREBY CITED TO
SHOW CAUSE before the Surrogate's
Court, New York County, at Room 504
in the Hall of Records in the County
of New York, New York, on January
7th, 1975 at 10 A.M. why a certain
writing dated May 15th, 1969 which has
been offered for probate by DAVID R.
LOGAN residing at 54 Grandview Dr.,
Blue Point, N.Y. and GEORGE GRIMM
residing at 70 State Street, Brooklyn,
N.Y. should not be probated as the last
Will and Testament, relating to real and
personal property, of ANNA E. BORG-
STROM, Deceased, who was at the time
of her death a resident of 165 Park Row,
New York, in the County of New York,
New York.

Dated, Attested and Sealed,
November 14th, 1974.
HON. MILLARD L. MIDONICK
Surrogate, New York County
(L.S.) David L. Sheehan Jr.
Clerk.

LEGAL NOTICE

RONITGO COMPANY — Substance o.
Cert. of Ltd. Partnership filed in New
York Co. Clk's Office Oct. 31st, 1974.
Name and location: Ronitgo Company c/o
Harold Sobel, 521 Fifth Avenue, Suite
1510, New York, N.Y. Business: Acqui-
sition and distribution of a motion pic-
ture. Term: Sept. 1, 1974 to September
15, 1998. Name and addresses of General
Partners: Harold Sobel, 3725 Henry Hud-
son Parkway, Riverdale, NY; Robert
Baum, 35 Mayflower Drive, Tenafly, NJ.
Names, residences and cash contributions
of Ltd. Partners: Camp Associates c/o
Cramer Rosenthal, 110 Wall St., NY,
NY, \$70,000; Albert Willner, 45 Crest
Dr., S. Orange, NJ, \$50,000; Herman
Kaye c/o Howard I. Brenner, 450 Seventh
Ave., NY, NY, \$25,000; Noel D. Mar-
tin, 21 Ramapo Terrace, Fairlawn, NJ,
\$25,000; Donald T. Singleton, 27 Lan-
caster Rd., Tenafly, NJ, \$50,000; Alvin
A. Bakst, 9 Dorset Rd., Great Neck,
NY, \$100,000; Paul D. Harris, 315 W.
57 St., NY, NY, \$25,000; Alfred Simon,
30 Lancaster Rd., Tenafly, NJ, \$5,000;
Kenneth H. Leeds, 300 Hawkins Ave.,
Lake Ronkonkoma, NY, \$50,000; Lake-
land Press Corp., 300 Park Ave. S.,
NY, NY, \$25,000; Norman Jackter, 251
174th St., Miami Beach, Fla., None;
Jerome Bauman, 5 Tutor Place, East
Brunswick, NJ, None. Ltd. Partners have
not agreed to make any add'l contribu-
tions to Partnership. Contributions of
each Ltd. Partner to be returned upon
dissolution of Partnership or at any time
in the sole discretion of the Gen. Part-
ners provided that after such return of
capital contributions the Partnership shall
be left with a cash reserve sufficient for
the payment or provisions for payment
of all debts, liabilities, taxes, contingent
liabilities and anticipated expenditures.
Each Limited Partner's share of the
profits shall be equal to 4.05885% for
each \$25,000 of contribution made by
such Ltd. Partner. In addition, for ser-
vices rendered and to be rendered, shares
of the profits shall be given as follows:
Jerome Bauman, 4.23525%; Norman
Jackter, 1.05885%; Alfred Simon,
.705885%. The Ltd. Partners have no
right to assign their interest unless they
obtain a prior consent of the Gen. Part-
ners. The Partnership has no right to
accept any additional Limited Partners.
No Ltd. Partner shall have any priority
over any other Ltd. Partner as to con-
tributions or as to compensation by way
of income. The Partnership business shall
not continue upon the withdrawal, resig-
nation, death, bankruptcy, disability or
other legal incapacity of both Gen. Part-
ners unless 51% in interest of Ltd. Part-
ners appoint a successor Gen. Partner or
successor Gen. Partners. No Ltd. Partner
may demand to receive property other
than cash for his respective contribution.

State Promotional Job Calendar

Applications Accepted To December 30
Written Exams February 8

Engineering Technician	G-8	35-690
Senior Engineering Technician	G-11	35-691
Department of Transportation		
Assistant Engineering Geologist	G-19	35-650
Hydroelectric Operator	G-11	35-701
Senior Engineering Geologist	G-23	35-649
Senior Hydroelectric Operator	G-13	35-702
Dept. of Environmental Conservation		
Senior Engineering Geologist	G-23	35-656
Executive (Parks and Recreation)		
Supervisory Positions in Parks and Recreation I	G-9 thru G-14	35-697
Supervisory Positions in Parks and Recreation II	G-15 thru G-18	35-698
Executive (Health)		
Asst. Director of Health Statistics (Oral Exam)	G-29	39-062
Executive (Mental Hygiene)*		
Asst. Director of Mental Hygiene Volunteer and Ancillary Services	G-22	39-033
SUNY		
Magnetic Tape Composer Operator	G-8	39-007

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Civil Service Activities Association

Vacation Preview!

Christmas:

Rome	\$289	San Juan	\$299	Hong Kong	\$599
London	\$279	West Coast	\$179	Innsbruck	\$399
Paris	\$264	Las Vegas	\$239	Jamaica	\$309
Hawaii	\$369	Rio de Janeiro	\$439	Acapulco	\$539
Curacao	\$269	Madrid	\$379	Venezuela	\$269
Mexico	\$349	Miami	\$334		

Prices per person double occupancy and do not include tax and service
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City

State

Zip

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CSEA Statewide Convention At Concord

INSURANCE COMMITTEE REPORT

Report of the Civil Service Employees Assn. insurance committee was presented by chairman Louie G. Sunderhaft at the annual Delegates Meeting at the Concord Hotel in October. Other members of the committee are Ed Vail, Hugh Crapser, Carl Behr, Joseph Aiello, Patricia Crandall and Mary Converse.

Your Insurance Committee has met on a number of occasions since your last March meeting. We have reviewed all aspects of our members insurance coverage and have also reported various findings to our Board of Directors on a number of occasions. The following report represents all information that is available to us and we transmit this information as follows:

GROUP LIFE INSURANCE

Experience for the Period 7-11-73 to 7-10-74

	Amount	%
Earned Premium	\$7,900,000	100.0
Paid Claims		
a. Group Life	6,540,930	
b. Accidental Death	114,700	
c. Total	6,565,630	83.1
Increase in Liability for Unreported Claims (Note A)	473,482	5.0
Excess Mortality Charge on Group Conversions (Note B)	44,992	0.6
Total Mortality Charge	7,084,108	89.7
Retention	451,577	5.7
Reserve for Adverse Loss Ratio (Note D)	—	—
Balance—Debit Recoupment (Note E)	364,315	4.6
Note A—The total liability for unreported claims held at the end of the year was \$2,054,000 equal to 26.0% of \$7,900,000 or approximately 3.5 mos. claims.		
Note B—Based on the customary group conversion charge of \$65 per M.		
Note C—This item is made of premium taxes \$149,152, Commission \$87,994, Solicitation expense \$35,690 and all other \$178,741. Total \$451,577.		
Note D—Adverse Loss Ratio Reserve as of 7-10-74 equals \$0.		
Note E—Accumulated Debit as of 7-10-74 equals \$191,933.		

COMMENTARY

Experience rating margins (surplus) arising from the very good experience prior to the 1966 period were used to provide an additional amount of insurance at no cost to the participants. These additional benefits were continued to Nov. 1, 1973. The Retro Reserve which was established to provide these additional benefits has long ago been depleted. In addition, the Adverse Loss Ratio Reserve, designed to provide rate stability, has also been depleted.

It is a generally accepted practice in the insurance industry to consider more than one year's experience in setting life rates. Current contribution levels have been in effect since February 1964, at which time contributions were reduced for persons age 55 and over. The additional amounts of insurance at no cost to a member were in effect from Nov. 1, 1964, to Nov. 1, 1973. However, more significantly, the lower losses of the period are the result of fewer death and accidental death claims than in any period since the early 1960's. While this is gratifying, the premium waiver experience continued at an all-time high.

The Travelers agrees to a continuation of the same benefits for the period Nov. 1, 1974, to Nov. 1, 1975, without change in contribution. Special note should be taken that a continuation of the high premium waiver losses coupled with more normal experience for deaths and accidental deaths could lead to the need for corrective action at the end of that period. The Travelers will keep the Insurance Committee informed on



LOUIE SUNDERHAFT

(Leader photos by Ted Kaplan)

this as future experience indicates.

For some time now, your Committee has been discussing with representatives of the Travelers Insurance Company the feasibility of applying more flexible rules in relationship to underwriting practices used in the expansion of the plan to additional local government groups established many years ago and which have continued until this date.

In the case of a solicitation, we are recommending these new enrollment requirements.

1. If 60 percent of the eligibles enroll—no medical examination required—a full open enrollment period, up to age 70.
2. If 50 percent of the eligibles enroll—no medical examination required under age 50—a full medical examination required age 50 and over.
3. If 40 percent or less of the eligibles enroll—a medical examination for age 50 and over required, and statement of physical condition required for all members age 50 and under, regardless of age.

Of course, part of the flexibility would involve assurances in local government that the following criteria for enrollment have been satisfied.

- A. Payroll deduction.
- B. On-site, 15-minute individual interview privilege by Insurance Representatives, and agreement to circulate in advance, Group Life promotional material for bulletin boards and payroll staffers.
- C. Agree to make payrolls available for initial classification and on a continuing basis for the Plan administration.
- D. Agree to an identifiable space on the payroll for the deduction of the Group Life and accompanying changes in status; additions, deletions, terminations, and classifications required for the proper administration of the program.
- E. No concurrent conflicting insurance enrollment campaign should occur.

CSEA MASTERPLAN (AUTO-HOMEOWNERS)

As of the week ending Aug. 2, we have 8,431 automobile policies and 4,349 homeowners' policies in force. At any period of time, there are approximately 300 policies in force but not yet billed, bringing our total in-force policy count to approximately 13,200. This in-force count is a net figure and excludes policies which have been cancelled from the system.

Since our last mailing of Feb. 1, 1974, we have made 3,849 automobile quotes, of which 1,651 have been enrolled. We have made 771 homeowners quotes, of which 640 have been enrolled.

The premium and loss experience of the CSEA MasterPlan for calendar year 1973 and from the inception of the program is as follows:

	Twelve Months, 1973		
	Earned Premium	Incurred Losses	Loss Ratio
Automobile	\$1,313,933	\$1,137,068	87%
Homeowners	222,140	175,357	79%
From Inception to Dec. 31, 1973			
	Earned Premium	Incurred Losses	Loss Ratio
Automobile	\$1,786,369	\$1,420,751	80%
Homeowners	297,556	203,900	69%

The figures amply demonstrate the deterioration of the plan's experience. A review of claims incurred in 1973 shows it is the frequency of losses rather than "shock losses" which have caused this loss ratio. In 1973, there were four losses in excess of \$20,000. Together, they totaled \$122,910.

Ter Bush & Powell and Travelers have spent many man hours in on-site soliciting at approximately 70 locations throughout the state. Many of these locations are set up on a schedule so that a solicitor is at the location once a month on a specified day. Other locations are solicited bi-monthly, and some quarterly.

While this program has been successful by comparison to similar cases with other associations and unions, the Travelers are continually seeking to improve both the participation and our service to the participants.

As mentioned previously, we are providing counseling service on-site at approximately 70 locations. This was reduced from 80 locations because of an apparent lack of interest on the part of the membership to investigate the advantages of this program. We feel that this inactivity is a direct reflection on the attitude of the CSEA leadership at the individual facilities or institutions.

Face-to-face solicitation is the most effective way of enrolling people in this program. This has been successful at such sites as the Department of Transportation and the Department of Motor Vehicles, and is further proven by the extremely high percentage of policies sold on a walk-in basis at the Albany office. They welcome opportunities to conduct face-to-face counseling with the enthusiastic support of CSEA leadership.

At the present time, there are only 48 out of approximately 650 local governments or political subdivisions participating in the program. We feel that there should be a determined effort by our field staff to promote the CSEA Master Plan among subdivisions.

It has been concluded by The Travelers and Ter Bush & Powell that the most effective way to increase membership interest in this program would be to make a series of well-organized mailings to selected marketing areas such as Letchworth Village Developmental Center and West Seneca Developmental Center. We are confident that greater penetration can be achieved by this kind of selective mailing, followed by a concentrated effort of on-site solicitation in these marketing areas.

In addition to the quoting and follow-up services of each of The Travelers offices, the Ter Bush & Powell office is actively following up all quotations made where an order has not been received. A by-product of this follow-up is the ability to determine exactly why the prospect did not elect to come under the plan. This gathering of information will enable Travelers to review our position in the future, hopefully with an eye toward improving the case. These follow-ups are in the form of personal contact, telephone and mail.

Restructuring is now an accomplished fact and we will be able to work more

closely with the various regional offices developing programs designed to fit the needs of those facilities and local governments within their jurisdiction.

As members of this committee, we are all familiar with the recently enacted no-fault legislation. Because of this new approach to automobile writing, we are presently studying a new automobile rating plan which we hope will provide greater market flexibility for the CSEA MasterPlan.

SUPPLEMENTAL LIFE INSURANCE

Your Committee is pleased to announce to you that the participation in your Supplemental Life Insurance Program at this term in time is in excess of 15,000 members. We are pleased to announce to you that representatives of Mutual of New York have indicated to your Committee that a 5 percent annual dividend will be paid at the end of the current plan year, 10-31-74. The dividend will be paid by check to individual insureds based on premiums paid by enrollees during a term of time from 11-1-73 to 10-31-74. It is expected that these dividend checks will be ready for distribution in December of this year. The plan continues to grow, and at this point, it is the feeling of your Committee that future dividends will be made available to participating members.

ACCIDENT & HEALTH INSURANCE

This report covers experience which developed between July 1, 1973, and June 30, 1974. It updates the experience previously reported for policy years prior to 1973 and provides an initial estimate of the experience for the 1973 policy year.

We have worked closely with The Travelers representatives over the past several months, discussing the adverse loss experience which has developed on this program. The benefit revision and the adjustment in handling the monies entering the Morbidity Fluctuation Fund which became effective July 1, 1974 were positive steps which should once again establish this program as a sound insurance risk.

The Loss Experience is reported on an annual basis at the end of each June. Because we have been recently provided with statistics through the end of December you may be interested in knowing the progression of the experience for the last several years from that point.

Policy Year	Reported As Of	Incurred Loss Ratio
1963-70 combined	6-30-73	74.5%
	12-31-73	74.4
1971	6-30-74	74.3
	6-30-73	82.4
1972	12-31-73	84.6
	6-30-74	82.4
1973	6-30-73	80.2
	12-31-73	81.1
	6-30-74	84.8
	12-31-73	86.4
	6-30-74	86.5

As you can see, the 1971 year has improved from our December estimate by nearly two percentage points, the 1972 year has worsened by more than three points, and the 1973 year remains about the same. The net effect on the total experience of these three years is such that, instead of a composite loss ratio for the three-year period 83.6 percent, it has worsened somewhat to a three-year loss ratio of 84.6 percent. This is not an alarming amount and we continue to have confidence that the adjustments to the program which were just instituted will have a sufficiently favorable effect on the 1974 policy year.

As they have done in the past The Travelers will continue to keep us informed of major fluctuations in loss experience as they develop. Although the 1971 and 1972 years have individually changed by significant amounts, their total is in the narrow range of variation that we would expect of a six-month period.

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: 598-8060; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201 phone: 852-5000.

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

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

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

ALBANY BRANCH OFFICE

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CIVIL SERVICE LEADER, Tuesday, December 10, 1974

Time-off Compensation Awarded To Buffalo Authority Workers

BUFFALO—White-collar employees of the Buffalo Sewer Authority, represented by the Civil Service Employees Assn., will receive compensatory time off for extra hours worked as a result of the Authority's unilateral decision to extend working hours since June 1973, according to recently submitted findings.

The working hours had been extended by the Authority following an investigation of hours actually worked by employees in summer months. The Authority claimed it was justified in making the changes because there was never any formal authorization of summer hours. CSEA claimed contract and Taylor Law violations.

Arbitrator's Decision

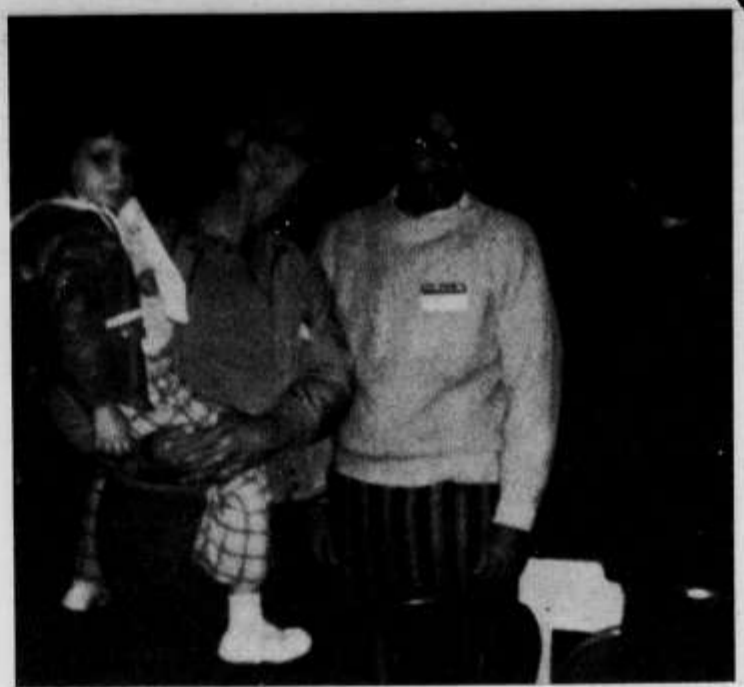
Citing language in the contract between the Sewer Authority and CSEA, and arbitration authorities, Philip Ross concluded: "The Authority was in violation of Article III of the applicable agreement (the contract between the two parties), by issuing and implementing Treatment

Plant Superintendent's memo dated June 21, 1973. All employees in the Treatment Plant unit represented by CSEA will be made whole—compensated by the granting to them of compensatory time off for all the time worked beyond the established hours of 8:45 a.m. to 4:15 p.m. for summer hours and 8:45 a.m. to 4:30 p.m. for the remaining months."

While upholding Article III, which protects all prior benefits of the employees under the CSEA contract, Dr. Ross also noted that the summer working hours had been in force at least since 1963 and probably longer, had been recorded on employee time cards that were approved by

supervision with the apparent consent of the board of managers of the Authority, thus ratifying the practice, and therefore could be changed only by mutual consent, as stated in the union contract and in the Taylor Law, which governs employment relations for public employees.

Salvatore Castro, president of the Sewer Authority CSEA unit, had originally filed an improper practice charge against the Authority when the memo extending working hours was posted, charging an abrogation of contract terms and unilateral changes in terms of employment. He withdrew the charge when the issue was submitted to arbitration.



FULTON STEAMER — Members of the Fulton County chapter of the Civil Service Employees Assn. and their families enjoyed a clam steam and picnic at Sherman's Park, Caroga Lake. Welcoming guest Louis T. Davidson, Fulton County administrator, and his daughter, left, are Aaron Wagner, CSEA field representative, center, and William Sohl, president of the Fulton chapter.



DFY PRESIDENT — Roy Dingle, right, was installed as president of the Civil Service Employees Assn. Albany chapter, Division for Youth, by Gerald Purcell, left, Executive Department representative to CSEA's Board of Directors, at Region 4 headquarters in Albany. Mr. Purcell is a grievance consultant and will assist Les Wooten, the DFY chapter's education director, on grievance procedures.

First Case Is Southampton Winner

SMITHTOWN — The first grievance ever submitted by the Southampton Town unit of the Suffolk County chapter, Civil Service Employees Assn.—one involving the hiring by the town board of a new employee over a qualified senior town worker in violation of a contract seniority clause—resulted in an arbitration board win for the 150-member unit.

Irwin M. Scharfeld, CSEA field representative, expressed delight with the outcome.

Paul Granger had bid on the position of bay constable in accordance with the contract. The town trustees, a separate body from town board, who supervise the position, hired a new employee for the post. CSEA then filed a grievance against the town board, as it was a party

to the contract. The legal question centered around whether the town board was bound by the contract as it relates to bay constables who are CSEA members, or did the town trustees supersede the jurisdiction of the board in this particular case.

Joseph P. Doyle, the arbitrator, ruled that the town board was bound by the contract and ordered the board to appoint Mr. Granger as bay constable retroactive to June 1, 1974, with full rights to retroactive pay, status, and fringe benefits.

CSEA was represented by regional attorney Warren F. X. Smith and John McPartland, along with Mr. Scharfeld and unit president Dave Ward.

Mary Cannell Expresses Appreciation

BUFFALO—Mary G. Cannell, past president of the Buffalo chapter, Civil Service Employees Assn., expressed appreciation for the expressions of sympathy she received upon the recent death of her mother.

state for their spiritual bouquets, flowers and other expressions of sympathy extended to me at the passing of my beloved mother, Rose. Your kindness will always be treasured," she said.

"I am deeply grateful to my many CSEA friends across the

Flay Pilgrim Administration; Group Seeks Mass Shakeup

MANHATTAN—Members of two organizations outlined a six-part plan last week concerning Pilgrim State Hospital, West Brentwood, involving, among other things, the firings of Henry Brill, Alan D. Miller and the entire hospital board of visitors plus revocation of the hospital's accreditation by the Joint Commission on Accreditation of Hospitals.

Dr. Brill is the regional director of the State Department of Mental Hygiene for Nassau-Suffolk Counties; Dr. Miller is commissioner of the department.

One of the group, Max Schneler, singled out Julia E. Duffy, president of the Pilgrim State Hospital chapter of the Civil Service Employees Assn., for comment. Mr. Schneler is chairman of the Federation of Parents Organizations for the State of New York Mental Institutions, Inc.

Alleging that Ms. Duffy "pulls the strings that makes the hospital run," Mr. Schneler declared that administrators there "are afraid" of the CSEA official.

"The parents and relatives of patients at Pilgrim State are not afraid," Mr. Schneler then said, adding that "if they (presumably the CSEA) want a confrontation, they have it."

Press Conference

The remarks were made at a Dec. 5 press conference at the New York Sheraton Hotel. With Mr. Schneler were Michael Kap-

lan and Nathan Goldberg, president and vice-president, respectively, of Concerned Citizens for Pilgrim State Hospital, and Samuel Levine, that group's attorney.

The Pilgrim State administrative structure was described by Mr. Goldberg as "a complete shambles."

'No Coordination'

"No single person or group has any specific authority nor is there any meaningful accountability of any supervisory staff," he noted. "There is a complete breakdown of the supervisory role in terms of structure and content. Although doctors, psychologists, recreational and occupational therapists and social workers are involved with a minuscule number of patients, there is no coordination of their activities and all different sections report to their own supervisors."

"An abomination" was the way Mr. Goldberg described the staffing of the Pilgrim Psychiatric Center.



RENSELAEER RESULTS — The vote count was slow and careful. Bernard Schmahl, left, chairman of the Civil Service Employees Assn.'s statewide elections committee, assisted by George Tashjian, chairman of the Rensselaer County Education chapter election committee, right, count the votes in the Rensselaer County Educational chapter election as Anthony Campione, center, CSEA administrative assistant, observes. The winners were Edward F. Evans, president and Eleanor Reynolds, vice president, both from Averill Park School District; Joseph Rickert, second vice president and Les Banks, treasurer, both from the East Greenbush School District, and Dolores Ciannamea, secretary, from the Troy City School District.

Pilgrim Chapter Head Responds

Julia E. Duffy, president of the Pilgrim State Hospital chapter of the Civil Service Employees Assn., said the CSEA "absolutely refuses a confrontation with groups critical of the hospital."

"The thing that bothers me is that we've heard all this so many times, but Pilgrim is a good hospital and the employees here are very dedicated. We do need more money but we're a government hospital; we've given a budget and we have to operate on it."

"Mr. Goldberg talks about 'aggrandisement.' Those people really don't give a damn for the patients; aggrandisement is just what they're trying to do for themselves."