

# Civil Service LEADER

America's Largest Weekly for Public Employees

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Tuesday, March 28, 1972

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## Convention Photos

— See Pages 8 & 9

# NO CONTRACT NO WORK-CSEA

## CSEA Abandons Neutrality

### Board Approves Quarter-Million To Start 'Real' Political Action

By MARVIN BAXLEY

KIAMESHA LAKE—At least one-quarter-million dollars has been earmarked by the Board of Directors of the Civil Service Employees Assn. to be used for political action purposes.

The Board took the unprecedented action on the last day of the week-long State Delegates Convention at the Concord Hotel here, March 20-24.

The change in the CSEA stance in regard to political affairs had earlier been defined in a report from the combined legislative and political action committees of the Association.

This report called for change in CSEA's traditional neutrality to that of taking real stands in elections.

By near-unanimous voice vote—only one or two audible nays—the delegates accepted the joint report presented by Thomas McDonough's political action committee and Richard Tarmey's legislative committee, as well as the amendment presented from the floor by Solomon Bendet, insurance departmental representative to the Board of Directors.

#### Further Deliberations

As a result of this long-debated decision, CSEA has now gone on record as being prepared to use

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## NEGOTIATIONS UPDATE

As of Saturday, March 25, no breakthrough in negotiations between the Civil Service Employees Assn. and the State Administration has been announced. Both parties, along with the mediators, met on the preceding Friday, as well as Saturday, without substantial progress on the crucial economic issues of salaries, pensions or health benefits.

## Negotiations Continue But March 31 Deadline Is Set; Employees Face Benefit Loss

By PAUL KYER

KIAMESHA LAKE—Faced with the worst crisis in the history of their organization, Civil Service Employees Assn. delegates by the hundreds voted a no contract—no work resolution to take effect on midnight, March 31, unless the State produces a pact containing some justifiable economic gains for the 140,000 State workers CSEA represents.

Theodore C. Wenzl, Employees Association president, said the door was not being closed on further negotiations with the State. He was not optimistic about any real movement, however.

"For months," he told the irate delegates, "the State has refused to even discuss any economic

items. There has not been one shred of evidence that the Administration was going to make any search at all to find funds for a pay raise, improved pensions or increased health insurance coverage."

Speaking with considerable bitterness, Wenzl said that "the State has absolutely failed to treat these bargaining sessions in good faith."

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## Rockefeller Calls For Nomination Of Woman Judge

Gov. Rockefeller has called for Democratic Party leaders to join with the Republican Party in nominating a woman candidate for election to the State's highest court, the Court of Appeals.

In a statement last Friday, the Governor said:

"The selection of an outstanding woman candidate—whether she is a Republican or a Democrat—would most certainly assure the election of the first woman to the Court of Appeals.

"The effect of both parties jointly nominating a woman would also be fitting recognition to the contributions women are making to the legal profession and the general life of our State.

"I stand ready to lend my personal efforts to accomplishing this most important objective."



**ORDEAL** — A weary Theodore C. Wenzl, center, wipes his brow after a grueling, hours-long session describing to Civil Service Employees Assn. delegates at their meeting in the Concord Hotel last week the grave crisis CSEA faces without a contract. Making gestures of support are Solomon Bendet, left, president of the New York City chapter, and Thomas McDonough, CSEA first vice-president.

## Inside The Leader

Town And County

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Niagara Chapter  
Fights 'Payless Week'

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Nassau Schools  
In Regional Talks

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**Relevant Realty**

Promotional openings for senior real estate manager will be filled through a May 4 written exam open to current real estate managers.

Scope of that exam will include: real estate principles and practices; maintenance; repairs; site management; current real estate problems and issues. The Leader will publish the total of applicants who filed when these figures are released.

**FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE.**

**Pressing Ahead**

Pressman positions are expected to be filled through a qualifying written exam set tentatively for May 13. Four Police Department vacancies have been noted.

Scope of that exam will include: press operation; maintenance; construction; printing papers; ink, electrical and mechanical maintenance. The Leader will publish the tally of candidates who applied when these figures are available.

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**BERMUDA — \$185      LONDON — \$206**  
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**IMPORTANT!** Those wishing to buy air fare only are urged to make immediate bookings as seating allotments are again on a very limited basis. Weekly departures to Amsterdam or London from \$194 round trip. Write or call Mr. Emmett.

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An extensive 15 to 22 day tour and flight program to **SCANDINAVIA, BRITISH ISLES, SPAIN & PORTUGAL** and **CENTRAL EUROPEAN COUNTRIES** with frequent departures during July and August at lowest budget prices from \$599

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- K3418: MRS. JULIA DUFFY, P.O. Box 43, West Brentwood, N.Y. After 6 p.m., telephone (516) 273-8633.

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**FROM THE  
FINEST**

By **EDWARD J. KIERNAN**



(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

**THE SHARP COST-OF-LIVING** increase reported late last week calls attention once again to the desperate plight of civil service retirees. Whether inflation has become a permanent fact of American life that we will have to live with forever is something for the economists to debate about. Whether the Administration will succeed in its efforts to keep inflation under control is something for politicians to discuss and historians to look back on.

**WHATEVER THE ANSWERS** may be in theory, the practical answer is the same: people who are forced to live on relatively modest fixed incomes are falling further and further behind. We are creating a class of paupers, and pushing them toward the poverty line with increasing speed. If the February increase in the metropolitan area is compounded on an annual basis, the cost of living in Greater New York is rising now at a rate of over 11 percent a year. That means that in less than nine years, the dollar will buy only half of what it buys today. And that's not much to start with.

**IN THE PAST,** I have written about the fraud that is being perpetrated on young families. Men and women are recruited for civil service with the inducement of a secure retirement. The same inducement is used to convince them that their position, overall, is equal to, or better than, their counterparts in private industry. Sometimes they forego current benefits to further insure the comfort of their retirement years. But when the time comes, the promise dwindles. Unless the performance is made to live up to the promise, the supply of high quality recruits for law enforcement and other civil service careers will also dwindle—and with it the goals of the administrators who like to talk about increasing professionalization and other high management objectives.

**BUT THAT, TOO,** is theory. What we are confronting now—not at some projected future time, but today—is a growing group of people who contributed a lifetime of responsible labor to the community, and who now find it harder each month to survive on their income. Social justice for unborn generations is a beautiful and necessary concept; but every day that passes without appropriate action for our present retirees is a day on which their problems increase and their capacity to deal with them decreases. It is a day on which the quality of their lives is diminished. It is, for them, one day less.

**Youth, Drugs  
And The Future**

The following is excerpted from an article by Dr. Theodore C. Wenzl, president of the Civil Service Employees Association of New York in a special edition of the New York Law Journal dated Monday March 27 and Tuesday March 28, devoted to problems of drug abuse.

The crux of the drug problem is well recognized: young people are the preponderant victims — the people we must reach if we are to succeed. Our youth, who are the most physically accessible and emotionally receptive to the pushers, have made it abundantly clear to us why they've turned to drugs. It's no longer a case of experimentation, challenge or simple mischief, but a deep-rooted dissatisfaction with our way of life. They are taking out their frustrations on themselves, because adults, in most cases, are too satisfied, too comfortable, and too set in their beliefs to understand, offer guidance, listen or even debate the questions of the day with our children.

**Adult Notions**

We don't listen to them and we don't discuss the war or government with them because we feel our opinions are the only opinions, or because we are reluctant to admit that our children are more alert, interested,

(Continued on Page 6)

**Suffolk Interested  
In Inventory Clerks**

Inventory control clerks are currently being sought in Suffolk, subject to a March 31 deadline. Candidates for the \$238 biweekly title need not be Suffolk residents.

Requisites to be met are high school graduation and one year in warehousing or inventory control. A satisfactory equivalent will be accepted. A written exam will be held on April 22. A valid driver's license must be had at the time of appointment.

For further details, call the Department at (516) 727-4700.

**Holy Name Awards**

The BMT Holy Name Society of the New York City Transit Authority last week announced the results of its 34th annual scholarship examination, which led to awards of up to \$2,000 to Society children for tuition to Catholic high schools.

First prize of \$2,000 was awarded to Andrew P. Mitchell, son of Matthew J. Mitchell of the Coney Island Shop. Second prize of \$1,500 went to William J. Masters, the son of Joseph M. Masters of the East New York Bus Shop. Third prize winner was Beth E. Fitzgerald, daughter of Joseph P. Fitzgerald of the Trainmasters Office at TA headquarters. She received \$500.

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# TOWN & COUNTY

By **JOSEPH LAZARONY**, Chairman  
CSEA County Executive Committee

**THE CURRENT CRISIS** in negotiations between New York State and the Civil Service Employees Assn. has enormous ramifications for political subdivision employees at all levels of government and education. It is certainly unfortunate that we must make this statement in view of the State's position, but a review of the facts may surprise you.

**RETIREMENT**—Political subdivisions have almost all of their benefits based on "temporary" legislation. All of us may now need to revert to 50 percent contributory plans! This may mean a take-home pay loss of 20 percent and retirement provisions guaranteeing near poverty!

It should be noted that the same legislators who are unwilling to extend our current program have already made their "fat cat" program permanent. Now you know what CSEA means when it says the public employee is the "fall guy." Economy in government refers to workers, not politicians!

**STATE FUNDING**—Health departments (for the sick), social service departments (for the poor), education (for everyone) are among local governmental groups that the State is squeezing out of money previously promised. You know who will pick up the tab for this squeezing? That's right—the good old public employee, Mr. Fall Guy.

How much of a budget cut have you noted in operations of the Executive branch, the Legislative branch, the Mall?

**THERE ARE OTHER** areas of concern for us in this crisis. Make no mistake about it, reader, the fight by New York State employees, through CSEA, is our fight. We have pledged our support as fellow public employees, as fellow union members and because we are affected!

## CSEA MEETING CALENDAR

Information for the Calendar may be submitted directly to **THE LEADER**. It should include the date, time, place, address and city for the function.

- 29—Long Island retirees' chapter organizational meeting, 1 p.m., Robin's Hall, Central Islip State Hospital.
- 29—Long Island Conference nominating committee meeting, 7:30 p.m., Suffolk County Office, Smithtown.
- April
- 7—Special Regional Offices Committee meeting, 1 p.m., CSEA Headquarters, Albany.
- 7—Vince Alessi Retirement party, dinner, 7 p.m., Logan's, 1420 Scottsville Rd., Syracuse.
- 8—Long Island Conference meeting. Time and place to be announced.
- 14—Syracuse State School dinner-dance for retirees, 6:30 p.m., Country House, Syracuse.
- 14—Town of No. Hempstead unit annual dinner-dance, Leonard's, Great Neck, L.I.
- 16-18—Tri-Conference Workshop (Long Island, Metropolitan, Southern), Kutsher's, Monticello.
- 21-22—Central Conference meeting, Holiday Inn, Cortland.

### No. Hempstead Plans Annual Dinner-Dance

**MINEOLA**—The annual dinner dance of the Town of North Hempstead unit of the Nassau chapter, Civil Service Employees Assn., will be held April 14, it was announced by unit president Alex Bozza.

The event will be held at Leonard's of Great Neck. Tickets are available from Bozza and unit officers at town hall and at other town installations or by writing to Bozza in care of town hall.

### Named To Council

**Dr. Charles Aswad**, of Binghamton, a physician, has been named to the council of the State University College at Binghamton for a term ending July 1, 1976.

### Proposal A Contract Matter

## Niagara Chapter Says No To Payless Week

**LOCKPORT**—The Niagara County chapter of the Civil Service Employees Assn. intends to fight a County proposal to withhold a week's pay until the end of the year.

A County committee recommended the action to prevent the possibility of paying an employee for a day not worked. Niagara County workers now get their checks on Friday for the week ending that Friday and the committee suggests waiting one week to pay for the week completed the previous Friday.

**William Doyle**, chapter president, went on record against the



**MHEA MEMBERSHIP DRIVE** — Mental Hygiene Employees Assn. officers inspect the bumper stickers that will be distributed to MHEA members as part of the organization's upcoming membership drive. The campaign, which is set to kick off on April 1, conjunctively with the CSEA membership drive, was announced at the MHEA meeting March 19 at the Concord Hotel in Kiamesha. Shown here are, clockwise from lower left, Nicholas Puzziferri, consultant; Richard Snyder, first vice-president; Salvatore Butero, fourth vice-president; Pauline Fitchpatrick, third vice-president; Samuel Cippola, consultant; Irene Hillis, president; Theodore Brooks, second vice-president, and Edna Percoco, secretary-treasurer.

## Buffalo Chapter Hears 'Masterplan' Explanation

**BUFFALO** — Insurance executives were the featured speakers at the March meeting of the Buffalo chapter of the Civil Service Employees Assn. They explained procedures for CSEA members to pay for car, homeowner or tenant insurance by payroll deduction.

Jack Manter, executive assistant for employees' financial services, and Mort Sturdevant, mass marketing co-ordinator, both employed by Traveler's Insurance Co., explained the "masterplan" devised for CSEA members.

Ronald Lacey, supervisor of Ter, Bush & Powell, Buffalo insurance agency, introduced them.

Sturdevant also noted the various counseling services available through Traveler's and explained quoted premiums were on a monthly basis, meaning the policy holder multiplied the premium by 12 and divided by 26 to reach the deduction per paycheck.

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

Frederick Huber, chapter president, announced a political action luncheon April 1 at 12:30 p.m. in the Lord Amherst Restaurant and said most Buffalo area legislators had agreed to attend.

### Rockland County Chap. Sets Meeting This Week

**NEW CITY**—Rockland County chapter of the Civil Service Employees Assn. will hold a special meeting on March 30 to explain implications of the "no work—no contract" action taken last week at the Statewide Delegates Meeting.

The chapter meeting, as announced by chapter president Albert Lowry, will be at 7:30 p.m. at The Ripples on Phillips Hill Road here.

## CSEA Board Allots Quarter-Million \$ For Political Action

(Continued from Page 1)

as much of its resources as necessary to carry out political action in areas which bear on civil service.

Plans have also been formulated to make appropriations available at the Conference level for regional political action activities.

Further deliberations are still to be held in order to determine the precise system to be used in providing support or opposition to certain yet-to-be named legislators and/or legislation.

Because of the exceptional importance of political action decisions taken last week, the full text of the legislative and political action committees' joint report will be printed in next week's edition of *The Leader*.

### Named To Park Comm.

**ALBANY**—Governor Rockefeller has appointed Manuel A. Gonzalez, of the Bronx, and Arthur J. Quinn, New York City, members of the State Park Commission for New York City.

proposal at a recent chapter meeting and reminded members that the County wanted to pay them in April for two weeks' work at the end of three weeks.

**James Stewart**, CSEA field representative, told the meeting that the issue was a contract matter and the County could not withhold the five days' pay unilaterally without agreement from the CSEA.

Approximately 100 members attended the meeting in the Knights of Columbus Hall and heard Niagara County legislator **H. William Feder** discuss reform in County government.

**Feder**, a Republican with degrees from the State University of Buffalo and Niagara University, urged his audience to get involved in government.

He said voters and taxpayers don't take the trouble to learn what actually happens in county government and suggested that the public work for candidates for public office in whom they believe.

### Aids Political Allies

**Feder**, a former president of the Niagara Falls Teachers Assn., said too many times the political party in power makes things better for a few political allies while

ignoring the remainder of the citizenry.

He declared that county government is "making public law by private power" and lamented that legislators are not informed about government affairs. He said the County Legislature has no agenda for its meetings, provides no orientation for freshmen members and has no facilities available for legislators to conduct private research.

During the meeting, **Forrest Maxwell**, a teacher of industrial arts, was given a standing ovation to mark his retirement after 35 years of county service.

# Employees Protected In City Re-Structure

In a wide-ranging interview with The Civil Service Leader, Maxwell Lehman gave his assurance that in restructuring the New York City government, the merit system would remain the basis of public employment and collective bargaining would be a central responsibility. Moreover, the former City Administrator stated, the recommendations of his report, if implemented, would provide large new areas of promotion for present New York City civil servants.

The report, entitled "Restructuring the Government of New York City," was issued last week by the Task Force on Juris-

diction and Structure, of which Lehman is vice chairman. It was prepared by him together with Task Force chairman Edward N. Costikyan, and delivered to the State Study Commission for New York City.

One of the innovations in the report is the recommendation for a Civil Service Academy.

"One of the first tasks in the transition from a single-level to a two-level government," the report states, "is the training and upgrading of the present civil service employees to assume middle-management roles. This is essential both for the central government and for the new local governments. The reservoir of

middle-management employees in the City service is rapidly diminishing. The Task Force has been given information that within two years a major gap is likely."

Lehman recommended the swift establishment of a civil service training and employee upgrading facility. "Training programs, arranged by the Department of Personnel with the universities, in cooperation with the unions, should prepare qualified employees to take over middle-management positions. One great advantage that accrues from using the available talent pool: these employees know the City."

### Collective Bargaining

In endeavoring to determine an approach to collective bar-

gaining in a two-level structure, the Task Force sought the viewpoints of the major municipal union leaders. The conclusions were:

"In a two-level governmental structure, both collective bargaining and civil service recruitment and examination should remain central. The local districts would have neither the power nor the expertise to deal with the complex matters of labor relations and the intricate interweaving of law, procedure, regulations and union agreements that constitute the basis of working conditions in government. Moreover, it would make little sense, even if it were possible, to have different pay scales and different conditions of work in the various districts. The result would be continuous leap-frogging and whiplashing as unions sought to play district against district.

"The union leaders themselves candidly explained to us that this would be the result if collective bargaining were to be a local function," Lehman told The Leader.

### Hiring Practices

In the proposed re-structured system, central agencies would hire from civil service lists, as at present. Districts would also hire from centrally-established civil service lists. For similar or related services, the same lists would be used. Where necessary, separate lists for special needs would be established by the Civil Service Commission.

### Governments Within a Government

The re-structure proposes the establishment of 30 to 35 local governments within New York City, each with populations of between 200,000 and 300,000. The central government would remain, with a strong mayor, a City Policy Board (replacing the present Board of Estimate), five County Executives (replacing the present borough presidents). The Comptroller would continue to be an elected official.

### Promotion Opportunities

"There will be need for middle-management supervisory personnel in the districts," the report points out. "We recommend that these positions be opened up, on a first choice basis, as promotion opportunities to present qualified civil service employees. These employees constitute an important pool of talent."

Recognizing technical problems in the creation of two governmental tiers, the Task Force has attempted to clarify the relationships. "Our advisors on public personnel policy perceive no serious problems arising from the centralizing of the qualification and bargaining processes and the localizing of parts of the personnel administration process, including local hiring of people found qualified by the central qualifying body or pay scales established by centralized bargaining."

### Employees Protected

Throughout the report, the authors call for protection of the legitimate rights and privileges of employees. They urge, as well, that the many difficult and delicate questions involved in labor-management relations be "openly and courageously faced, by all levels of government and by employee representatives," said Lehman. "The interest of the City's people, the economic stability of the City government (whether it is decentralized or not), defense of the merit system, and ultimately protection of the employees themselves, re-

quires a forthright, honest examination of this area."

### What Re-Structure Does

The Leader asked Lehman a general question: "What will re-structuring accomplish?" He replied: "Re-structuring is not a cure-all. It is one way to deal with the frustrations, the irritations, the alienation of citizens. It is one way to deal with the remoteness and inaccessibility of government. It is a way to overcome the jumble of service delivery lines in the City, along with increasingly poor service delivery. It is a way to break into the many-layered government and give some openings to the citizen who desires contact with his government. It is way to give the local citizen a stronger voice in the matters that concern his daily life. It is a way to provide a number of small communities in the City, with the amenities and pleasures and sense of identity inherent in small-town life."

### SUPPORT THE ATTICA FAMILY MEMORIAL FUND

### 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.

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**, 65 Court St., Brooklyn 11201, phone: 596-8060; **Board of Higher Education**, 535 E. 80th St., New York 10021, phone: 360-2141; **Health & Hospitals Corp.**, 125 Worth St., New York 10007, phone: 566-2990; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201, phone: 852-5000.

**STATE**—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019, phone: 765-3811; **State Office Campus**, Albany 12226; **Suite 750**, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

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

**FEDERAL**—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

Information on vacancies with the U.S. Postal Service can be obtained 9 a.m. to 5 p.m. at the General Post Office—Room 3506, New York 10001. Applications are also available at main post offices in all boroughs.

## Special Notice

# regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

| Now,<br>if your<br>annual salary<br>is | You can<br>qualify for a<br>monthly benefit of |
|--|--|
| Less than \$4,000                      | \$100 a month                                  |
| \$4,000 but less than \$5,000          | \$150 a month                                  |
| \$5,000 but less than \$6,500          | \$200 a month                                  |
| \$6,500 but less than \$8,000          | \$250 a month                                  |
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| \$10,000 and over                      | \$400 a month                                  |

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Employee Item No. \_\_\_\_\_

**P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.**

# Probation Officer Jobs Now Start At \$9,700

Probation officer positions are open continuously to qualified open-competitive candidates in the New York City area. The \$9,700 title requires a baccalaureate plus meeting one of the following:

Two years of graduate study in social work;

Two years of paid casework experience in a recognized agency in probation, parole, child welfare, psychiatric social work or a similar field;

Two years as a public welfare caseworker for a governmental unit, supplemented by 21 college credits in the social sciences. A master's in this area may substitute for one year of work history.

Announcement No. 20-362 notes that duties will include interviewing, social history taking, case recording, supervision of probationers and aiding their rehabilitation. Written tests are held periodically and cover the social sciences, social work programs and interpretation of written material.

Applicants should contact the Administrative Board of the Judicial Conference, part of the State's court system, for further details. Consult page 4 for where to apply.

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U.S.  
BONDS!**

**"WELCOME 'CABARET'"**  
—Kathleen Carroll, N.Y. Daily News

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PG

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## Actuary Opening Paying \$7,850

To attract actuary applicants, the Department of Personnel has announced three vacancies within the City retirement systems offering \$7,850 in pay. Filing is slated for April 5-25.

A training-and-experience title in the open-competitive group, the job requires a baccalaureate with 24 credits in math or statistics plus one year in actuarial work. A master's in the area will likewise be honored. No written test is pending.

## Consumer Inspector Set To Open Soon

At Leader presstime, the City's announcement for consumer affairs inspector was issued. This open-competitive title is expected to be one of the primary attractions for the April 5-25 filing period.

The \$7,450 title is open to persons with high school diplomas or equivalencies who have three years in a business post requiring the knowledge of sales commodities and services. A satisfactory equivalent may be substituted. The Leader will provide more details on this title in next week's edition.

Announcement No. 1232 specifies job duties: calculating annuity and pension allowances; computing reserves necessary to pay optional allowances; evaluating assets and liabilities of pension funds.

Filing procedures are found under "Where to Apply" on page 4.

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# Study Beyond HS Sought For Int. Revenue Posts

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Internal revenue aide jobs are also available for those having two years of post-high school study. However, this must include six semester hours in business, economics, accounting or a related academic area.

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TUESDAY, MARCH 28, 1972

## The State Must Act

**B**Y refusing even to discuss economic items with the Civil Service Employees Assn., which is searching for a new contract to cover the working rights of 140,000 State employees it represents, the Rockefeller Administration is treating its work force with absolute contempt.

When the Taylor Law was foisted on civil servants, the State was vigorous in its assurances that the legislation provided the most advanced safeguards for worker rights and for tools to provide equitable and equal power at the bargaining table. What has really happened is that the Taylor Law has been largely used to place public employees at a total disadvantage in its real relationship with government, particularly denying them another alternative to profitable negotiations—direct contact with the Legislature.

To place in jeopardy the hard-won benefits negotiated by CSEA over the years by letting current contracts lapse is nothing less than criminal.

State employees have every right to refuse to work without the protection of a contract. The Taylor Law does recognize that government is capable of extreme provocation by not bargaining in good faith.

The State has not bargained in good faith and has no right to punish one single employee for staying off the job after March 31 if new contracts have not been negotiated.

It is time for this brinkmanship to end. The State must act immediately to end this crisis and end it with fair negotiations.

## Youth, Drugs...

(Continued from Page 2)

better educated and better able to participate in intelligent dialogue than we were at their age.

Many of us attempt to equate the grey, nebulous reasons behind our participation in the Vietnam War with the black and white realities of World War II. Although the "America is perfect" attitude still pervades the thinking of our generation, many of us have come to the realization that we can and have made mistakes. Perhaps by making this single admission to our children, it will open the much-needed lines of communication, help to gain their respect and make them come to us for counsel.

We are members of a society which has become complacent, resting or hiding behind the guise of the comfortable surroundings and general prosperity of several decades. We've closed our minds to the past—to the deprivations many of us endured and to the suffering of those less fortunate than ourselves. As a result we have become unyielding. We shy away from unpleasantness, while our children courageously question why we find it so widespread. They may seem overzealous or idealistic but they have shown a spirit many of us once had. We must tune in to them; encourage this spirit and guide it in the proper direction.

We don't have to agree with all of their beliefs, but the air would be much clearer in every home across the country if we opened our minds and listened to our children, accepted their opinion, rather than have them turn to the radical preachings of those seeking to tear down our democracy.

### Failure To Understand

Our failure to offer understanding and compassion to our youth in their time of need is perhaps the single largest contributor to the problems we face. An often seen television commercial most vividly and succinctly illustrates my point. It shows a couple who have discovered that their teenage son is using marijuana. Instead of calmly asking him why, and offering the consolation and understanding that only parents can give, they are screaming at him and yelling hysterically that their son is a "junkie."

Parental neglect and apathy or, conversely, over-reaction, have been singled out repeatedly by psychiatrists, social workers and narcotic counselors as the root causes of drug addiction. This basic failing on the part of the parent must be dramatically reversed if we are to stem the tide and bring our children back into the family.

All of us must work together, not to gain self-satisfaction from participating in a drug program, but to prevent the self-destruction of our children who will some day take our place in society. We must be willing to go more than half-way in this crusade. It won't be easy, but arresting a malignancy of this magnitude is never easy.

The surface has barely been scratched, but CSEA intends to put forth an all-out effort. The answer lies not so much in eliminating the ready availability of drugs, but in quenching the appetite for narcotics by instilling in every household the urgent need for communications, compassion and understanding between the generations.

## Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

**SECTION 201.9** of the Taylor Law (Article 14 of the Civil Service Law) defines strike as, "any strike or other concerted stoppage of work or slowdown by public employees." Section 210.2(b) states, "Presumption. For purposes of this subdivision, an employee who is absent from work without permission, or who abstains wholly or in part from the full performance of his duties in his normal manner without permission, on the date or dates when a strike occurs, shall be presumed to have engaged in such strike on such date or dates."

**THIS STATUTORY LANGUAGE** has been interpreted by the Nassau County Supreme Court in the recent lawsuit involving the Nassau Community College. *Caso v. Katz*, 324 N.Y.S. 2d 712. In that case, the County Executive sought an injunction against the faculty of Nassau Community College to prevent them from refusing to perform their duties in accordance with the program adopted by the college administration.

**PRIOR TO THE START** of the 1971-1972 academic year, the Faculty Senate (an employee organization representing the college faculty) had worked under a 12-hour per week teaching schedule. During the 1971 legislative session, a bill was passed by the Senate and the Assembly which, according to the court, "would, at least indirectly, have imposed an obligation on the County to adopt a 15-hour contract-teaching program." While the college administration geared itself for the increased number of students and adopted the 15-hour schedule, the governor vetoed the bill and it never became law.

**IN THE INTERIM**, negotiations for a new collective agreement were in progress between the County of Nassau and the Faculty Senate. One of the major issues was the proposed increase in classroom hours from 12 to 15 per week. No agreement had been reached between the parties by the time school opened in the Fall of 1971. The faculty claimed they were not required to teach more than 12 hours under the old contract and that the County could not unilaterally impose a greater number of hours.

**IN SHORT**, the faculty members refused to teach the additional classroom hours and the court held that such a refusal constituted a strike under the Taylor Law. The Appellate Division, Second Department, affirmed without opinion and denied the request for leave to appeal to the Court of Appeals.

**THIS CASE BRINGS** into sharp focus the vexing problem of unilateral changes in terms and conditions of employment where no new contract has been reached at the time the old one expires. This change might consist of an increase in hours worked; it might take the form of a reduction or discontinuance of some fringe benefit such as vacation time or sick leave. But whatever the form, it is totally obnoxious to the concept of collective bargaining.

**WHILE I DO NOT MEAN** to imply that every public employer will stall the negotiations for the purpose of getting past the contract expiration date without a new contract, it is not beyond the realm of possibility that such a tactic will be employed. The most appropriate way, it seems, to handle this type of problem is for the public employer and the recognized or certified employee organization to agree in writing that if negotiations for a new contract have not been completed at the time the old agreement is to expire, that the existing contract be extended in all respects pending the retroactive settlement of a new agreement. This would serve to "lock in" existing benefits for the duration of negotiations and would serve also to prevent working "without a contract," which is tantamount to an admission by a public employee that he has gone backwards to where he was prior to the Taylor Law. It seems to me far more realistic to continue working under the old contract pending the resolution of a new one than to work without any agreement at all. Once an employee is working without a contract, he leaves himself open to unilateral changes by his employer in terms and conditions of employment.

**IN ANY EVENT**, the Community College case appears to be reaching the point where penalties will be assessed against individuals and the employee organizations under the Taylor Law. It is in precisely this type of situation that the harshness of the law becomes evident. Extreme provocation may be considered when assessing the penalties against a union for violation of the no-strike provisions of the law, but no such defense or plea in mitigation of damages is available to the individual employee who is docked on a two-for-one basis and goes on probation for one year.

## Questions and Answers



**Q.** I had to pay over \$1000 for my father's hospital expenses because he had not applied for Medicare. He is 66 and was working on a job covered by social security up to the time he entered the hospital. Is there anything we can do now?

**A.** Yes, he may apply for hospital insurance and monthly benefits now. Coverage may be effective for up to 12 months back, but hospital coverage cannot go back before the month he was 65. When his claim is approved we will send a letter to the hospital so they may claim the hospital insurance benefits. When the hospital has been paid, they will refund any money due you. Medical insurance (covering doctor bills) must be applied for in advance.

**Q.** I am now 67 years old and receiving my social security. I have just had a heart attack. Can I now become entitled to a disability benefit?

**A.** No, disability insurance benefits are payable before age 65 only, based on disability beginning more than 6 months before age 65.

**Q.** My stepdaughter is getting social security payments based on my work. If my wife and I get a divorce, will her checks be stopped?

**A.** No. When a step-child becomes entitled to benefits before the divorce of his parent and step-parent, the divorce will not end his benefit based on the step-parent's record.

**Q.** I have been covered by Medicare since March of last year, but have never filed a claim on my doctor bills. How do I send in a claim?

**A.** If you will bring the doctor bills to our office, a representative will assist you in filing your first claim and will explain how you can submit claims in the future.

**Q.** My doctor recently gave me a series of injections in his office and has prescribed several types of pills. Will the cost of this medicine be covered by Medicare?

**A.** The injections you received in the doctor's office are covered. The prescription medicine taken in your own home is not covered.



William J. Ronan (left), Chairman of the Metropolitan Transportation Authority, and Matthew Guinan, International President, Transport Workers Union of America (AFL-CIO), shake hands after signing a 27-month contract expiring March 31, 1973, covering 37,000 employees of the New York City Transit Authority and the Manhattan and Bronx Surface Transit Operating Authority at MTA headquarters.

## Alessi To Be Honored

Vincent A. Alessi, president of Monroe chapter of the Civil Service Employees Assn., will be honored April 7 at a retirement party at Logan's, 1420 Scottsville Rd., Rochester.

Cocktails will be served at 6 p.m., followed by a dinner at 7 p.m. Tickets are available from

James Mangano or June Di-Spenza, at the Monroe County Family Court in Rochester.

Alessi has served as executive director of Monroe County Family Court since 1959.

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... NOT PEOPLE!**

## ◆ ◆ ◆ Letters To The Editor ◆ ◆ ◆

Editor, The Leader:

Just a little note of thanks for "finding" all that money for me!

**SONIA K. BINKHORST**  
Kings County Hospital

Ed. Note: Ms. Binkhorst claimed a City check owed her for \$374

### Roll Back Deadline For Special Officer

The title of safety officer, Exam No. 7089, was given a last-minute reprieve for applicants when the City Civil Service Commission voted last week to extend filing through March 30. The earlier deadline had been March 23. The Commission also recommended deletion of the high school requirement, allowing a substitute instead.

### Anchor Meeting

The next regular monthly meeting of the New York City Police Anchor Club is slated for Monday, April 17 at 7 p.m. at St. Bernard's Church Hall, 328 West 14 St., Manhattan. Members of the Ladies Auxiliary are cordially invited to attend this and all future monthly meetings.

### Examine Your Standing

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

after finding her name in The Leader's continuing listing of employees owed money by the City.

Editor, The Leader:

It is with great surprise and indignation that we read a letter in the "LEADER" signed by Mr. John P. Meschino, Glen Cove, in which he stated that State Senator Marchi has introduced a bill to take away from the civil service workers pension, the amount of dollars received from Social Security. We are not only indignant about the proposal, but also about the fact that the "LEADER" did not give it front page exposure. Please give us additional information con-

cerning this bill.

In addition, we heard about an amendment to the Constitution which will be given to the voters in 1972 to "Streamline" the pension of the Municipal and State workers. In other words, that something will be taken away from the State and Municipal workers pension by constitutional amendment. We would like to know more about this constitutional amendment and who are the sponsors of the bill.

Concerned Civil Service Employees Association, Workers, Willowbrook State School, Medical Laboratory Bldg No. 2

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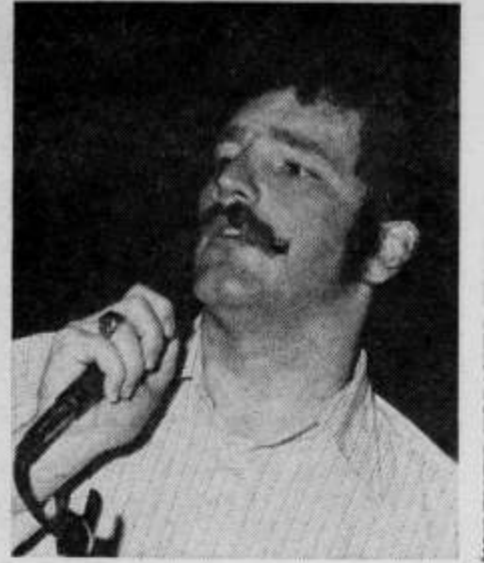
Legal committee chairman Abe Kranker.



The audience's view of the speakers' platform: Statewide leaders shown here are, from left, fifth vice-president Hazel Abrams, first vice-president Thomas McDonough, president Theodore Wenzl, counsel Jack Rice, secretary Dorothy MacTavish, second vice-president A. Victor Costa, fourth vice-president William McGowan and treasurer Jack Gallagher.

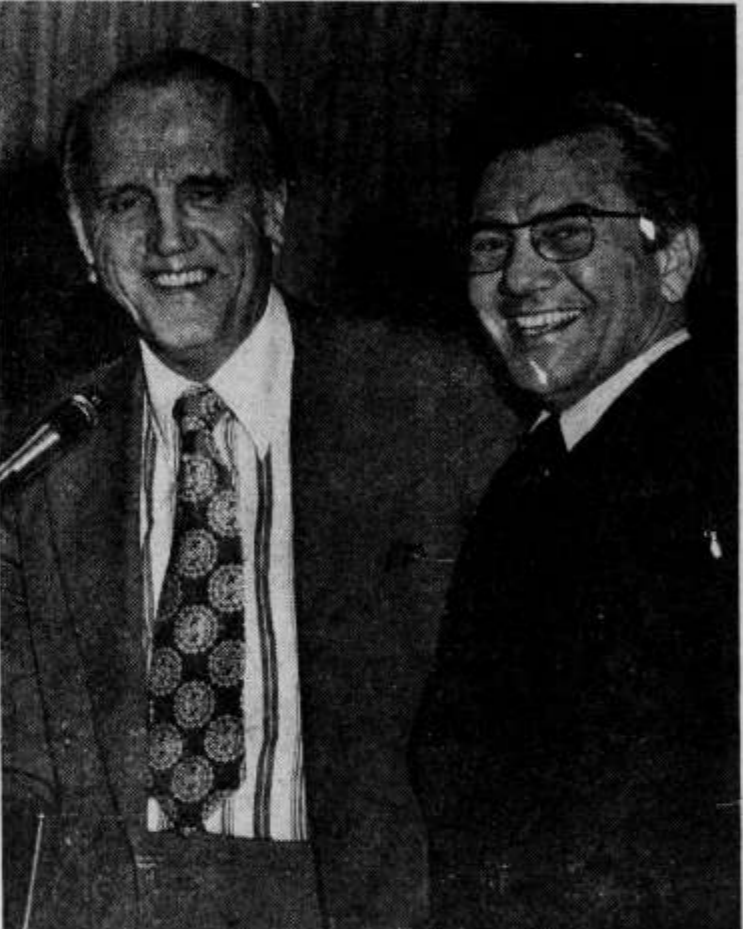


Joseph McDermott of Transportation has mike, while William Cunningham and Helene Callahan await their turns.



Bernie Veit of Ontario County.

Additional photo coverage of Convention activities will be featured in next week's edition of The Leader.



Statewide CSEA president Dr. Theodore C. Wenzl meets with SUNY chancellor Dr. Ernest L. Boyer.



Two Mental Hygiene members of the Board of Directors, Ronnie Smith and Julia Duffy, were active participants.



Conference presidents confer: From left, Capital District's Ernest Wagner, Metropolitan's Randolph Jacobs, Southern's Nicholas Puzifferri, Central's Charles Ecker, Long Island's George Koch and Western's John Adamski.

# Many Important Issues Settled At Convention Despite Contract Tumult



At Mental Hygiene departmental meeting, questions are answered by fieldman Robert Guild, MH director Ann Bessette and legal counsel James Featherstonhaugh.



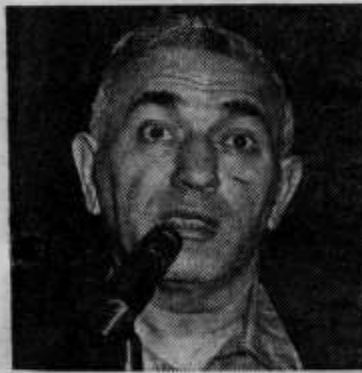
Tom Kennedy, standing, of Suffolk County, confers with Central Conference County Workshop chairman Fran Miller.



Ron Kobbe



Karen White



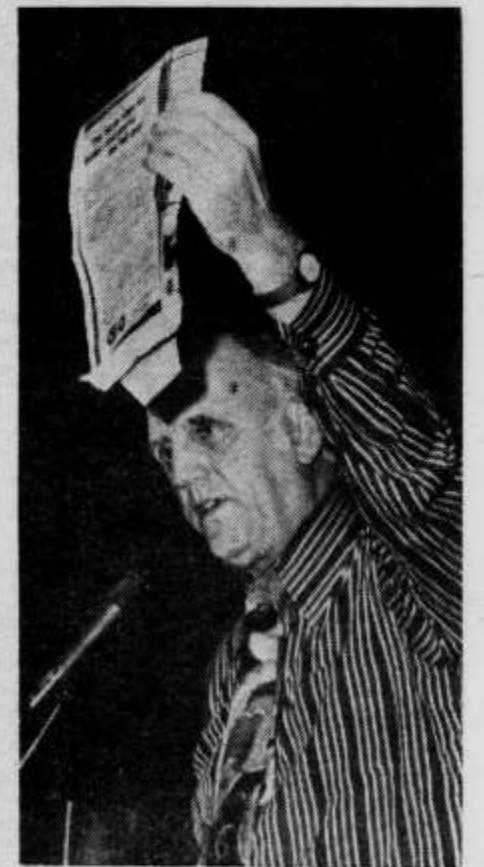
Vincent Rubano



Irving Flaumenbaum



Among the delegates were, from right, Al Iverson, Bill Roberts, Irene Hillis, Myrtle Cunningham and Barbara Waller.



Dr. Wenzl holds up copy of ad that CSEA has been running in various newspapers.



In discussion are, from left, Gregory Rowley, Amos Royal and Norri Lettough.



Dorothy King and Terry Dawson of Creedmoor Hospital were among the delegates.



Budget chairman George Koch and restructuring chairman A. Victor Costa explain projected costs of restructuring.



The speaker's view of the audience: Seated, from left, fourth vice-president William McGowan, second vice-president A. Victor Costa and third vice-president Richard Tarmey.



Delegates overflow the meeting room to take part in Mental Hygiene departmental meeting.

(Leader photos by Ted Kaplan)



# Investigator Eligibles

This list of 870 eligibles was established on Feb. 10. Competing on the basis of training and experience on open competitive Exam No. 1058 for investigator were 1,041 candidates, who filed between Nov. 3 and Nov. 23, 1971. Salary is set at \$7,500.

This list will be in effect for at least one year, during which time eligibles will be considered for appointment in order of highest score, in the order listed below. According to civil service law, agencies may select one out of three eligibles certified from this list when job vacancies occur.

Notice of certification of eligibles is given weekly in the NYC List Progress column in The Leader.

Scores of this group of eligibles begin at 75.4.

(Cont. from Previous Editions)

241 Sylvia I Alexander, Daniel A Ulrich, Leonard Boykin, James Mulligan, Flora L Newsome, Kenneth S Levin, Michael B Stettin, John J Campobasso Jr, Barbara A Heffernan, Joan Slotnick, Roni S Greene, John O Kirk, Jorge S Zapata, Joshua A Schwab, Martin G Fox, Peter D Heerwagen, Shashi K Dave, Robert E Fitzmaurice, Joseph D Rosenblum, Rudolph Fontane, 261 Rudolph Grant, David Marks, John A Oller, Jacqueline Carhart, Damian D Peters, Denton S Harewood, Eunice E Williams, Sidney Leibman, Leon J Berle, Judith M Tooley, James

A Torriani, Abraham Moskowitz, Michael S Lang, Barbara Russell, Marguerite Blake, John H Wiggins, Raymond K Gregory, Gerard J Rose, Salvatore Buccellato, Hollace F Stillman.

281 Geene M Forman, Edward M Kahn, William V Cahill, Enzo Bercari, Julius A Rivers, Peter Kalman, Paul E Joffman, Nicholas C Zubrick Jr, Marshallne Letcher, Frances L Rubin, Clyde J Moorer, Margie I Bailey, Stephen J Beninati, Barbara J Brown, Mark D Siegel, Teven C Laxer, Mark L Krangle, Michael Kahan, Lenore Nortman, Marshall Nettle.

301 Michael J Shea, Wendy D Kohn, Thomas W Griffiths, Ruth I Goldschmidt, Joseph A Dagaosta, Lucy M Ramsey, Neal B Freuden, Carmel Owen, Rhoda Shaw, Steven Sperber, Gloria J Benfield, Jalaine M Taylor, Edward J Pederman, Dorothy Bracy, Gleen H Aber, Thomasina Robinson, Reginald N Dowdy, Mary W Turner, Annette Sferuzza, Fredrica D Cook.

321 Ray Baden, Bruce K Sheriff, Cassandra White, Edwin A

Yowell, Diane Hollis, Richard Mauro, Betty J Shubrick, Susan W Schoon, Louis S Cappellino, Michael R Deprino, Robert Lefkowitz, Janice Miller, Robert E Jahreis, Brian Stettin, George K Balkam, Robert J Cohen, Daniel M O'Keefe, Richard J Cahill, Cora L Custis, Joseph Feldman.

341 William P Rogan, Albert V Talamo, Charles E Anderson, Harry J Kornblau, Frank S Milendorf, Mary C Parker, Margaret A Shivers, William J Mayer, Stephen L Heyward, Michael J Daflos, Vivian A Jones, Elihu Goldsmith, Michael A Garfinkel, Elizabeth Miltner, Frederick Charney, Robert A Becker, Richard J Darpa, Robert S Fuchs, Fred Landesman, Vaughn L Potter.

361 Serge Rameau, A Steven Young, Eugene A Dobson, Louis L Brown, Erich Klein, Marcia L Baskin, Scott Zohlman, Carol Migdalovitz, Richard J Fulgieri, Domenick W Neglia, Paul Schaffer, Kathryn L Ruby, Thomas J Kehoe, Johnny Soto, Richard B Mooney, Richard P Barcia, Mark Kreisler, Salvatore Marinello, Kenneth S Feldman, James E Brandt Jr.

381 Robert F Bruderi, Gary A Felgenbaum, Marjorie E May-

ers, Moe Herman, Marcia G Dorton, James M Whitely, Florence H Rosenbluth, Laura Arsenis, William H Power, Barbara F Westervelt, Jerome J Gold, Peter Mathews, George Rockmore, Alvin M Ratner, Miriam Benabon, Randy A Nebelkopf, Harris M Reitzman, Linda H Koopman, Stanley Stallon, John T O'Brien.

401 aJn G Schneider, Ethel M Dewitt, Frank E Riley, Phillip D Osattin, John J Kelly, Frank T Olton, Richard H Parkas, Michael Schmidt, Martin Prince, Essie M Barry, David M Kaplan, Iris Solomon, Louise A Guglieri, James C Webber, Gail Katz, Brenda L Byod, Kenneth A Zane, Edward Zuckrow, Robert J Baron, Phillip A Crimaldi.

431 Mina V Patel, James S Lee, Austin H Swaby, William W Brown, Ralph J Bova, Bernard J Kamenker, Lewis Bertel, William J Horn, Hy Schwartz, Sara P Cohn, Salvatore Baglieri, James M Picozzi, Eugene P Gurr, Oksana Chomut, Ruth S Wesels, Frederick Mandel, Laura Etner, William J Sullivan, Phillip H Torrence, Joseph J Petrone.

441 Julius C McDaniels, Martin Locker, Martin Meyers, Thomas Morrow, Sandra T Weekes, Hector M Orsini Gladys

A Brusa, Allan S Teitler, Sally Carter, Jeremiah Teehan, Hugh S Sharison, Carole E Solomon, Suzanne R Schlesinger, Steven H LDevy, Harry Tuerack, David M Gordon, Plato V Moschides, Emma Walker, Benjamin J Bonomo, Peggy J Watkins.

461 Julia F Farmer, Iranetta Williams, Lana T Nunziante, Menachem Etzion, Leonard Backerman, Danny Chin, Marc Rangel, Louis Kaufman, Deirdre A Zierau, Anthony R Cirigliano, Anthony W Ajavon, Andrew R Horn, Iris Becker, Eileen J Rapp, Jonathan D Roth, William R Hammer, oJhn D Sergeant, Stephen F Bernstein, Steven M Bellayr, Howard M Krivellr.

481 oJhn P McMahon, Betty Lerner, Karee Williams, Alex L Zuckerman, William A Crowder, Mario A Gil Jr, Paul D Webb, Sviekha K Patel, Cardiff W Duncan, Alan J Schulkin, Howard R Dier, Pamela J Buccellato, Leonard J Rudorfer, Morton Aroll, Carole L Zaremba, Dennis Rubenstein, Nathaniel Cash, Cornelia E Browne, Marcel Fulop, Lawrence B Sharpe.

501 Gerald S Amster, Rochelle G Siegel, Jaday E Gajera, J Christop Rallings, Emma Walker, Helen F Katz, Marsha J Gorsky, Veronica M Dirscherl, Michael Schechtman, Judith E Sutton, Irene Lazarus, Janet L Witriol, Ruth G Garvin, Bruce H Simons, Scott A Gulliano, Irwin Gantz, Norman H Green, eBndavid Jampel, Doretha M Carns, oJanne M Ranzer.

521 Edward H Odesser, Josephine Bond, Robert R Ericson, Marvin Marcus, Erwin Reich, Perry Blonder, Anthony E DeMeo, Jack S Sanchez, Anibal Aguilar, Alan R Pedolsky, Leonard J Corraale, Robert A Rosen, John Bavuso, Seymour Roth, Fred I Olitsky, Sally R Malamud, Roger J Saullle, Robert A Ekeland, Michael R Gallaro, Paul Zabe.

(To Be Continued)

### Lab Helpers

Qualifying medical and physical testing has begun for laboratory helper eligibles. Exam No. 1205. Testing was scheduled for March 27 and 28 this week.

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## NOTICE OF A PUBLIC HEARING TO BE CONDUCTED BY THE HEALTH INSURANCE PLAN OF GREATER NEW YORK

Pursuant to subdivision 2-a (b) of Section 255 of the Insurance Law of the State of New York, notice is hereby given that a two-session public hearing will be held at Carnegie Endowment International Center Building, 345 East 46th Street, New York, New York, commencing at 10 a.m. and 6 p.m. on Thursday, April 6, 1972.

This public hearing will afford any interested person the opportunity to be heard by officials of the Health Insurance Plan of Greater New York on the subject of the application by HIP for an increase in the schedule of rates to be paid by subscribers effective July 1, 1972.

Vital to this consideration is the subject of the restructuring of HIP Medical Groups, to form Regional Groups with the capacity to provide multi-specialty full-time physicians' services to HIP patients in the Group medical center. Comments on this subject will be most welcome.

To help in scheduling—and for the convenience of all wishing to be heard, kindly call or write Mr. Julius Horwitz at the address shown below, giving your name, address and affiliation.

This announcement of the hearing on the changes for which the Health Insurance Plan of Greater New York plans to seek approval is published to give notice to all who may wish to appear at the hearing. The detailed terms of the proposed changes as they may affect each individual and group, and as presently planned, are available on request at the address shown below:

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# City Eligible Lists

(Cont. from Previous Editions)

EXAM NO. 1205

## LABORATORY HELPER

There were 505 applications received in the Dec. 1 to 21 filing period for open competitive exam No. 1205, laboratory helper. Judged eligible on the basis of training and experience were 498 candidates. This list was established March 9. Starting salary is \$6,000. Highest score achieved on this test was 107.5

Scores of this week's eligibles begin at 74.0.

261 Kumarasamu Malayandy, Francine C Duncan, Ruth E Moore, Linda M Bailey, Elijah L Baker, Frank Vita, Louise M Charles, Raymond Charnick, Joanne T Schmolze, Mary R Tarpey, Maria T Almenares, Nellie M Rahming, Dilsio L Ages, Doris Ortiz, Ruby Jackson, Sonja E Caffey, Michelle V Williams, Ellen A Fitzgerald, Susie M Gray, Gerald W Glick.

281 Leonard Pomerantz, Marion B Mahoney, Arlene E Hale, Thelma Lewis, Leonard Rosen, Thomas N Sposato, Ramiro Caers, Barbara Lewis, Richard C Gillis, Harry J Colon, Arnold Oringer, Barbara A Watson, Lorraine C Turner, Anthony Demilita, Frank M Valenza, Harrel W Thompson, David G Freeman, Jose A Nieves, Deveron Murrell, Estelita Moran.

301 Gregory M Arena, Robert Apruzzese, Nora Murphy, Polly B Merdinger, Monica Topal, Gwendolyn Riley, Luis A Valentin, William M Bernstein, Lela Mooney, Bernice Howard, Steven M Richman, Jacob J Lomnitz, Rafael Guldicelli, Richard S Levine, Janet S Cowen, Wallace Williams, Carol A Peets, Henry Zemel, Thelma L Smoot, Frank K Falsitto.

321 Diane M Conway, Lillian Diamond, Jane Deutsch, Arthur I Groce, Lawrence Jones, Arnold E Kramer, Juateen S Folks, Joan F Edwards, Edna Ransom, Henry E Quillier, Peggy R Murray, Lamarr Robinson, Madeleine Leak, Villanie A Victor, Robert McDonald Jr, Carlos E Defilippi, Edwin C Stevenson Jr, Michael O Murray, Eugene T Murray, William H Murray.

341 Richard T Schulz, Ramiro Collazos, Mattie L Rush, Thomas A Nance, Peter J Delman, Thomasine Porter, Gloria M Cherry, Gall S Castro, John Lauriano, David Tate, Kenneth S Kirchner, Philip Stein, Rose Edwards, Sarah M Gulley, James R Lawrence, Mary Jefferies, Ancil T Conliffe, Vincent P Andrews, Miguel R Hernandez, George W Francis Jr.

361 Mary M Elias, Marjorie A Geiger, Linda M Wilson, Lottie M McClary, Margie Briggs, Jack Livingston, Estelle Boone, Iris Savdieh, Ichael A Burgess, Lois-tine Talton, Aileen Brown, David Weitz, Robert R Griffith, Ethel M Sanders, Barbara F Jones, Lucila A Escobar, Pamela T Henry, Charles F Hicks, Theodore N Handy, Dorothea L Winchester.

381 Michael A Garnett, Lucy Boyer, Ronald G Woodfin, Riley Etheridge, James Tyson, Shirley M Moore, Moses Nipper, Mildred K Femenella, Maria Cruz, Mike Garramone, Kevin L Cooper, Morris Gonzalez, Aaron Slomko, Carrie Johnson, Harvey Blonder, Regina Blakney, Agban S Raphael, George Harrison, Leon J Knight, Lorraine Jones.

401 Dora Smith, Alfonso Encarnacion, Carol L Carroll, Almetta Harrison, Andrew H Levy, Elizabeth Holland, Alice F Burgess, Patrick R Garcea, Eugene J Zack, Jeffrey D Krauss, Juanita Middlebrooks, Hillis N McAlpin Jr, Arnold Johnson, Carolyn Bland, Gaynell Shaw, Elias Benabe, Ollie Dailey, Charles Diaz, John R Thomas, Daniel J Hoolan.

421 Codell Williams, Barbara A Fontes, Dealto O John, Andrew Holmes Jr, Florentino Perez, Daniel C Gabriner, Thomas K Murray, Joann Williams, Helen Dupree, Leon Boston, Vernell Williams, Claudette Johnson, Minerva Valentin, Diane D Rivera, Sharon C Delfino, Ernestine Shomo, Joseph Vazquez, Rita Wilson, Harriett Hembrick, Maria Acevedo.

441 Elizabeth Suckling, Susan B Katms, Francisco Lopez, Dorothea Lewis, Ruey Henry, Carl L Jones, Christine Tharpe, Minnie Roberson, Angel L Guadraco, Ida M Dovan, Edward Roper, Versie L Faison, Rita Wilson, Mildred Turner, Willie White, Methuen Evans, Bobby Harris, Irma Guthrie William Vargas, Luis Hernandez.

461 Annie M Riley, Rafael Peyro, Maxine Coleman, Vincent Ochner, Luretha J Perkins, John P Renfro, John S Tarnowski, Reuben Chinery, Cora B Cody, Jorge Alvernia, Renee McCall, Evealine Moseley, Miguel A Jimenez, Floyd Love, Herman L Fitzgerald, John H Collins, Ann Peptone, Ann Thomas, Eugenio Lopez, Ernest L Gilliard.

481 Lonnie N Gilliard, Mary F Allen, Lottie R Thomas, Melvinia Martinez, Carl Boone, Edwin N Simmonds, Eugenio Cortes, Michael Blickman, Anna Davis, Clinton McCrae, Jesus M Romero, Ramon Figueroa, Lillian Macklin, Anne M Serullen, Johnny Robinson, Jewelline J Fouch, Mary Walton, Maryann Ciaffone.

## EXAM NO. 0088 COMMUNITY LIAISON WORKER

(Continued from Last Week)

There were 1,108 eligibles drawn from the 1,493 applicants for community liaison worker, open competitive exam No. 0088. Candidates filed between March 3 and 31, 1971, and were rated on their training and experience. Salary ranges from \$7,650 to \$10,700. This list was established March 9. Highest test score achieved was 110.0.

Highest score on this week's installment is 96.4.

101 Louis Schram, Gene Christian, Kerstene F Morse, Constance Bunn, Dorothy M Conway, Samuel C Broady, Rafael Colon, Richard Seewald, Rosalie Hoffman, James Bedner, Jack Cohen, Stephen F Williams, Maria G Perez, Lessie M Holloway, Clara F Cooper, Bertha Christopher, Elsie Brody, John Vanputten, Stephen B Sprung, Irving Newman.

121 Anthony F Divita, Bernard G Greenfield, Vivian C Gronewaldt, Burton R Jackson, Edward Sims, Edna M Wingfield, Aliya A Malikulmulk, Jean Cross, Ida G Powell, Ardie I Boyd, Ramon F Regueria, Ella Reis, Gilbert Cruz, Mildred B Knight, John R Thomas, Barbara M Porter, Floretha Brown, Marilyn McMichael, Sherman Pops, Muriel N Silverberg.

141 James W McKinney, Geraldine Sauls, Mary I Thomson, Zedia R Harrington, Ramon Serrano, M Louella Saunders, Carmen L Tuit, Florence S Pinkowitz, James S Thornton, Carmen Aguayo, Tyrone R McCall, Sylvia E Henlin, Alpha L Crawford, Patricia E Greenidge, Mattie L Hollman, Henry N Mercer, James M Pemberton, Louise J Bove, William A Cherry, Yetta Solomon.

161 Virginia D Murphy, Leon Muskin, Corine Griffin, Robert Head, Cleo M Taylor, Shirley White, Maurice Shapiro, Basir S Aziz, Marina J Terminy, Ethel M McClure, Stanford L Bailey, Minnie V Ewing, Carl Gray, Sylvia D Harper, Rafael Sanchez, Ella Jackson, Cleo Pearson, Mar-

garet E Ellis, Ronald E Guy, Lucas Olmedo.

181 Loretta Brown, Helen Davis, Thomas L Hoover Jr, Leroy Stubbs, Al Tarantal, Kenneth Hall, Sharon Green, Annie E Bowen, Wesley Hadley, Julian Ramos, Ogletha Henley, Sybil A Holmes, Joseph M Colinet, Jean-

ola Brown, F Regina E Sharper, Jean Allen, Mildred M Stewart, Ruth White, Constance Merrick, Anthony P Baldo.

(To Be Continued)  
Pass your copy of  
The Leader  
on to a non-member.

## Columbians Confer

A mass meeting is scheduled March 30 for the Sanitation Department's Columbia Assn., at Columbia Hall, 543 Union Ave. in Brooklyn. Refreshments will be served at the 8 p.m. session.

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# Eligibles on New York City Examination Lists

EXAM NO. 0091  
 PRINCIPAL COMMUNITY  
 LIAISON WORKER

There were 462 applicants rated eligible on open competitive exam No. 0091, principal community liaison worker, out of 1,493 applications received from March 3 to 31, 1971. Salary range is \$10,900 to \$13,500. This list

was established on March 9. Highest score attained was 110.0. Scores begin this week with 87.8.

121 Mildred D Gordon, Yoon-young Kim, Alpha L Crawford, Sylvia E Henlin, Sydelle Braver, Samuel C Broady, Angel Ramos, Manuel Jimenez, Marilyn McMichael, Dorothy M Conway, Burton R Jackson, Ramon F Regueira, John R Thomas, Ard-

rie I Boyd, Maria G Perez, James Bedner, Cleo Pearson, Jack Cohen, Clara F Cooper, Basir S Aziz.

141 Edna M Wingfield, Henry N Mercer, F Regina E Sharper, William H Evans, Kenneth Hall, Ida G Powell, Ramon Serrano, William A Cherry, Robert L Wheeler Jr, Patricia E Greenidge, Vivian C Gronelot, Thomas L Hoover Jr, Ogletha Hen-

ley, Sherman Pops, Joseph K Cox, Victor J Browne, Larrie L Edwards, Richard Seewald, Clifford B Holder.

161 Elmetta Burwell, Phyllis A Thompson, Jacob Still, Zedia R Harrington, Edward Sims, Mildred B Knight, Michael G Rechner, Wesley Hadley, Selma Susman, Constance Merrick, Jose Cabrera, Louise J Bove, James W McKinney, Ronald E Guy,

Vivian Dee, Joseph Manning, Gwendolyn Jones, Sharon Green, Fredrica Liss, Elton L Greene.

181 Robert Head, John Vanputten, Julian Ramos, Anthony F Divita, Florence A Lugovina, Barbara E Collins, Charles Delpozo, Isidore Markowitz, Edith S Mejia, Lavaughn M Donovan, Stuart A Sobel, Loretta Brown, Ivan Gottlieb, Cleo M Taylor, Barbara M Porter, Mary W Galligan, Margaret L Brown, Sallie K Antrum, Laura D Blackburne, Guadalupe Rodriguez.

201 Ella Jackson, James Roundtree Jr, Allya A Malikulmulk, Lawrence H Johnson, Dorothy Morrow, Helen Davis, Russell E Washington, Patricia V Douglass, Elaine Keith, Karen M Prince, Daniel J Savino, Luis Mercado, Joseph M Colinet, El-nora Miller, Agnies Hanson, Patricia Rashkin, Leopold A Loher, Vivi L Perkins, John T Hairston, Noelia Cruz.

221 Gilbert Cruz, James Pemberton, Allen W Hessel, Bernard G Greenfield, James W Edwards, Ramon Navarro, Audrey C Kagan, Ronald Welcome, Margaret A Kerry, Rafael Sanchez, Geraldine Sauls, Richard Nelson, Sunder Devaprasad, Richard Jnes, Althea Goldberg, Michele L Cohn, Marquita A Stephans, Fannie Taylor, Joseph Salters, Walter G Pletsch, Frances Fears, Walter E Puryear Jr, Lucille Thompson, Nicholas Quiles, Anthony P Baldo, Daniel Koren, Velma Buckley, June E Margolin, William J Covington, Sylvia D Harper, James W Peebles, Carmen Medina, Arthur D Philips, Zoltan Ruttner, Matilde Pigueroa, Patricia A Smith, Ann McCarthy, Letty H Simon.

(To Be Continued)

Federal Employees: You can join H.I.P. from March 15th to April 14th and take advantage of the new H.I.P. Benefits.

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OFFICE OF THE PRESIDENT

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Dear Subscriber:

I am pleased to tell you about one of the most important reorganizational undertakings by HIP since its founding 25 years ago. After many weeks of talks devoted to proposals for the expansion of subscriber benefits and other program developments, HIP and its affiliated medical groups signed a Medical Group Agreement which marks a new era in the delivery of comprehensive health services through our prepaid group practice plan. As part of the reorganization of HIP, expanded subscriber benefits are now available to you.

The following expanded benefits are immediately available to you:

**CHOICE OF MEDICAL GROUP.** You may now choose any medical group in the HIP system. It is no longer necessary for you to select a medical group that only serves your area of residence. This is a greatly expanded benefit because it makes it possible for members of HIP to select a medical group near their home, place of employment, or any other area of the city that is convenient. However, unless a member resides in his medical group's service area, the medical group will not be required to provide home calls during normal business hours. During the evening hours, weekends, and holidays when the member's medical group is not open, service will be provided through the Emergency Service Program operated by HIP. Please note that, on request, members of a family unit may choose a medical group different from the one chosen by the subscriber.

All requests for change of a medical group are to be referred to the HIP Registrar Department.

**EMERGENCY VISITS.** A subscriber may, without referral, elect to seek an emergency visit from any HIP medical group for treatment of illness or accident.

**SECOND SPECIALIST OPINION.** This new benefit provides for a second opinion specialist consultation from an HIP medical group other than one's own medical group. The consultation will be arranged by the medical group at the request of the subscriber.

**LABORATORY PROCEDURES.** Laboratory procedures, especially fasting blood workups, which are ordered by the member's medical group of record, may be arranged at any HIP group. This important benefit makes it possible for a subscriber to select a group center that is convenient and readily accessible when tests are required.

The Subscriber Service Department of HIP will answer any questions you may have in regard to the expanded benefits.

Sincerely yours,

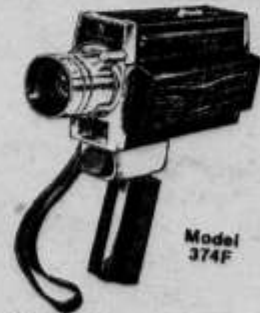
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# FIRE FLIES

by Paul Theroux



Fireman Dennis Smith rests between calls.

To attempt a review of "Report From Engine Co. 82" in half the space used to do so by The Times may seem facetious. However, having in a small way shared the life which Dennis Smith and his buddies lead in Engine Co. 82, the salient facts come out to meet one and strike a telling blow to the brain causing the reader to feel as though he had just been hit with a two-hundred-pound heavy weight's well directed fist. Dennis Smith has impressed me as a quiet, deep kind of man. Intense in his thinking as any Irishman can be. His writing gives one the impression that he has a mission in life . . . a dedication to help set the social imbalance aright. That, he believes, can best be served by his presence in Engine 82 as a professional firefighter.

One is acutely aware at times throughout the course of his book that the mission to which he has assigned himself sometimes rears up in all its ugliness and attempts to smite him into the ground. There are times when one imagines him looking at the filth, the poverty and the degradation which surround Smith in the South Bronx, and smiling the smile of a man who knows that the contribution which he is making will some day prove to be of monumental consequence. At other times, his soul seems to rebel and we find him scurrying for his locker and rummaging through it to find a well worn, dog-eared copy of Yeats, looking hopefully for words of a poem which will help to justify in his mind, the injuries of a buddy who has just

paint on the box itself . . . The girl, Tina, whom Smith knew as a beautiful little girl of 12 . . . Now greeting him at sixteen as a four-buck whore who'll never "make it" . . . The little girl of eight, coming to the firehouse to get material for an essay . . . Bright, cheerful and polite . . . He helps her and takes her by the hand for a tour of the firehouse floor, all the time seeing in her the vision of another Tina in years to come. "Kids simply don't have a chance in the future scheme of things up there in that Bronx Hell!"

He tells of the death of Fireman Mike Carr while running to a false alarm and how the Spanish residents painted Box 2738 black in his honor and hung a sign there about the death caused by a false alarm. An hour later, another alarm was received, and it, too, was false. In disgust, the firefighters tore down the sign and threw it in the gutter.

He tells of his fun as an Emerald Society Bagpiper on "Paddy's Day" and his reaction to the lady who insisted upon knowing what was under the kilts.

I looked hopefully for a glossary of firemanic terms to ease the civilian reader through the fireman's jargon. There was none. That, however, is a small matter. The really important thing to me is the man . . . this scholar-firefighter, joining others who have become lawyers, doctors and professors . . . all adding a bright shimmering glow to the firemanic image.

This sometimes hard-drinking, sometimes bawdy, always fiercely brave man, who proves that all those things can co-exist, is an Irish philosopher. In a moment of pensiveness he reasons that ". . . Time, if studied, is cyclical. Only at death does it become linear." And "If time is cyclical, I wonder what my next experience with a bullet will be?"

been taken to the hospital.

One can almost hear his soul cry out in anger, helped by the cruel fatigue of his body and brain which comes after twenty or so alarms within a few hours . . . one can almost hear the anguished cry "Father . . . If it is possible . . . let this chalice pass from me . . ."

It is a fascinating and brutal excursion on which the reader embarks with Fireman Dennis Smith of Engine Co. 82. The lay reader will be amazed to find that only a small percentage of the firefighter's work has to do with extinguishing fires. In the South Bronx, he tells us, when a citizen needs help for any reason, he pulls the fire alarm box. That, says Smith, is the only sure way to get help at once.

The alarm is sounded for the naked man with a whip, standing alf-crazed against all comers . . . The "old Jew" whose last act was to pull the box for help after his throat was cut for a bag of nickles, lies dead by that alarm box, his blood almost the same color as the

# Call Off Police Sergeant Exam

An exam for promotion to sergeant in the New York City Police Department, tentatively slated for April filing, has been postponed indefinitely, the Personnel Department confirmed this week.

The exam, No. 1558, would attract approximately 24,000 applicants from the ranks of Police Department patrolmen. No applications will be taken during this fiscal year, which ends June 30. Arnold deMille, Director of Recruitment and Community Relations, indicated that the Personnel Department would have to confer with the Police Commissioner Patrick V. Murphy to determine future needs before the exam would be restored to the schedule.

The current eligible list for promotion to sergeant, established Dec. 18, 1970, has run through 620 of its original number of 724 names. The last promotions were made Feb. 11. The outcome of a case cur-

rently awaiting decision by the State Supreme Court may affect the present list, however. In that case, Gilmartin vs. Bronstein, 115 patrolmen who received failing grades have challenged the final key answers approved by the Test Validation Board for the exam, held in April, 1969.

The case was argued before Justice Abraham Gellinoff in August 1971, and a decision or stipulation is yet to be issued.

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Beautiful home completely detached. 6 rms, consisting of 3 well-proportioned bedrooms, 1 1/2 baths, modern kitchen, dining rm, living rm, professionally finished basement, garage, oil ht. Nr schools, transportation and shopping center. Ask for Mr. Rogers.

**CAMBRIA HTS \$26,990**  
ADORABLE HOME  
Completely detached. Landscaped grounds, garage, 6 huge rooms, main floor powder rm, 3 bedrooms plus Hollywood color tile bath, oil heat, modern kitchen, all appliances incl. GI and FHA low down payment terms can be arranged. Ask for Mr. Alex.

**ROSEDALE \$36,990**  
ALMOST NEW  
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## Sullivan County Chapter Holds Open House To Celebrate Opening Of Local Office



Art Bolton, left, who is Sullivan County delegate to and vice-chairman of the County Division of the Civil Service Employees Assn., escorts Town of Hempstead unit treasurer Anthony Giannetti and his wife Jean to the open house given by Sullivan chapter to celebrate the dedication of the chapter's new local headquarters in downtown Monticello. Bolton and the Giannettis were the first to alight from the CSEA's mobile headquarters, which had been used to transport delegates to the office from the statewide delegates' meeting in nearby Kiamesha Lake at the Concord Hotel.



Sullivan County chapter president Jack Nemerson, center, raises a toast with CSEA statewide president Theodore C. Wenzl, left, and CSEA's director of local government affairs Joseph Dolan. In addition to many ranking CSEA officials, a number of members of the local jammed the wood-paneled office and enjoyed the elaborate hors d'oeuvres and New York State wines the chapter had set out for its guests.

## Nassau Schools To Enter Talks On Regional Basis

MINEOLA—Educational officials in Nassau County have agreed to the proposal of Nassau Civil Service Employees Assn. president Irving Flaumenbaum for talks on the idea of regional contract negotiations.

Flaumenbaum set an April 4 date for the opening of discussions with Jerry Marcus, assistant superintendent for personnel of the Nassau Board of Cooperative Educational Service.

Flaumenbaum asked for the inclusion of Suffolk CSEA chapter president Frank Imholz, who has also initiated efforts toward merged bargaining sessions.

Joint bargaining by groups of contiguous school districts or for regions has been sought by CSEA officials for some time, and have this Spring found a receptive attitude from the BOCES officials in both Long Island counties.

Flaumenbaum had first pressed the idea four years ago, but talks continued to be conducted separately in about 80 Long Island school districts. Imholz in Suffolk and Flaumenbaum in Nassau have secured the cooperation of BOCES officials in exploring the possibilities of economies and the elimination of inequities through a new approach to bargaining. It had been noted that the school districts spend large sums for professional negotiators, many of whom deal concurrently with the same issues presented by the CSEA negotiators.

## Fringe Benefits Conf. Convenes In October

The 1972 Public Employees Fringe Benefits Conference has been slated for Oct. 5-7, 1972, at the Antler Plaza Hotel in Colorado Springs, Colorado. It was announced last week by the National Foundation of Health, Welfare and Pension Plans, Inc.

The conference is intended for administrators and trustees of public employee benefit plans, representatives of firms providing these services, government representatives and leaders of local, state, or federal employees.

## LeFevre Resigns

Bernard A. LeFevre, of Latham, wound up 35 years of State service when he retired from his post as chief engineer for the Department of Transportation. A graduate of Rensselaer Polytechnic Institute, LaFevre spent most of his career with the Department of Public Works and its successor, DOT. He took five years off to work with the Port of New York Authority in helping prepare engineering data for the George Washington Bridge.

## CSEA: 'No Work - No Contract'

(Continued from Page 1)

Failure to come up with a contract by March 31 could mean some devastating losses for State workers and some important pension losses for both State and local government workers. That is why State workers will be asked to stay off the job.

"Without the protection of a contract, the State has no right to ask employees to work," Wenzl declared.

Here is how the situation has been sized up and was presented to delegates:

The State has refused to negotiate for more than 100 bargaining sessions on salaries, retirement, health insurance and other major economic issues.

If you do not have a contract on April 1, 1972, you could lose many benefits covered under the agreements which expire on March 31.

The CSEA negotiating teams representing 140,000 State workers recommended to your elected delegates, meeting at the Concord Hotel on March 21, a "No Contract - No Work" resolution to take effect April 1, 1972 if we are without a contract on that date. This resolution was overwhelmingly adopted by the delegates to the CSEA convention by

your Chapter or Unit.

Your increments are endangered.

You might have to start paying the full cost of health insurance (The State now pays full coverage for an individual and 75 percent of the family coverage premium).

Vacations, sick leave and personal leave could be taken away.

Grievance procedure for contract violation and disciplinary procedure could be changed by the State to your detriment.

Every benefit provided through a contract agreement between the State Administration and CSEA could be taken away on April 1.

All temporary retirement benefits which have been renewed before April 1 each year by the State Legislature but which have not been renewed this year, could seriously affect both state and local government employees.

### Some Examples

If these benefits are not renewed, the State could force you to start contributing to your pension plan.

You could lose your ordinary death benefit of three times your annual salary (\$20,000 maximum).

The ordinary death benefit of

one month's salary for each year of service up to 36 years would be lost.

You would not be able to convert unused sick leave for additional retirement credit.

You would not be able to purchase retirement credit for certain World War II service.

The improved career retirement plan for employees of participating employers, such as Local Government would no longer be available.

### Other Losses

Provisions relating to increased take home pay.

Continuation of ordinary disability retirement provisions for employees who are forced to retire because of physical disability.

Continuation and extension of guaranteed ordinary death benefits of three times your annual salary (\$20,000 maximum) to employees of participating employers who elected to provide this benefit, such as Local Government.

Credit for time and employees on leave of absence without pay as an employee of the Federal Government or USAID.

Non-contributory retirement plan for participating employees (Local Government employees).

Non-contributory retirement plan benefits (1/60th formula back to April 1, 1970).

Guaranteed retirement benefits for State employees under 1/60th formula dating back to 1938.

Your delegates voted for a "No Contract - No Work" resolution to convince the State of the need for a contract containing a reasonable and justified pay raise and other economic benefits.

CSEA has not closed the door on negotiations. We will continue to meet with State negotiators in an effort to reach an agreement which you, as members will have the opportunity to accept or reject.

CSEA will keep you informed of what we are doing on a daily basis through your Local Officers and printed bulletins.

## Bradley Reappointed

Richard W. Bradley, of Wellsville, has been reappointed to the Allegany State Park Commission.

## To West Seneca

Governor Rockefeller has nominated Alice St. Clair, of Batavia, to the Board of Visitors of West Seneca State School for a term ending Dec. 31, 1977, and Charles W. Little, of Gainesville, for a term ending Dec. 31, 1978.



**RETIREES** — Grace F. Myers, one of the founders and past president of the Workmen's Compensation Board, Albany, chapter of the Civil Service Employees Assn., recently was honored on her retirement as workmen's compensation examiner after 43 years of service. Shown with her, from left, are John W. Leach, director of WCB field offices; CSEA statewide president Theodore C. Wenzl; Grant F. Daniels, WCB's Albany district administrator, and CSEA statewide second vice-president A. Victor Costa.

# CITY ELIGIBLES

## EXAM NO. 0089 SR. COMMUNITY LIAISON WORKER

Of the 1,493 candidates who filed for open competitive exam No. 0089, sr. community liaison worker, 704 were rated eligible on this list established March 9. Applicants filed from March 3 to 31, 1971, and were judged on training and experience. Salary ranges from \$9,600 to \$13,000. Highest score achieved was 110.0. Highest score this week is 96.6.

61 Manuel Goldblatt, Branda Fox, Daisy L Taylor, Raymond Delon, Jimmie L Littlejohn, Evelyn McAlister, Lydia E Pabon, Leonard Vaughn, Irwin I Brooks, Dorothy Ross, Feber B Kennedy Jr, Evelyn Johnson, Ruth J Levine, Paul M Feder, Thomas T Green, Lucy H Vigay, Mary J Head, Lawrence F Pierre, Jamil S Abdurrahman, Ralph J Brandel.

81 Wanda J Taylor, Antonio Rodriguez, Alfred C Jarrette, Leon Hicks, Catherine Johnson, Gilbert A Sherman, Louis Schram, Carlos Bermudez, Ahmed F Elquadi, Alfred J Browne, Leslie M Holloway, Nathan Wise, Constance Bunn, Yoonyoung Kim, Elsie Brody, Angel Ramos, Irving Newman, Barry B Watkins, William M Murphy, Kerstene F Morse.

101 Robert L Wheeler Jr, Rafael Colon, Gene Christian, Rosalie Hoffman, Maria G Perez, Louis A Tucker, Mildred D Gordon, Stephen F Williams, Stephen B Sprung, Richard Seewald, Dorothy M Conway, Ella Reis, Walter C Willie Sr, Samuel C Broady, Martin Rosen, James Bedner, Jack Cohen, Carmen L Tuitt, M Louella Saunders, Muriel N Silverberg.

121 Florence S Pinkowitz, Joseph K Cox, Burton R Jackson, John R H Thomas, J Vnhona, John R Thomas, John Vanputten, Sylvia E Henlin, Yetta Solomon, Leon Muskin, Marilyn McMichael, Ardie I Boyd, Edna M Wingfield, Alpha L Crawford, Ramon Serrano, Clara F Cooper, Ida G oPwell, Vivian C Groneveldt, Mildred B Knight, Mary I Thomson, Margaret E Ellis, Ramon F Regueira.

141 Annie E Bowen, Basir S Aziz, William A Cherry, Allya A Malikulmulk, Virginia D Murphy, Cleo Pearson, Maurice Shapiro, Kenneth Hall, F Regina E Sharper, Mildred M Stewart, Norma J Mercer, Patricia E Greenidge, Henry N Mercer, Edward Sims, Anthony F Divita, Sylvia H Nosatsky, Zedia R Harrington, Barbara M Porter, Soma Davidovics, Cleo M Taylor.

161 Sherman Pops, Sydelle Braver, James W McKinley, Bernard G Greenfield, Robert Head, Louise J Bove, Phyllis A Thompson, Larrie L Edwards, Ronald E Guy, Gilbert Cruz, James M Pemberton, Helen Davis, Manuel Imenez, Wesley Hadley, Thomas L Hoover Jr, Sharon Green, Ogletha Henley, Julian Ramos, Selma Susman, Constance Merrick.

181 Gwendlyn Jones, Ella Jackson, Clifford B Holder, Elmetta Burwell, Michael G Rechner, Loretta Brown, Victor J Browne, Geraldine Sauls, Al Tarantal, Charles Delpozo, Rafael Sanchez, Jacob Still, Shirley White, Vivian Dee, Joseph M Colinet, Joseph Mannino, Lavaughn M Donovan, Jeanola Brown, Dorothy Morrow, Fredrica Liss.

201 John T Hairston, Elton L Greene, Isidore Markowitz, Barbara E Collins, Stuart A Sobel, Ramon Navarro, Marry W Galligan, Jean Cross, James Roundtree Jr, Ivan Gottlieb, Agnes Hanson, William H Evans, Sylvia D Harper, Elnora Miller, Richmond Nelson, Lucas Olme-

do, Franklin Torre, Lawrence H Johnson, Ronald Welcome, Leroy Stubbs.

221 Sallie K Antrum, Patricia V Douglass, Laura D Blackburne, Carrie Goodwyn, Russell E Washington, Elaine Keith, Daniel J Savino, Audrey C Kagan, Nancy A Porter, Lois Jones, Luis Mercado, ames M Edwards, Margaret L Brown, Florence A Lugovina, Patricia Rashkin, Leopold A Loher, Allen W Hessel, ose Cabrera, Vivi L Perkins, Ann McCarthy.

241 ames S Thornton, Frances Pears, Bertha Simmons, Elsie E Richardson, Eugene B Watts, Noelia Cruz, Michele L Cohn, Louis C Cosentino, Sunder Devaprasad, Hyacinth E Waterman, J Anthony P Baldo, Winston H Powell, Velma Buckley, Letty H Simon, Richard Barry, Walter E Puryear Jr, Antonia P Vazquez, Joseph Salters, Vera L Bryant, Karen M Prince.

261 Jerome L Bowman, Arthur D Phillips, Nicholas Quiles, Edith S Mejia, Tryone R McCall, Richard Jones, William E Harper, Frankie B Davis, Jose A Lopez, Carrie B McNally, Gertrude A Smith, Jean A Rezzoogli, Norman A Anthony, Frances E Heyward, Marina J Terminy, Beulah P Palmer, Curtis B Cosgrave, Ruby Klitchen, June E Margolin, James E Capel.

281 Carmen L Torres, Walter G Pietsch, Lester C Brown, Douglas S White, Guadalupe Rodriguez, Matilde Figueroa, William J Covington, Charles E Jenkins, Ruth Ellis, Miguel A Erauskuin, Adele H Tucker, Fannie Taylor, Gerald D Valentine, Mark G Steinberg, Chet Wilkins, Margaret A Kerry, William W Malone Jr, Richard W Turer, Jimmy O White, Mercedes Santana.

301 Althea Goldberg, Julio C Flores, Melvin Gadson, Patricia A Smith, Zoltan Ruttner, Shirley Jenkins, Maria L Riva, Rosa M Nival, Miriam C Modesti, Laverne Esquillin, Melvin R Stokes, Joseph J A quino, Lucille Thompson, Alexander McCrae, Donald R Larsen, James W Peebles, Marquita A Stephans, Joyce D Bingham, James A Hunter, Mary E Dolan.

321 Nathaniel Brunson, Anthony Cordero Jr, Jeff Wood, Annie Edwards, Margarete Pagan, Eva M Smith, Quincy L Boykin, Geraldine Tiernan, Vermell B Doncker, Joseph L Burnett, Richard Stinnett, James H Hayward, Dorothea Cruz, Francis O'Brien, Jessica B Romm, Daniel Koren, Velma A Bremer, Gladys F Davis, Lance H Mandelbaum, Allan Jones.

341 Marshallne Letcher, William E Davis, Michell O Clark, JaC-R1-dElenaor, Eleanor Sheldon, Horace W Mathis, Estelle Epstein, James L Young, Helen S Jones, David Ellis, Angel A Pares, Melvin

H Ferguson, Carmen Medina, Gerald A Davis, Marvin Goldfarb, Delores Stewart, Gladys V Daniels, Raymond Ocasio, Elaine Townsend, Peter W Burke Jr, Patricia A Stitt.

361 Yvonne L Capponi, William T Shaw, Martin Silver, Anita H Best, Euella Axelrod, Gloria W Mills, William P Mullin Jr, Andres O Boucugnani, Ramona G Intriago, Herbert A Vall, Walter W Swigget, Vivian M Torgerson, George P Fernandez, Charles L Harris, Roslyn Bank, Jessie A Mchay, Leonard A Kohn, Clarence A Wilkes Jr, Elois M King, Rhonda Boatright.

381 Victor Aponte, Olga Straka, Shirley A Clary, Peter M Arevalo, Barry Wynn, Otley Brownbill, Luis R Rosa, Harvey I Levin, James C Jones, Joan W Caldwell, Louis A Cox, Janet P Rose, Aderson O Myers, Marie M Olmedo, Gloria Goenaga, Cecil Bailey, Carmen Nieves, Milton A Cephus, Calvin Scott, Leonilda Silva.

401 Bruce Curry, Linnie P Green, Donald J Ellis, Phyllis A Colquitt, Juanita Otero, Kathryn E Jackson, Dora E Polanco, Edward F Fordham, Gerald Migliore, Aldonia A Riley, Antonia T alvez, Richard B Phayer, Doris E Hart, Alvin D Pennington, Leroy Colter, Carl W Campbell,

## Police And Fire Widows Protest Low Pensions

Florence A. Churchill, president of the Police and Fire Line of Duty Widows of New York City, last week announced a demonstration slated for March 28 to protest the level of pensions for police and fire widows in New York City.

Citing statistics from other cities, Ms. Churchill pointed out that in New York, widows of firefighters and policemen receive only one-half pay in grade at the time of their husbands' deaths, whereas Boston and San Francisco provide full pay, and Detroit provides two-thirds pay.

Many other cities, she charged, have escalator clauses and make provisions for minor children in these pensions. New York City pensions carry none of these benefits, she added.

The demonstration is to be held at noon on March 28 in front of City Hall.

Shirley Wilson, Jeffrey W Heintz, Joyce C Selig, Bennet S Reiss.

(To Be Continued)

## Typist Notes

Filing for typist, GS-1, in Federal Service has been suspended, the U.S. Civil Service Commission reports. However, both typists and stenographers for GS-2 through 5 remain open under Announcement No. WAO-901.

See "Where to Apply" on page 4 for additional details.

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# STATE EMPLOYEES

## YOU HAVE A LOT TO LOSE

THE STATE has refused to negotiate for more than 100 bargaining sessions on salaries, retirement, health insurance and other major economic issues.

IF you do not have a contract on April 1, 1972, you could lose many benefits covered under the agreements which expire on March 31.

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## WHAT YOU STAND TO LOSE...

YOUR increments are endangered.

YOU might have to start paying the full cost of health insurance (THE STATE now pays full coverage for an individual and 75% of the family coverage premium).

VACATIONS, sick leave and personal leave could be taken away.

GRIEVANCE procedure for contract violation and disciplinary procedure could be changed by the STATE to your detriment. Every benefit provided through a contract agreement between the STATE ADMINISTRATION and CSEA could be taken away on April 1.

## ALSO.

All temporary retirement benefits which have been renewed before APRIL 1 each year by the STATE LEGISLATURE but which have not been renewed this year, could seriously affect both *state and local government employees*.

## FOR EXAMPLE...

IF these benefits are not renewed, the STATE could force you to start contributing to your pension plan.

YOU could lose your ordinary death benefit of three times your annual salary (\$20,000 maximum).

THE ordinary death benefit of one month's salary for each year of service up to 36 years would be lost.

YOU would not be able to convert unused sick leave for additional retirement credit.

YOU would not be able to purchase retirement credit for certain WORLD WAR II service.

THE improved career retirement plan for employees of participating employers, such as LOCAL GOVERNMENT would no longer be available.

## Other Temporary Retirement Benefits Which Would Cease To Exist If There Are No Contracts Include:

PROVISIONS relating to increased take-home pay.

CONTINUATION of ordinary disability retirement provisions for employees who are forced to retire because of physical disability.

CONTINUATION and extension of guaranteed ordinary death benefits of three times your annual salary (\$20,000 maximum) to employees of participating employers who elected to provide this benefit, such as LOCAL GOVERNMENT.

CREDIT for time and employee's on leave of absence without pay as an employee of the FEDERAL GOVERNMENT or USAID.

NON-CONTRIBUTORY retirement plan for participating employees (LOCAL GOVERNMENT employees).

NON-CONTRIBUTORY retirement plan benefits (1/60th formula back to April 1, 1970).

GUARANTEED retirement benefits for state employees under 1/60th formula dating back to 1938.

**YOUR DELEGATES VOTED FOR A "NO CONTRACT — NO WORK" RESOLUTION TO CONVINCING THE STATE OF THE NEED FOR A CONTRACT CONTAINING A REASONABLE AND JUSTIFIED PAY RAISE AND OTHER ECONOMIC BENEFITS.**

CSEA has not closed the door on negotiations. We will continue to meet with STATE negotiators in an effort to reach an agreement which you, as members will have the opportunity to accept or reject.

CSEA will keep you informed of what we are doing on a daily basis through your LOCAL OFFICERS and printed bulletins.



Civil Service Employees Association, Inc.  
 33 Elk Street, Albany, N.Y.  
 Theodore C. Wenzl, President