

Civil Service LEADER

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Tuesday, April 9, 1974

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See Pages 8 & 16

Mileage Now 15c In Fulton

JOHNSTOWN — Pay increases and a hike in the car mileage allowance from 12 cents to 15 cents per mile are provided in a new agreement between Fulton County and the Fulton County chapter, Civil Service Employees Assn.

The wage increases are retroactive to January 1, and the current contract is extended for one year, with a cost-of-living provision in 1975 according to the chapter president, William Sohl.

Employees had been working under a two-year contract running through 1974, but that agreement had set aside the sum of \$100,000, the exact distribution of which was to be negotiated later.

Negotiations on this were opened late last year. Originally, the sum had been intended to implement results of a job evaluation study by the county and the funds left over would go for wage benefits. However, CSEA said the job study requirement would cost \$64,000, and leave little remaining for benefits, and the union asked that the entire \$100,000 go to wages.

After negotiation, CSEA and the county decided to extend the present contract through 1975 and implement the job study results by spreading the cost over a two-year period.

CSEA also got the county to open the contract regarding pension benefits, and agreements were subsequently approved by both the county and CSEA.

Under the job evaluation program, all workers getting less than the evaluation study reports the job worth will be brought to the prescribed figure and will also

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MEETING OF MINDS — One of the side advantages of the statewide conventions, such as the one held by the Civil Service Employees Assn. recently at the Concord Hotel, is that it gives members of some of the state's far-flung agencies and departments an opportunity to get together for an exchange of ideas. Here CSEA delegates employed by the State Insurance Fund discuss some of their mutual problems. From left, rear, are Helen Bynum, Rochester office; Fran Stocki and Patricia Maxwell, both of Buffalo office. From left, foreground, are James Gannon, John Glashun and Vincent Rubano, all of New York City office. Mr. Rubano is also president of the State Insurance Fund chapter.

Probation Probe: Results 'Appalling'

SYRACUSE — The chairman of the Civil Service Employees Assn.'s Statewide Probation Committee said he and other committee members are "appalled at conditions of employment of probation officers in Onondaga County" as revealed by Onondaga County probation officers during a recent committee hearing in Liverpool, near Syracuse.

James Brady of Erie County, chairman of the 9-member committee, said his group is compiling a detailed report on its findings based on statements and testimony from a number of Onondaga County probation of-

ficers at that meeting. The report, to include demands and recommendations by CSEA to rectify what Mr. Brady called "a deplorable situation," will be filed with both Norman V. McIntyre, Onondaga County director of probation, and Walter Dunbar, New York State director of probation.

"Among several specific demands," Mr. Brady said, "will be that of the immediate upgrading of all Onondaga County probation officers to a level comparable to other probation officers with similar duties and responsibilities across the state." Mr. Brady said preliminary

CSEA Leader Urges Grass-Roots Support Of Legislative Goals

(Special To The Leader)

ALBANY — A personal appeal has been made by the president of the Civil Service Employees Assn. for an all-out letter writing campaign to promote passage of state legislation for State-administered safety and health standards, agency shop for public employees, and inclusion of Waterfront Commission employees under the Taylor Law.

Dr. Theodore C. Wenzl told The Leader that he wanted to emphasize "in every way possible" the urgent need for widespread grass roots action by CSEA members, their relatives and friends in following through on official resolutions adopted at the union's recent delegate meeting calling for mass mail contact with members of the Legislature on these issues.

"All of these three items are of top priority to our members," Dr. Wenzl said. "Getting New York Harbor Waterfront Com-

mission workers covered by the Taylor Law is long overdue. It's very obviously the right thing to do—so let's go ahead and tell our legislators we want it, and get it passed once and for all."

Provision of agency shop was equally overdue, said Dr. Wenzl. The measure, which in its simplest form would permit a public employee union to collect from employees it represented—but who are not members—a sum equivalent to the union's dues, was termed by the CSEA president as "the basic need remaining to make public employee unions in New York State first-class citizens in the labor movement."

Passage of the so-called OSHA bill is vital, according to Dr. Wenzl, to allow administration and enforcement of safety and health standards for public employees by state rather than federal officials, and also to preserve the jobs of a significant number of state employees.

For purposes of identification in making legislative contact regarding the measures, numbers and sponsors are as follows:

- OSHA bill — Sponsored in Senate by Robert Garcia with

(Continued on Page 14)

Ladder Talks Trickling On

ALBANY — Talks between leaders of the Civil Service Employees Assn. and the State's Office of Employee Relations on an expected extension of the recently expired career ladder study program for certain State worker occupational groups are still continuing.

A CSEA spokesman said agreement "seemed within reach," but that the parties were still "some distance apart" as to what the duration of the program's extension should be.

Employee groups involved in the bilateral career ladder development talks provided for in the first year of the present three-year work contract between CSEA and the State were personnel engaged in food service and preparation, clerical and maintenance work, and the tax examiner series.

Chenango Ties Pay Hike To Auto Talks

NORWICH—The Chenango County chapter, Civil Service Employees Assn., has rejected the Board of Supervisors request to reopen the current contract to discuss increased auto mileage allowance.

The CSEA members, in a statement issued by the president, Frank Knapp, would agree to reopen the contract only if cost-of-living increases were to be a topic, besides mileage, and the county refuses this.

The chapter's statement follows:

"The County employees CSEA Unit was recently approached by the Officers Committee of the Chenango County Board of Supervisors with a proposal to open the labor agreement between

them to discuss an upward revision of the mileage allowance to those using their vehicles on County business. The present rate is 10 cents a mile and has been unchanged for several years.

Affects 29
"The mileage allowance affects, in varying degrees, approximately 29 out of about 200 employees, also department heads, their deputies and others not covered by the labor agree-

(Continued on Page 3)



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(Continued on Page 6)

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DR. DEVIN RENAMED

ALBANY — Dr. Matthew D. Levin, of Mahopac, has been reappointed a member of the Board of Visitors to Wassaic State School for an unsalaried term ending Dec. 31, 1976. He has been a member since 1946.

JUDGE DARONCO

ALBANY—Westchester Family Court Judge Richard J. Daronco has been named a judge of the County Court by Governor Wilson. He will serve until Dec. 31, of this year, but is expected to run for a full term in November.

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Fire News

Anchor Club To St. Rose's

The Anchor Club, FDNY, is making its 26th annual visit to St. Rose's home for terminal cancer cases, on April 28. The home is located at 71 Jackson St., Manhattan.

The Anchor Club has presented two reclining wheel chairs to the home as well as a cash donation. A program of music and entertainment will be provided during the visit as the firemen move from floor to floor of the home.

For further information, contact John Cashin at WO 4-9542.

CHILDREN'S BOARD

ALBANY—Ruth Reingold, of Forest Hills, has been named a member of the Board of Visitors of Queens Children's Hospital for a term ending Dec. 31, 1975. Members serve without pay.

**Helmerci President
Of CS Credit Union**

WATERTOWN—Sally F. Helmerci has been elected president of the State Civil Service Employees Federal Credit Union, Charter 16207. Other officers include Gordon E. Timmerman, vice-president; Patricia M. Johnston, secretary, and Dorothy M. Kimball, treasurer.

Other members of the board of directors, who elected the officers at the tenth annual meeting, include David L. Fisk, Dwight Halstead, John A. Larnay, Donald P. Quencer, and Joseph J. Schepis.

Credit committee members are George M. DeLaire, chairman; Homer L. Earl, Jr., and Richard W. Burns. Richard D. Miller continues as chairman of the supervisory committee and William J. Whalen as assistant treasurer.

Federal News

**House Unit To Review
Use of Anti-Crime \$**

The Subcommittee on Crime, part of the House Judiciary Committee, plans to hold hearings on the use of the federal tax dollars that are distributed to states to fight crime. This money is distributed by the Law Enforcement Assistance Administration.

During the past four years, LEAA has expended \$2.4 billion, and over the next two years will use more than that, coming to a total of \$6 billion in six years.

The hearings were inspired by a recent report from the General Accounting Office revealing deficiencies in certain operations of the LEAA. The report, entitled "Difficulties of Assessing Results of LEAA Projects to Reduce Crime," discloses that the states have not established standards or criteria necessary to judge the comparative success or failure of funded projects.

Judiciary Committee Chairman Peter Rodino (D-N.J.) said that with no review of the use of LEAA money, and without concern for leadership and accountability, much of the money "might simply go down the drain."

Officials of the GAO will brief members of the crime subcommittee, and then high-level officials in both the Justice Dept. and LEAA will testify before the subcommittee to determine the extent of the problems raised in the report.

Police News

**Sergeant Exam Board
Hearings Held April 15-26**

Hearings on proposed key answers to sergeant, PD, exam no. 3514 held Nov. 10, 1973, will begin April 15. None of the 20,936 candidates who took the test may appear. The hearings will be conducted by a specially-appointed test validation board which will review protests submitted by the candidates and take testimony of "duly qualified experts" who must register one week before they wish to appear.

The hearings, to begin at 9:30 a.m. at Police HQ, are scheduled as follows: April 15, questions 1 to 10; April 16, 11-20; April 17, 21-30; April 18, 31-40; April 19, 41-50; April 22, 51-60; April 23, 61-70; April 24, 71-80; April 25, 81-90; April 26, 91-100.

Presiding at the hearings will be retired Civil Court Judge Francis Rivers. Serving on the board by designation of the Sergeants Benevolent Assn. are Capt. James Hilderbrand, Traffic division, and Capt. Donald Moss, 47th Pct. Other board members are Alfred Hell, director, Bureau of Examinations 'A' and Charles Setzer, special assistant to the assistant Personnel director.

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MHEA DELEGATES BACK CAREER LADDERS



Edna Percoco drafts letter to Dr. Allan Miller, director of Department of Mental Hygiene, after MHEA delegates had unanimously approved Rockland State Hospital delegate Mary Ann Lucchetti's motion to go on record in support of career ladder for food service employees.



Dorothy Moses and Doris Pratz, both of Willard State Hospital, discuss election procedures with MHEA president Irene Hillis, right.



MHEA fourth vice-president Salvatore Butero speaks on career ladders as other officials listen. From left are consultant Nicholas Puzziferri, first vice-president Richard Snyder and secretary-treasurer Edna Percoco.



Leo Weingartner, at microphone, looks for reaction from MHEA officers as he delivers report as chairman of nominations committee. Mr. Weingartner emphasized that MHEA and CSEA elections should be held separately. Seated, from left, are president Irene Hillis, second vice-president Ted Brooks and third vice-president Eileen Cole.

Chenango: 'No Go' On Auto Mileage

(Continued from Page 1)
ment. The same rate would presumably also be adopted, as it has in the past, by the 23 member Board of Supervisors for their own reimbursement of miles traveled attending Board or Committee meetings or other travel on County business.

"When the County's proposal was presented to the membership, it was their decision to accept the offer provided that discussion was entered into at the same time concerning some form of cost-of-living salary increase for all employees.

"The decision of the membership, together with facts supporting it, was presented to the board who referred it to the Officers Committee.

"The Officers Committee subsequently informed CSEA that they had considered the matter

and, while sympathetic with the employees problems, were only willing to discuss the mileage allowance and would discuss this only if the CSEA would enter into a written agreement in advance that it would be the only subject discussed.

"The decision of the Officers Committee was conveyed to the membership at a meeting held on Wednesday, March 27, and discussed at some length. No reason was given by the Officers Committee for refusing to discuss the salary situation which is primarily caused by the sub-standard level of County wages.

"The employees had been led to believe, during the last negotiations, that an improved salary and grade plan was being developed and would be put into effect the first of this year.

"If this had been done, the

problems caused by the increase in the cost of living would have been no more serious for County employees than it is for everyone else. County employees now find that they were mistaken in believing that they had a gentlemen's agreement on the implementation of a more equitable salary plan.

"Furthermore, they have received no indication from the county that any moves are being made in this direction.

"The employees find it difficult to understand what would appear, on the surface, to be a callous attitude on the part of the county. The only reasonable explanation, in their estimation, must be that a majority of the board of supervisors, including those on the Officers Committee, are not fully aware of the seriousness of the situation and

Ulster Presses For Reopener

KINGSTON—The county unit of the Ulster County chapter, Civil Service Employees Association, has launched an all-out campaign to convince the Ulster County Legislature to reopen the unit's current two-year contract to negotiate a wage adjustment retroactive to Jan. 1, 1974.

In a concentrated effort begun only last week, CSEA county unit leaders hope to generate upwards of 3,000 letters to county lawmakers and the attendance of several hundred county employees, friends and relatives at the legislature's April 11 meeting. CSEA leaders hope the strong showing of unity and support will convince the legislators to act favorably on the union's call for a wage adjustment reopener to the current contract.

Decision Due

The all-out campaign was developed when CSEA leaders were informed by the chairman of the Ulster County Legislature that the governing body would meet in executive session at its April 11 meeting to decide whether or not to reopen the contract to discuss wage adjustment in its second year. The contract expires Dec. 31, 1974.

Hoping for a favorable decision on its request, Ulster County CSEA leaders are seeking to negotiate a salary adjustment retroactive to last Jan. 1.

Unit president Walter Parslow, a member of the CSEA county unit negotiating committee, says inflation has wiped out any benefits from wage increases contained in the contract. He said there is a need for "a significant pay adjustment" retroactive to the first of this year to partially make up the damage done by rising inflation and to carry county employees through the remainder of 1974. The Ulster County unit has been trying for months to convince the county legislature to reopen talks without success.

Wenzl Support

Theodore C. Wenzl, president of the statewide union, entered the fray in late February by expressing the complete support of the Civil Service Employees Assn. to the Ulster County unit's demand for immediate reopening of negotiations on salaries covering the final year of the two-year agreement. "Salaries which seemed adequate for 1974

when they were being negotiated back in the fall of 1972 are obviously way out of step after the unbelievable spiral in the economy this past year," Dr. Wenzl stated.

Unit leaders have called on all of the 900 county employees to write their county legislator urging his or her support in obtaining a reopener, and to have at least two more people do likewise. This could result in a flood of some 3,000 letters to the legislators. Additionally, CSEA leaders have called for the entire 900 employees, plus friends and relatives, to attend the April 11 meeting to show unity and support of CSEA efforts to obtain the reopener.

Probation Meet For Westbury

WESTBURY—The Civil Service Employees Assn.'s statewide Committee to Study Probation will conduct an open meeting for all probation officers of Nassau, Suffolk and Westchester Counties on April 22.

Meeting place will be the Holiday Inn, Old Country Rd., Westbury, starting at 7 p.m. There will be a discussion of probation officers' accomplishments and the goals of the CSEA committee, and a question and answer period.

The committee urges the attendance of all probation officers in the area.

Watertown Unit In Negotiations

WATERTOWN — The City unit of the Civil Service Employees Assn.'s, Jefferson chapter, and the City of Watertown are continuing negotiations on a new contract to replace the present pact which expires June 30.

Five meetings have been held to date, with the CSEA negotiating committee reporting progress. The CSEA team includes Richard G. Grieco, unit president; William Murray, Eleanor Howland, and Patrick Moore, representing 223 members of the city unit. City Manager Ronald G. Forbes is the city's chief negotiator.

The CSEA seeks a one-year contract to include across-the-board percentage pay increases, improvements in fringe benefits and retirement programs.

Washington Dance

SCHUYLERVILLE — The recently reorganized Washington County chapter of the Civil Service Employees Assn. held its first social get-together of the year at the Some Place Else Restaurant here. Approximately 140 members attended.

Thomas S. Whitney, former CSEA field representative to Washington County and now CSEA employee relations—personnel officer, spoke on various matters of interest to the members.

38 Promotions Open To April 22, Including Trackman, Battalion Chief

City employees in specified agencies have through April 22 to submit applications to take a variety of promotional exams.

Promotion to furniture maintainer with the Municipal Services Admin., and promotion to rent examiner with the Housing and Development Admin., are two of the 38 opportunities open this month.

Also open are promotion to trackman, with the Transit Authority, and promotion to battalion chief, which is open to captains in the Fire Dept.

Applications for all exams may be obtained from the city Dept. of Personnel, 49 Thomas St., Manhattan. Forms must be returned by April 22.

Following is a complete list of all promotions with exam number, salary, minimum requirements and test date. These exams are open only to employees presently working for specified city agencies.

Titles are listed according to the city agency for which the exam is being held. "Interdepartmental" refers to exams in two or more affected agencies.

City Planning

Promotion to Assistant Planner, Exam 4506 (\$12,400) — open to junior planners in the Dept. of City Planning who have served at least six months prior to June 22, date of written test.

Prom. to Urban Designer, Exam 3639 (\$15,170) — open to assistant urban designers who have served at least six months prior to June 25, date of technical-oral test.

Correction Dept.

Prom. to Superintendent of Laundries, Exam 4528 (\$12,625) — open to laundry foremen who have served at least two years prior to June 6, date of technical-oral test.

District Attorney Offices

Prom. to Senior Grand Jury Stenographer, Exam 4546 (\$9,600) — open to grand jury stenographers who have served at least six months prior to June 10, date of practical test.

Prom. to Senior Hearing Reporter, Exam 4547 (\$9,600) — open to hearing reporters who have served at least six months prior to June 10, date of practical test.

Environ Protect Admin

Prom. to Automotive Specialist, Exam 3599 (\$16,400) — open to assistant mechanical engineers with EPA who have served at least six months prior to June 24, date of technical-oral test.

Prom. to District Foreman (Sewer Maintenance), Exam 3607 (\$16,360) — open to foremen (sewer maint.) who have served at least six months prior to June 29, date of written test.

Prom. to Foreman (sewer maintenance), Exam 3610 (\$15,175) — open to laborers E who have served at least six months prior to June 29, date of written test.

Prom. to Senior Automotive Specialist, Exam 3673 (\$8,500) — open to auto servicemen with EPA who have served at least

six months prior to June 15, date of practical-oral test.

Fire Dept.

Prom. to Battalion Chief, Exam 3671 (\$23,242) — open to captains who have served at least one day prior to June 15, date of written test.

Prom. to Supervising Fire Marshal, Exam 2667 (\$18,560) — open to fire marshals (uniformed) who have served one day prior to June 27, date of written test.

Health Serv Admin

Prom. to Administrative Nutritionist, Exam 4504 (\$19,589 and more) — open to principal nutritionists with HSA who have served at least six months prior to May 29, date of technical-oral test.

Prom. to Senior Chemist (toxicology), Exam 3622 (\$16,400) — open to chemists (toxicology) with HSA who have served at least six months prior to May 21, date of technical-oral test.

Prom. to Senior Psychologist, Exam 4523 (\$17,000) — open to psychologists with the HSA who have served at least six months prior to June 5, date of technical-oral test.

Housing and Devel Admin

Prom. to Principal Real Estate Manager, Exam 4518 (\$19,589 and more) — open to supervising real estate managers who have served at least six months prior to May 22, date of written test.

Prom. to Rent Examiner, Exam 3666 (\$8,700) — open to assistant rent examiners with HDA who have served at least six months prior to June 27, date of written exam.

Prom. to Senior Rent Examiner, Exam 3661 (\$10,250) — open to rent examiners with HDA who have served at least six months prior to June 27, date of written test.

Prom. to Supervising Housing Inspector, Exam 4530 (\$13,200) — open to senior housing inspectors with HDA who have served at least six months prior to June 22, date of written test.

Prom. to Supervising Rent Examiner, Exam 3662 (\$11,500) — open to senior rent examiners with HDA who have served at least six months prior to June 27, date of written test.

Human Resources Admin

Prom. to Assistant Director (welfare), Exam 3594 (\$13,100 and more) — open to supervisor III (welfare), (child welfare) or (welfare training) with the HRA who have served at least six months prior to June 19, date of written test.

Prom. to Supervisor III (welfare), Exam 3637 (\$14,200) — open to supervisor II (welfare), (child welfare) or (welfare training) with HRA who have served for at least six months prior to June 15, date of written test.

Interdepartmental

Prom. to Administrative Manager, Exam 3591 (\$19,589 and more) — open to sr. administrative assistants, administrators, sr. administrators, personnel administrators, sr. personnel administrators, etc., who have served at least three months in any affect-

ed city agency by June 15, date of written test.

Prom. to Engineering Technician, Exam 4511 (\$9,500) — open to assistant engineering technicians with any affected agency who have served at least six months prior to June 15, date of written test.

Prom. to Foreman of Mechanics, Exam 4513 (\$11.40 per hour) — open to foremen (carpenter, door stop maint., electrician, elevator mechanic, furniture maintainer, glazier, house painter, locksmith, machinist, painter, plumber, steamfitter, thermostat repairer, sheetmetal worker or roofer) with either the City School District or the Dept. of Social Services, who have served at least six months prior to May 25, date of written test.

Prom. to Laundry Supervisor, Exam 4516 (\$10,500) — open to laundry foreman with either the Dept. of Correction or the City Health and Hosp. Corp. who have served at least six months prior to June 6, date of technical-oral test.

Prom. to Principal Investigator, Exam 4537 (\$14,000) — open to supervising investigators with either the Dept. of Personnel or the Dept. of Social Services who have served at least six months prior to June 13, date of technical-oral test.

Prom. to Principal Quantitative Analyst, Exam 4517 (\$13,100 and more) — open to sr. quant. analysts, associate budget examiners, associate management or methods analysts with any affected city agency who have served at least six months prior to June 29, date of written test.

Prom. to Senior Quantitative Analyst, Exam 4524 (\$17,450) — open to quant. analysts or program research analysts with all affected city agencies who have served at least six months prior to June 29, date of written test.

Prom. to Supervising Real Estate Manager, Exam 4532 (\$14,800) — open to assistant supervising real estate managers with either the Transit Auth. or Municipal Services Admin. who have served at least six months prior to May 29, date of technical-oral test.

Munic Serv Admin

Prom. to Furniture Maintainer (woodwork), Exam 4514 (\$6.35 per hour) — open to furniture maintainer's helpers with MSA who have served at least six months prior to June 12, date of practical test.

Social Services

Prom. to Senior Statistician, Exam 4526 (\$11,700) — open to statisticians with Social Services who have served at least six months prior to June 29, date of written test.

Transit Authority

Prom. to Assistant Superintendent (buses and shops), Exam 3564 (\$13,100 and more) — open to supervisors (buses and shops) who have served at least one year prior to June 21, date of written test.

Prom. to Assistant Superintendent (surface transportation), Exam 3565 (\$13,100 and more) — open to chief surface line dispatchers who have served at

least one year prior to June 26, date of written test.

Prom. to Assistant Supervisor (stores, materials & supplies), Exam 3583 (\$17,332) — open to foremen (s, m & s) who have served at least one year prior to June 21, date of written test.

Prom. to Mechanical Maintainer (Group B), Exam 3552 (\$5.4150 to \$5.9550 per hour) — open to maint's helpers (group A) or maint's helpers (group B) or mechanical maint's helpers (group B) who have served at least six months prior to June 24, date of practical test.

Prom. to Motorman Instructor, Exam 3554 (\$15,995 to \$17,107) — open to motormen who

have served at least two years, with at least one year of road revenue service, prior to June 29, date of written test.

Prom. to Senior Surface Line Dispatcher, Exam 3556 (\$17,528 to \$18,905) — open to surface line dispatchers who have served at least one year prior to June 22, date of written test.

Prom. to Trackman, Exam 3560 (\$5.0950 to \$5.3550 per hour) — open to shop and car servicemen (car maint) who have served at least one year, or to car cleaners, railroad porters, caretakers or watchmen who have served at least two years prior to June 15, date of written test.

City Eligible Lists

EXAM 3657 PROM TO TRAFFIC CONTROL AGENT Transport Adm.

This list of 141 eligibles, established April 3, 1974, resulted from Nov. 17, 1973, written testing for which 216 candidates filed, 212 were called and 168 appeared. Salary is \$8,500.

No. 1 — 93.855%

1 Eddie F. Samuels, Joseph Walters, Feiton K. Gwaltney, Irene Schucker, Richard M. Belokour, Richard R. Ince, Booker T. King, James Arena, Stuart C. Meltzer, Robert J. Hansen, Frank Droughn Jr., Wilma Moore, Mary M. Edwards, Joseph O. Bennett, Ricardo Martin, Linda Chicchetti, John Valles, Alice Anderson, Lenora S. Wesley, Janice B. Clark.

No. 21 — 88.53%

21 Glenell Watson, Rocco J. Barietta, William C. Jenkins, Eleanor M. Thompson, Carmen C. Silva, Harold D. Peana, Peggy L. Patton, Betty A. Atkinson, George A. Bethea, Michael Owens, Quentin J. Randolph, Madeline A. Spinninger, Charlotte Gibbs, Benjamin F. Hutto, Dorothy C. Donoghue, Benjamin M. Houston, Robert A. Coles, Brothel Dean, Charles Montgomery, Dolores Hampton.

No. 41 — 85.85%

41 Audrey E. Reid, Eddie A. Thomas, Jacqueline Moses, Carol P. Bellamy, Melvin L. Stanford, Regina L. Williams, Evans J. Moore, Allen F. Foster, Alecia L. Borders, Eva N. Pugh, William Smalls, Veronica A. Amon, Dolores E. McCray, Mary L. Willbright, Magnolia Thomas, Charlie L. Hart, Luis F. Acosta, Nathaniel Anderson, Frank C. Mays, Miguel A. Vasquez.

No. 61 — 83.35%

61 Celia A. Chandler, Lillian O. Jones, Santiago Z. Gonzalez, Richard C. Mercer, Suro Renaldo, Stephen C. Mayers, Lenore Bisman, Arthur S. Griggs, Bessie eWbster, Juan J. Cuadrado, Howard W. Baker Jr., Lenora Casciotti, Herman Held, David G. Belanger, Eddie Mitchell, Donald E. Douglas, Robert S. Milton, John E. Rivera, Norman M. McGlone, Rose M. Austin.

No. 81 — 80.43%

81 Carol A. Didonato, Armelia D. Lacey, James Green, Frank J. Albanese, Irene Daniels, James A. McCormick, Pauline Parrior, Gladys G. Nill, Edna M. Stoudermire, Azalce Gumbis, Grace N.

Johnson, James A. Davis Jr., Maria C. Burnette, Gwendolyn Southerland, Sarah L. Williams, Louise W. Franks, Cartha M. Ghies, eJanette E. Slaughter, Blanche M. Jones, Billy O. Young.

No. 101 — 76.705%

101 Beacher F. Pratt, Carolyn M. Baxter, Rosa O. Thompson, Willie S. Mitchem, Ruby L. Thomas, Phillip Lee, Joe E. Pass, Kay E. Tucker, Jossie Macklin, Edward D. Grant, Marie Venable, Willie M. Leonard, Purnell D. Blake, Broadies K. Grovner, Walter L. Brown, Royetta C. Alston, Robert T. Whitlock, Jacqueline Wilkins, Mae B. Cunningham, Dolores Pope.

No. 121 — 74.20%

121 Margaret H. Brishbon, Deloris Greene, George Washington, Era Tucker, Henrietta Gortman, Amie Jenkins, Isabella Henderson, Albert J. Lockley, Corine Bryant, Carrie B. Peterkin, Willeam Wilson, Jaime L. Jimenez, Freddie E. Taylor, Carmen H. Rivers, Mae Sterling, Barbara A. Boykin, Margie R. Steele, Frank G. Robinson, Henrietta Patterson, Doris R. Stillely.

No. 141 — 70.225%

141 Vivian Smith.

EXAM 3522 PROM TO STRUCT. MAINT GRPS A—E Transit Auth.

This list of 29 eligibles, established April 3, resulted from Nov. 10 written testing for which 100 candidates were evaluated. Salary is \$5.74 to \$6.31 per hour.

No. 1 — 87.075%

1 A. M. Zuvich, P. A. Leota, W. K. Feltham, D. W. Walker, W. Giovannelli, J. M. Donnelly, J. W. Lindenfelser, G. Moskos, K. C. Smith, A. T. Majkowski, J. Wolfson, A. Kurylas, H. M. Connelly, M. J. Hutchinson, A. L. Washington, J. A. Keane, J. Barbera, F. La Gamma, C. A. Laraque, J. T. Goodwin.

No. 21 — 76.025%

21 J. T. Eibach, J. M. Pizzirusso, J. Korczak, J. Purich, A. R. Searle, J. N. Lovelace, M. Bona, R. Ferraro, T. Brattis.

DeVaul To District Admin.

SYRACUSE—Stewart DeVaul of Brewerton has been named district administrator of the Syracuse Office of the New York State Workmen's Compensation Board, according to WCB Chairman Albert D'Antoni.

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TUESDAY, APRIL 9, 1974



And Still The Best

IN a bylined story in New York magazine of March 25, 1974, Nicholas Pileggi takes New York City Mayor Abraham Beame to task for his heavy reliance upon civil servants in his administration.

After taking a few potshots at the Mayor as an organization man who pays his political debts, the writer then goes on to point out that his appointments to administrative posts have often gone to long-time career employees instead of to campaign managers and political advisors as has been traditional practice.

The irony of Mr. Pileggi's argument is that he implies that the Mayor has surrounded himself with hacks and encrusted civil servants, yet he makes an issue of the fact that they must preside over situations of existing chaos, controversy and corruption.

If such chaos, controversy and corruption in previous administrations did exist, then why, we ask Mr. Pileggi, do you anguish so at the thought of non-political administrators taking a turn at guiding the city's destiny.

If the Mayor is to be denigrated on one hand for his traditionalist, cautious approach to solving the city's myriad problems, then why can't he be given credit for his innovative reliance upon the civil servants of the city.

Eight years ago, Mayor John Lindsay was off to a galloping start, with bright ideas sparking off the hoofs of his magnificent white steed. By the end of two terms as Mayor, Lindsay was being accused of riding roughshod over the interests of the city's establishment.

Now there is a new Mayor, and, with it, the need for a whole new set of quibbles to keep the city's chief executive humble. There are certainly great differences in the personal styles of former Mayor John Lindsay and incumbent Mayor Beame, and for all the Lindsay charisma, he never won an election mandate the size of the one that Beame rolled up last November (albeit remembered that Lindsay's losing opponent in 1965 was Beame, which should show that perseverance has some rewards).

What is bothersome about Mr. Pileggi's viewpoint is that he uses the term "civil service" as though it were some dirty expression to set dedicated public employees to blushing.

There are differences of opinion on the effectiveness of civil service as it is now set up. As an example, Mayor Beame has ordered top-of-the-list appointments to civil service positions instead of the one-of-three system still used in the state. And while statewide Civil Service Employees Assn. president Theodore C. Wenzl has often called for the top-of-the-list practice to be instituted within the state civil service, it remains a matter of some honest dispute.

The point still remains, though, that like democracy, civil service may have its faults, but until something better is devised, we'll still support it for its superiority over alternative systems.

FIGHT SHOPLIFTERS

The State Commerce Department sponsors anti-shoplifting workshops throughout the state in cooperation with local retail organizations and chambers of commerce to help store executives and sales personnel combat the problem of shoplifting which results in losses of more than \$300 million annually to the Empire State's retail and service tradesmen.

FILM IS WINNER

"Bountiful Boundary," a color film highlighting the Thousand Islands and St. Lawrence River Valley vacation region, produced by the State Commerce Department in cooperation with local promotion groups, was chosen the finest outdoor travel motion picture for the 1973 National Outdoor-Travel Film Festival.

SAVE A WATT

Don't Repeat This!

(Continued from Page 1)

Thus, a sense of serenity pervades the atmosphere of negotiations between the Wilson and the Beame administrations on financial aid to the city. In past years, Mayor John V. Lindsay sought to clobber Gov. Nelson A. Rockefeller and the State Legislature into submission to his demands for fiscal relief.

Aid To Urban Areas

To that end, Mayor Lindsay organized a union of the State's Big Six Mayors to give added publicity to his demands for greater financial aid to the state's urbanized areas. No one doubts that considerable progress along those lines was achieved through that technique. But it did sharpen the tensions that normally exist between the state's urban, suburban and rural areas.

In contrast to the Lindsay technique, the Beame approach is low profile and low key. Unlike Lindsay, Beame is thoroughly at home with budget figures and enjoys tossing them around until they balance like a well-baked soufflé.

The same is true on the state side of the bargaining table. Governor Wilson is a recognized expert on state government through his many years as a legislator and as Lieutenant Governor. Assembly Speaker Perry B. Duryea, Jr., has made the state's budget his special area of intensive study. Senate Majority Leader Warren M. Anderson has for many years served as chairman of the Senate Finance Committee. The present chairman of that Committee, Senator John Marchi, was recognized as a fiscal expert long before he assumed that post. His counterpart in the Assembly, Chairman Willis Stephens of the Ways and Means Committee, has an equally established reputation for his fiscal expertise. On the Democratic side, the negotiations will be helped by Senate Minority Leader Joseph Zaretski and Assembly Minority Leader Stanley Steingut, who are watching out for Beame's interests.

The state team of negotiators will be helped by a professional group that includes Dr. Norman Hurd, the Governor's executive secretary; Budget Director Richard Dunham, and the staffs of the Senate Finance and Assembly Ways and Means Committees. Beame, of course, will have on his side Deputy Mayor James A. Cavanaugh and a group of the city's fiscal experts.

Election Year

Despite the fact that the negotiations are low keyed, the problems confronting the negotiators are difficult ones. Beame estimates a city budget gap of over one billion dollars but knows that there is no prospect of financial aid of those dimensions. Moreover, since this is an election year, Beame is fully conscious of the fact that both the Governor and the State Legislature are unlikely to go for any kind of a tax hike.

On the other hand, Beame knows that he is in the process of getting a fair hearing. Governor Wilson has already put through the Legislature his program to save the city's subway fare, in an omnibus bill that also assists mass transportation in areas outside the city. In this way, the Governor avoided the usual legislative decision between



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Support 'Agency Shop' Bills

SECTION 200 of the Civil Service Law declares it to be the public policy of the State and the purpose of the law to promote harmonious and cooperative relations between government and its employees. Section 209-a makes it an improper practice for an employer or an employee organization to discriminate against any employee for the purpose of encouraging or discouraging membership or participation in the activities of any employee organization. Section 202 of the law provides: "Public employees shall have the right to form, join and participate in, or to refrain from forming, joining or participating in, any employee organization of their own choosing."

Experience indicates that cooperation and harmony in labor relations, as well as stability, are best achieved where the union is not constantly required to flex its muscles and impress the employees for the purposes of attracting and keeping union members. This problem has been largely eliminated in the private sector due to various forms of union security which do not permit the "free rider" to reap the benefits of union representation without bearing his share of the cost.

The New York State Labor Relations Act which covers the private sector, enacted some 39 years ago, permits the closed shop, the strongest form of union security. Under this system, no employee may be hired by an employer for a job unless he is a member of the union which represents the employees of that employer. The National Labor Relations Act (Taft-Hartley) permits a union shop, which means that an employee may be hired if he is not a member of the union, but he must join the union after 30 days if he wishes to keep his job.

THE SO-CALLED "agency shop" would make it lawful to require all employees to pay an agency fee to the bargaining agent for representation services without requiring actual membership in the union. A clause in the collective bargaining agreement requiring payment of the agency or support fee as a condition of continued employment is a matter for negotiation between the employer and the union.

There are presently in effect throughout the State numerous collective bargaining agreements covering public employees which contain various forms of union security clauses. Such clauses are not presently enforceable.

It is for the Legislature to speak out and amend the Taylor Law so it is crystal clear that union security, at least in the form of an "agency shop," is legal. Until this occurs, there will always be animosity between fellow employees—between those who pay their own way and those who are the "free loaders."

Presently, there are small groups of employees who must go unrepresented because without the agency shop it is not economically feasible for a union to represent them. The law casts a burden upon an employee organization to represent all persons in the negotiating unit—even those who do not support the union.

IF IN FACT the public policy of the State of New York and the purpose of the Taylor Law is to "promote harmonious and cooperative relations between government and its employees," then let the Legislature demonstrate that fact by amending the Taylor Law to permit the "agency shop."

The "agency shop" is within the grasp of all public employee organizations, but they and their members must work for its passage.

Contact your New York State Assemblyman and Senator without delay and urge them to vote in favor of Assembly Bill A-11044 and Senate Bill S-5301.

NAME 3 BORO HEADS

John Zuccotti, chairman of the NYC Planning Commission, last week named three urban

planners, who are also career civil servants, new directors of the Commission in three boroughs.

update and city legislators. It is likely that some part of the city's financial needs will be met in a way that will avoid the Lindsay abrasiveness of past years.

Harvey Schultz will head the Brooklyn office at \$24,860; William Donohoe, the Queens office, at \$22,660; and Robert Millward, the Staten Island office, at \$22,660.

FIRE FLIES.

by Paul Thayer

Two weeks ago I received a call from my very good friend Robert Perez, secretary of the Fire Dept. He mentioned that on April 1 about 400 fire fighters and their officers from West Germany would be the guests of the department. In composing a program for the welcoming ceremonies, entertainment was desired and, he had heard via the grapevine, that I had been shooting footage with a view toward producing a documentary.

Could I work on it to give the visitors some idea of the fires we hold to one alarm? I broke into a cold sweat and said yes. "One other thing," said the Secretary, "it will have to be narrated in German." (More cold sweat). I hung up the phone.

I've been shooting film for a year and a half, but as it came from the labs, I would just run it on to a supply reel and that would be that. Tomorrow, next week, maybe next spring would be time enough to start cutting! Now I had seven days to cut 3,000 ft. of film and make a believable story out of what I felt was nothing compared to the footage required to tell the story which would be some day shown as "The Firefighter."

I started cutting at once. First, I cut and threw away 600 feet of junk. The remainder was sliced into small scenes with all four walls of my apartment festooned with strips of film, labeled and numbered.

Meanwhile, the narration problem was really not a problem if I could prevail upon the good nature of my intended victim. Battalion Chief G. Arthur Otto, Commander of Battalion 16 where I hang my hat, has made several trips to Germany and I assumed he spoke German. I called. Yes he did. Yes, he would be glad to narrate. How soon could he have the script? My God! I forgot about a script! I made false promises.

It took from Monday morning through Thursday night, with time out to do eight hours duty at my job, and then back to the cutting machine. By Thursday night I had a reasonable show of fire fighting which could be presented to so critical an audience. I tried it out on two platoons of members of 28 Truck and 69 Engine and they liked it.

Then on Saturday, Chief Otto had volunteered to help Chaplain Eckhart with his wonderful work called "Operation Eye Opener" and on that rainy snowy day, 30 people from York, Pa., were at the church. Would I come down and run the film so the Chief would have one last chance to go over the script—which he was translating into German as he went? Sure, and down I went. They were nice people and, like most civilians, take their fire protection for granted. But they seemed quite impressed and asked a lot of very excellent questions after the viewing.

Then came the big day! In the auditorium of the Chamber of Commerce on Liberty St., 400 people sat waiting for Commissioner O'Hagan to receive gifts

and a medal of friendship from the German Firefighter's Federation. Secretary Perez also received a similar medal.

Then Paul Thayer and his unfinished film got served up for dessert. Chief Otto did beautifully with his narration. Those noises that enthralled audiences make, (especially at the rescues of little children and animals) indicated their pleasure. The applause which followed was heartwarming and made the effort very worthwhile. Much thanks to you, Chief Otto, for saving the day!

Letters To The Editor

No Patent On Youth

Editor, The Leader:

No one has the moral right to set a mandatory age retirement of 65 or 70 years.

What about our Senators and Congressmen? They are held in office beyond these years.

One of my employers retired at 30 but made a come-back, staying on until he was 95 with over 1,000 patents to his credit.

Aina L. Anderson
Ravenna

Social Security Pay

Editor, The Leader:

For the benefit of some of your readers, a clarification: Social security regulations read vaguely in reference to earnings. A recipient can earn over \$2,400

per year, if, after that maximum is reached, earnings do not go over \$200 per month without penalty.

Passage: "No matter how much you earn, you'll get a full social security check for any month you do not earn over \$200 as an employee . . ."

Many do not understand that—and even an information clerk in a Brooklyn office was giving out the wrong information.

Aaron Fellman
Brooklyn

Editor's note: For every two dollars earned over \$2,400, the recipient will lose one dollar.

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

Monat Appointed VP

MANHATTAN—Dr. William Monat has been appointed vice president for academic affairs at Baruch College. President Clyde Wingfield announced last week.

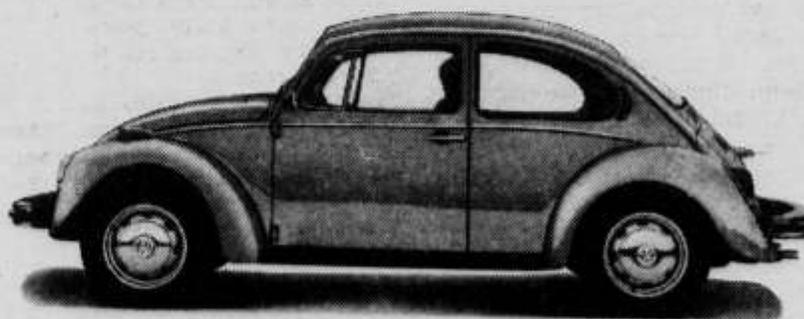
Classified Assn Meet

MANHATTAN—The Assn of Classified Employees of the Dept. of Sanitation, Local 444, will hold its regular meeting at 8 p.m. April 11 in the second floor auditorium at 125 Worth St., Manhattan.

Pulkaski Assn Meet

MASPETH—The regular meeting of the Pulaski Assn. of the Sanitation Dept. will be held at 8 p.m. April 11 at Maspeth Hall, 61-60 56 Road, Maspeth.

Still \$2625.*



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*Sedan ill suggested retail price P.O.E., local taxes and other dealer delivery charges, if any, additional.
†Mileage based on German industry test track standards. ††April, 1974 NADA guide book—Eastern edition.

Visit your local authorized Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.



Legal Committee Report

The following report was delivered by committee chairman Abraham Kranker. Other committee members are Judy Burgess, Dale DuSharm, Fred Gurtowski, Gerald Hart, Dermott Reilly, Alvin Rubin, Frank Sanders and Edward Wilcox.

Our committee is pleased to report to the delegates as to the cost of our Legal Assistance Program for the period from Oct. 1, 1973, through Feb. 25, 1974, the last date figures are available to our committee.

By "successful" in disciplinary cases we mean the charges were dismissed; "part successful," while the charges were sustained, the penalty directed was either a fine or a reprimand; "unsuccessful" means the employee was found guilty and dismissed; "results unknown" indicates that as of the reporting date, we have not been advised of the results. In court cases where the results are unknown, it means that the court has not rendered a decision as of the reporting date.

During the reporting period from Oct. 1, 1973, through Feb. 25, 1974, our committee recommended legal assistance in ninety-eight (98) disciplinary cases of which forty-five (45) involved persons in the State Division, and fifty-three (53) involved County Division personnel, for a total cost of \$27,001.15. We were successful in forty-five (45) cases, part successful in twenty-two (22) cases, we lost fifteen (15) and the results are unknown in sixteen (16) cases.

During this period we recommended legal assistance in twenty-one (21) grievance appeals (that is, at the Appeals Board level or binding arbitration). Six (6) of these grievance appeals involved State Division matters and fifteen (15) County Division grievances for a total cost of \$6,780.52. We won fifteen (15) of these grievances and lost six (6)—very impressive results due to careful screening by our Committee.

During the reporting period, we recommended to the Board of Directors and they approved of legal assistance in twenty-four (24) court actions of which fifteen (15) involved State Division matters and nine (9) County Division matters for a total cost of \$13,061.20. We were successful in nine (9) cases, we lost five (5) and the results are unknown in ten (10) lawsuits. These twenty-four (24) court actions do not include the two (2) appeals to the United State Supreme Court, one of which we lost involving the Taylor Law provision preventing management personnel from being members of the CSEA, and the other case, which is still pending, involving the constitutionality of that portion of the Taylor Law which provides sanctions for people alleged to be guilty of strike action. We have not received bills for either of these two appeals.

Our share of fees for hearing officers and arbitrators for this period amounted to \$8,372.

Legal fees in connection with the defense of those of our members who were charged with engaging in unlawful strike action amounted to \$4,233.00. We are successful in reversing 90 percent of these charges of engaging in strike action.

Miscellaneous costs, such as printing, transcripts, telephone charges, fares, etc., totaled \$3,238.02.

We also paid the sum of \$1,772.00 for legal services in an unsuccessful appeal to the Civil Service Commission from an adverse determination by its Division of Classification and Compensation with respect to the removal of parenthetical titles in the Insurance Department in which legal fees amounted to \$1,772.00.

The total cost of our Legal Assistance Program for the period of about five (5) months beginning with our

new fiscal year amounted to the sum of \$54,458.61. We have, in the last two (2) months reported favorably on a number of requests for legal assistance for which we would probably be obligated for an additional \$20,000 in legal fees.

The chairman of this committee is presently engaged with counsel and staff in updating to our chapter officers and field staff a letter indicating the legal assistance available to our members and how to obtain the same. Such statement will be forwarded to interested parties in the near future.

Our Board of Directors in September 1969 made it a policy that the employee's share of the cost of arbitration proceedings be borne 50 percent by the state association and 50 percent by the chapter involved. They also directed that the institution of arbitration proceedings should be approved by the Legal Committee on recommendation of the chapter involved before such arbitration proceedings are brought. On recommendation of a special funding committee appointed by the Board of Directors, the Board at their Jan. 23, 1974 meeting, adopted a new policy with respect to fee-sharing of arbitration proceedings in view of the amended disciplinary proceedings involving state employees under the contracts now in existence. The new policy with respect to such fee-sharing is this:

"All employee Association share of arbitration fees and expenses are to be paid by the Association up to the first \$250 thereof, and that amount of such arbitration fees and expenses in excess of \$250 shall be paid by the Association in the following proportions: 60 percent of the excess by the state association and 40 percent of such excess by the chapter involved."

Since most of the arbitration fees so far have not exceeded \$250, the exposure of the chapters will be minimal.

The Board also adopted the following resolution:

"This fee-sharing arrangement of all arbitration fees on the part of the employee organization be applied to and be effective as of the date this Board adopted the foregoing resolution as to all arbitrations instituted after this date (that is Jan. 23, 1974)."

The Board of Directors at its meeting in September 1970 adopted the following resolution with respect to legal assistance for members of competing labor organizations:

"With respect to furnishing legal

assistance under our Legal Assistance Program to members of our Association who are also members of a competing labor organization, our Committee concluded that in order not to aid and abet the competing organization treasury that such member would be required to use the services of our regional attorney only in order to obtain legal assistance. If such dual member refuses to retain our regional attorney, then no legal assistance should be rendered to him."

The current contracts have amended the disciplinary action as they involve state employees. The contract provides for binding arbitration with respect to disciplinary procedures for incompetency or misconduct instead of the procedure specified in Sections 75 and 76 of the Civil Service Law.

Under the contract procedure, if the appointing authority seeks the imposition of a reprimand, suspension without pay, a fine, a reduction in grade, or dismissal from service, a notice of such discipline shall be made in writing and served upon the employee. The contract now requires that the specific acts for which the discipline is being imposed and the penalty sought shall be specified in the notice. The notice served on the employee shall contain a description of the alleged acts and conduct including reference to dates, times and places. In addition, the Executive Director of our Association shall be advised by registered or certified mail that a notice of discipline has been served on the named employee indicating the department or agency of which he is a member. In addition, the notice of discipline that is served on the employee shall contain a written statement of certain rights as outlined in the agreement. The employee involved is allowed a ten day period during which he may contest the notice of discipline or a request for resignation.

In connection with a request for resignation, the contract requires that no employee shall be required to submit to any interrogation before a contemplated notice of discipline or request for resignation is made, or even after a notice of discipline has been served on him, unless he has been given notice in advance and has had the opportunity of having a CSEA representative present, and that the employee is advised in writing of all his rights as set forth in the contract. Further, the contract provides that no employee can be requested or required to sign any statement regarding his incompetency or misconduct unless a copy of such statement is supplied to him. The con-



ABRAHAM KRANKER

tract also provides that any statement or admissions signed by him, without a copy having been supplied to him, may not subsequently be used against him.

Under the agreement, in the event a notice of discipline is served upon the employee, he has a right to object to such notice by filing a grievance within ten days. The grievance is to be a meeting before the department or agency head or his designee, so that the employee may present his position with respect to this notice of discipline. It is contemplated that this grievance or hearing will probably be in the nature of an informal one, whereby the employee or his representative might convince the department or agency head that the charges are not serious enough to warrant the type of penalty requested. In effect, this grievance at Step 3 does not contemplate what we would normally call an adversary proceeding. At this meeting no proof on behalf of the employer as to the truth of the charges is required. That is reserved for the binding arbitration as above referred to. The contracts also provide that in all disciplinary hearings under either Section 75 or the supplemental procedure above recited, the employee shall be innocent until proven guilty, and the burden of proof is on the department.

Our Board of Directors at their Sept. 30, 1973, meeting made the following resolution with respect to the new disciplinary proceeding:

"All of our members who are involved in disciplinary proceedings under our present contracts with the State, will be eligible for legal representation at the final or arbitration step. This is consistent with our present policy for legal assistance in disciplinary proceedings."
(Continued on Page 14)

Probation Committee Report

The following report was delivered by committee chairman James Brady. Other committee members are Eulis Cathey, Sr., Harold Fanning, James Frisina, Joe Gilligan, Alan Greenfield, Peter Grieco and James Mattei. Nels Carlson is staff coordinator.

The Committee to Study Problems of Probation Officers has met three times since reorganizing in January. The main problem of enforcement of standard specifications for Probation Officers is currently under study. The committee is currently looking into proposed staffing patterns which were established on May 1, 1973. On Feb. 25, 1974, the committee met with Walter Dunbar, State Director of Probation, and Robert Sullivan, Deputy Director of Probation, with the primary purpose of trying to determine if the State Department was going to rigidly enforce the minimum standard specifications and also the suggested staffing patterns that were established on May of 1973. The committee further suggested to Mr. Dunbar certain changes in the minimum standard specifications. The committee also impressed on the state director their desire to establish a



JAMES BRADY

mandated minimum starting salary of \$14,000 for all Probation Officers in the State of New York. The committee cited examples of where the state has taken over probation in the county government. They have already established the minimum starting salary of \$14,000. Therefore, the committee concludes that the state has determined the starting

salary and therefore should mandate such starting salary to local county governments.

The committee is investigating several complaints of the newly established Probation Academy and will investigate these complaints and make a report in the near future to the delegates.

On March 18 of this year, the Committee held a public hearing in Syracuse, New York, for the purpose of allowing local Probation Officers to give input to the committee in regards to their problems and their desired changes they wish the committee would address themselves to on the state level.

The committee feels that this approach to discuss problems of Probation Officers on a grass-root level provides a unique exposure to committee members to develop grass-root programs that would advance the condition of employment for Probation Officers throughout the state.

The committee is attempting to set up additional hearings throughout the state so as to give most Probation Officers a chance to appear before the committee. The committee will continue to maintain an active interest in the probation problems throughout the State, and we commit ourselves to utilize all the resources available to see that the Probation Department employees' interests are protected.



WILLING HANDS — Vincent Rubano, left, second vice-president of the New York City Region, installs new officers of the Public Service Commission chapter, CSEA. They are, from left: Cynthia Doyle, president; William Brennan, vice-president; Vicki Tiger, secretary, and Kenneth McKnight, treasurer.

Adirondack Workshop Readied

WESTPORT—Preparations are in high gear for the one-day workshop gathering April 27 of the four counties in the Adirondack Council of the Albany Region 4, Civil Service Employees Assn., at the Airport Inn here.

The agenda and moderators are set, and the seminar chairwomen Doris Bourdon and Helen Shedd, have sent letters to chapter and unit presidents urging participation by as many members as possible.

Ms. Shedd is handling room accommodations, and asks that requests be sent to her at P. O. Box 312, Willsboro, N. Y. 12996. Motel rates in the area are \$10 single and \$12 to \$16 double, plus tax.

The workshop will be divided into three sections. The state and county divisions will meet separately in the morning, and all delegates will meet together after that.

Joseph McDermott, president of the Albany Region, will preside at the evening's banquet to close out the activities.

The Adirondack Council covers Clinton, Essex, Washington and Warren Counties in northeast New York.

The agenda follows.

State Division:
8:30-9:30 a.m. — Registration.
9:30-10:30 a.m. — Grievance and disciplinary procedure, with John Carey, coordinator of state negotiations.

Ravena School Pact Approved

ALBANY—Members of the Ravena - Coeymans - Selkirk unit of the Civil Service Employees Assn. have unanimously ratified a contract agreement with the Ravena-Coeymans-Selkirk school district at a meeting on March 27. The school district has already approved the contract.

The contract provides:

- A cost-of-living increase for 1974-75 to be based on the cost of living index for June of 1974, plus scheduled increments.
- An improved retirement plan.
- Binding arbitration as the final grievance step.
- Increased vacation and personal leave.

The CSEA unit had declared an impasse in February, and the services of a mediator were employed to resolve difficulties between CSEA and the school district.

Non-teaching employees of the Ravena-Coeymans-Selkirk school district, who are represented by CSEA, have been working without a contract since July 1973.

10:30-11:30 a.m. — Employee development and training, with Edward Diamond, director of education.

County Division:
8:30-9:30 a.m. — Registration.
9:30-10:30 a.m. — Grievance procedure, with John Corcoran, Region 4 supervisor.

10:30-11:30 a.m. — Negotiating process, with Neis Carlson, collective bargaining specialist.

Full participation:
11:30 a.m.-12:30 p.m.—Retire-

Psych Dance Due

MANHATTAN—The Psychiatric chapter, Civil Service Employees Assn., will conduct its annual dinner-dance April 26 at the Trocadero Caterers, 179 Dyckman Street. Cocktails will begin at 7:30 p.m. and dinner at 8:30. The chapter president, Salvatore Butero, said retirees will be honored.

Lawmakers Given CSEA's Proposals On Legislation

NORTH AMITYVILLE — The Long Island Region, Civil Service Employees Assn., played host to area legislators at a political action reception in regional headquarters here recently.

Regional president Irving Flaumenbaum and about 25 regional and chapter leaders presented the CSEA 1974 legislative program and explained to the legislators the significance of the items in the package.

"I think we made a great deal of progress by talking with our own legislators here on their home ground," Mr. Flaumenbaum declared. The occasion also served to introduce the legislators to the new CSEA regional office here.

The session was arranged by the Regional Legislative and Political Action Committee chaired by Ralph Natale.

U.S. Representative Otis Pike (D-Riverhead) and Norman F. Lent (R-East Rockaway) discussed federal issues, including fuel and gasoline price control and education aid.

State legislative issues were discussed by State Senators John Dunne (R-Garden City) and Owen Johnson (R-West Babylon), and Assemblymen John Flanagan (R-Greenlawn), John S. Thorp (D-Valley Stream),

ment, with Ernest Wagner, chairman, Pension Committee.

12:30 p.m.-1:15 p.m. — Luncheon.

1:30 p.m.-2:30 p.m. — Parliamentary procedure, with Harold Ryan, Region 4 treasurer.

2:30-3:30 p.m. — Membership drive, with Joseph Lochner, CSEA executive director, and Edward Diamond.

3:30-4:30 p.m. — Communications and field services, with John Corcoran and Joseph Dolan, director of local government affairs.

4:30-5:30 p.m. — Open time for informal discussions with representatives from Travelers Insurance, Ter Bush & Powell, Blue Cross and GHI.

6:00-7:00 p.m. — Cocktail party.

7:00 p.m. on — Banquet, Joseph McDermott, Albany Region president, master of ceremonies.

The CSEA leaders emphasized the agency shop, retirement and revision of the Taylor Law to provide penalties for employers that violate the law among the items in the CSEA legislative program.



POLITICAL GET-TOGETHER — Lawmakers got CSEA's ideas on legislation at a recent reception with the Long Island's Region's political action committee. Among those attending, from left, were: Tony Giannetti, treasurer, Town of Hempstead unit; Bill Kempey, president, Long Island Armories chapter; Assemblyman Armand D'Amato; Ralph Natale, committee chairman and third vice-president of the Region; Irving Flaumenbaum, Region president.

Troy Unit Is Upheld In Pay Tiff With City

TROY—The City of Troy unit of the Civil Service Employees Assn. has won a major grievance with the City of Troy concerning city employee salaries and contract interpretation.

Irving R. Shapiro, chairman of the Grievance Board, issued the favorable decision on March 26, which will increase the salaries of Troy City employees 4 percent retroactive to January 1.

CSEA and the City of Troy entered into a two-year contract January 1, 1973.

5% Increase

On the anniversary of the first year of the contract, a 5 percent raise was to be paid along with a cost-of-living increase if the U.S. Department of Labor's Labor Statistics Consumer Price Index increased over 6 percent.

The City of Troy paid the 5 percent raise but determined that the cost-of-living adjustment was to be 1.9 percent. CSEA objected and claimed a 2.3 increase was due.

CSEA based its case on the findings of the U.S. Department of Labor, Bureau of Labor Statistics Consumer Price Index for New York for November 1973, published Dec. 20, 1973, which showed an increase of 8.3 percent over the Index of November 1972. This is a 2.3 percent

increase over the 6 percent limit established in the contract.

City's Position

The City claimed that the comparison was to have been made on an October 1973 to October 1972 comparison.

The arbitrator found that the CSEA interpretation of the contract was correct and that the City of Troy was in error.

The arbitrator ruled that employees were due a 2.3 percent increase and awarded them the difference between the city's claim (1.9) and CSEA claim (2.3) or a .4 percent increase.

A spokesman for CSEA estimated the cost to the City of Troy to be in the thirty thousand dollar area.

Regions 1-3 Set Confab At Concord

KIAMESHA LAKE—Representatives of Region 1, 2 and 3 and the New York City chapter, Civil Service Employees Assn., will meet for a workshop and convention at the Concord Hotel May 27-29.

Solomon Bendet, president of the chapter and New York City Region 2, said the commitment had been signed for the chapter's annual convention before the formation of the new Regions. He said the Regions, including Long Island Region 1 and Southern Region 3, asked to join the gathering and the plan was accepted.

The hotel's convention office is offering a package rate of \$61 per person, double occupancy, for a standard room with private bath in the main building. The rate includes five meals and dining room and chambermaid gratuities. The rate for single occupancy is \$5 additional per night. The children's rate, for children sharing their parents' room, is \$35 each.

The schedule will be announced later by the committee, which includes Mr. Bendet and Martha Owens and Seymour Shapiro.

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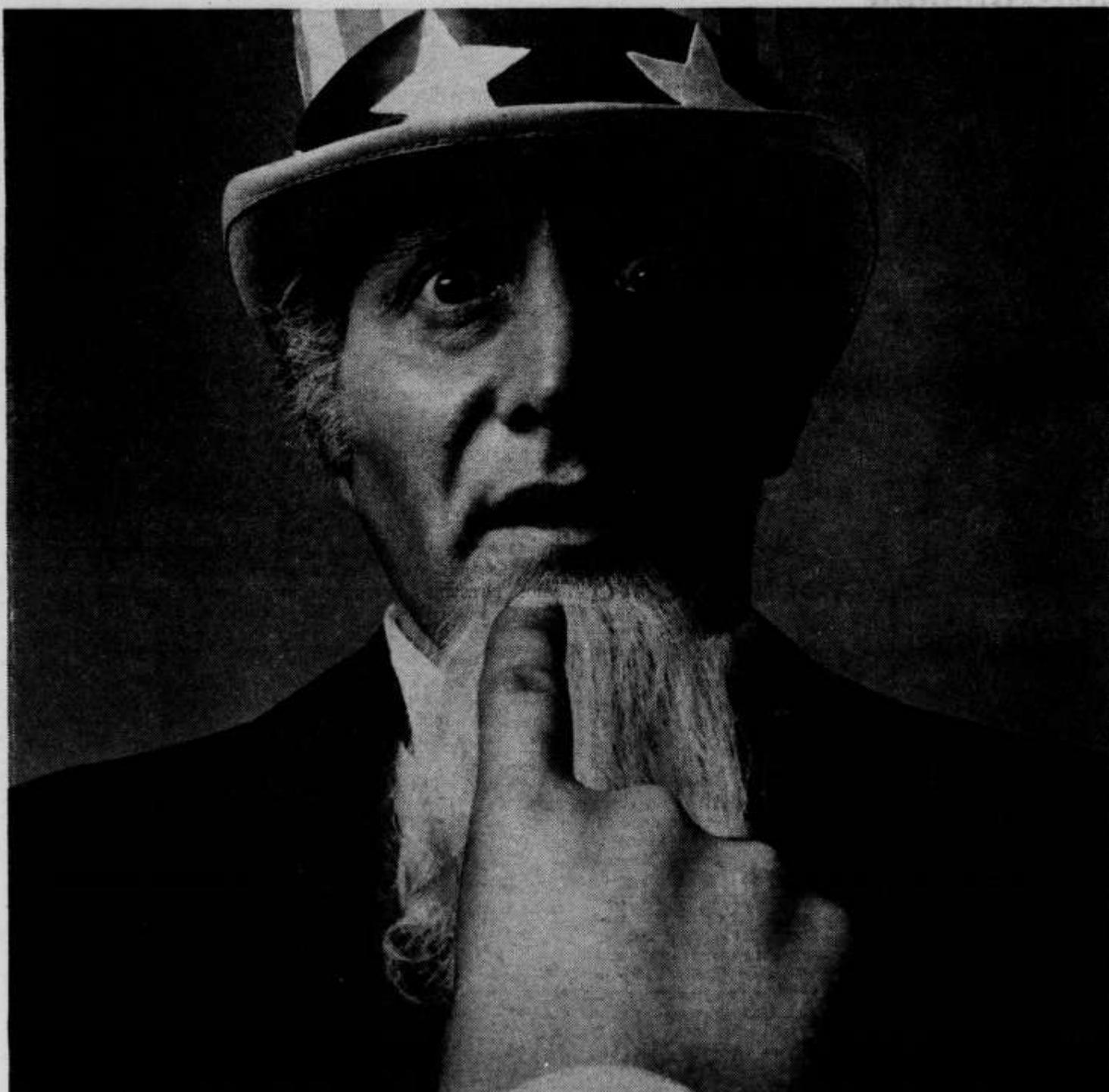
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PRCA Plans To Spruce Up Central Park

Plans to rehabilitate and preserve the historic structures of Central Park, as well as the basic plantings, call for the expenditure of some \$50 million over the next ten years, according to the Parks, Recreation and Cultural Affairs Administration.

In the first phase, scheduled for this fiscal year, at least \$4.5 million worth of work will be started. Among the projects that will go into construction are the rehabilitation of the Belvedere and the Dairy, the dredging of the Pond and the stabilization of the surrounding hillsides, the reconstruction of bridges, arches, and ornamental masonry structures and the refitting of the Maine Monument.

Also planned is the rehabilitation of the walks, lawns, and benches, pruning of the trees and shrubs, replanting of areas where plant life has been lost, and the reconditioning of the drainage system, which, in its present state, threatens further erosion and decay.

A model of the park, designed by PRCA architect Adrienne Bresnan, is now on display in Central Park's American Museum of Natural History, in conjunction with a museum show about the park.

First Test April 19 Suffolk Jobs For Lifeguard

Exams for jobs as lifeguards in Suffolk County will be held regularly starting in April and will continue through the summer. Applicants need not be residents of Suffolk, but must be at least 16 years old.

The first test will be held April 19 for pools and still waters. The first test for ocean lifeguards will be held June 22. Tests for both will continue at two week intervals through August.

There will be a first aid written test, and the candidate must also demonstrate his proficiency in performing standard life-saving techniques and abilities in pools, still or ocean waters. Ocean water certifications will be valid for still and pool work; still water certifications will be valid for pool work, and pool certifications will be valid for pool work only.

Candidates must present an original birth certificate (copies will not be accepted) and must present form L-74 (Red) signed by a physician.

The April 19 pool and still water test will be held at 7 p.m. at Connetquot H.S. pool, Sycamore Ave., Bohemia.

For applications and further information, contact the Suffolk Co. Dept. of Personnel, Veteran's Memorial Highway, Hauppauge, NY 11787; phone (516) 979-2266.

BONK DIRECTOR

ALBANY — William A. Bonk, of Schenectady, a career personnel officer with the Department of Civil Service since 1964, has just been appointed personnel director for the Department of Agriculture and Markets by Commissioner Frank Walkley. Salary is \$20,176.

The Transit Beat

By JOHN T. MAYE
President, Transit Police
Patrolmen's Benevolent Assn.



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

No Room For Rivalry Among Unions

In recent weeks the New York City Patrolmen's Benevolent Assn. has allowed the parity issue to quiet down considerably, and the reason is not hard to find. The notorious billboard campaign, in which the PBA sought to improve its own lot by discrediting the employees of another government service, provoked an enormous backlash of resentment, not only among the maligned civil servants, but among the general public and, perhaps most significant, among many of the City patrolmen themselves—especially those who come from civil service families and have first-hand knowledge of the job performed by services other than their own.

It is easy enough to understand the internal political reasons behind the PBA leadership's drive to change the established salary relationships of the various municipal services. What is more disturbing is that the underlying principle of the parity attack is another instance of a very destructive trend that has become evident in the labor movement in recent months.

The basic conception of the labor movement is that by standing together, working men and women can multiply their strength in the eternal confrontation with management. In union there is strength; and the very word "union" means together. By standing together, the labor unions made their early gains, and this is especially true in the case of civil service unions.

It is especially important for government workers to preserve that unity, because they deal with an employer whose awesome powers far exceed those of employers in the private sector. There is, for example, no law that protects private employers the way the Taylor Law protects the state and local governments in New York.

In recent days, however, we have seen that necessary unity begin to dissolve. Is it because our early hunger has been stilled, and we can now afford the luxury of "every man for himself?" Whatever the reason, we will all pay dearly if we take that attitude, because some things never change. At the first sign of discord among civil service employee groups, management will seize the initiative, drag its heels on progressive wages and legislation, and begin to cut back on the benefits we have struggled so hard to achieve. We will be heading right back to where we started, and we will have to learn the lessons of unity all over again.

That's why it's so disheartening, for example, to see one civil service union try to boost itself by stepping on someone else's head—especially when the reason is just a need for short-term political advantage. By boosting each other through a system of widespread alliances and understandings, municipal employee unions have traditionally been able to leapfrog their wages and benefits. In addition, strong coalitions have succeeded in winning legislative gains that have worked to the advantage of all. Even from a selfish point of view, the greatest individual progress has always resulted from selfless dedication to joint effort.

It will be a costly time for all of us if petty rivalries and internal political squabbles destroy the system which has brought us all to so high a level of social and economic attainment.

Declare Action Week

MANHATTAN—This week of April 7 to 11 has been proclaimed Community Action Week by Mayor Beame, in honor of the city Council Against Poverty, a nine-year old program.

LABOR PANEL

ALBANY—Thomas Stainback, president of the New York Chamber of Commerce and Industry, has been appointed an employer representative on the State Labor Management Advisory Board for a term ending April 24, 1977. At the same time, the reappointment of Harry Van Arsdale, Jr., president of the New York City Central Labor Council, was announced as a labor representative for the same term. Members receive \$50 for each day spent on panel affairs.

Steuben Assn Meet

MIDDLE VILLAGE — The meeting of the Sanitation Dept.'s Steuben Assn. will begin at 5:30 p.m. April 11 at the German Sports Club, 60-60 Metropolitan Ave., in Middle Village.

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EXAM 35305
ASSOC RESEARCH ANALYST
Test Held Sept. 15, 1973
List Est. Mar. 7, 1974

- Wilson William Schenectady88.3
- Alterman Hyman NYC83.5
- Billers Richard Voorheesvil83.2
- Peak Jonn W Albany83.2
- Wolf David A Schenectady82.2
- Burke William E Albany82.1
- Putz David G Guilderland82.1
- Schweiker R C E Greenbush90.5
- Salter Ruth Albany79.5
- Neylan Thomas P Albany78.7
- Wilson C C Delmar78.1
- Beverly Robert Scotia76.2
- Donnelly Henry Voorheesvil76.2
- Saroff Elliot D Albany75.9
- Scott Eugene A Slingerlands74.9
- Israel Preston Brooklyn73.7
- Israel Rita Brooklyn72.6
- Holsapple R M Albany72.5
- Schneider N R Albany71.6
- Rodick Thomas A Scotia72.0
- Herbst Jacob S Elmore71.7
- Spiegelman I Brooklyn71.7
- Ketchum Malcolm Waterford71.1

EXAM 35337
ASSOC TRANS ANALYST
Test Held Sept. 29, 1973
List Est. Mar. 5, 1974

- Palmeri Fedele Ballston Lk91.0
- Dowling Edward Saratoga Spg86.9
- Colchamiro D L Guilderland84.2
- Putz David G Guilderland83.2
- Boite Richard A Latham82.1
- Yukobousky R F Albany81.0
- McColl, William Schenectady80.4
- Daulton Tom R Bath79.5
- Jocke Joseph M Hamburg79.4
- Perry Richard W Ballston Lk77.2
- Oswald Bradford Albany74.4
- Green David A Latham74.2
- Rossi Louis P Albany73.8
- Cottrell D F Schenectady72.9
- Berg Steven M Albany72.2
- Knoll John A Albany71.9
- Vachon Russell Albany71.2
- Beach Foster Ballston Lk71.1
- Gupley Lewis M Waterford70.7

EXAM 35075
Test Held Mar. 24, 1973
List Est. Mar. 4, 1974

- Bladen T Brooklyn93.5
- Levine Herbert Flushing89.1
- Givner Seymour Howard Beach84.7
- Warm Bert Oceanside84.7
- Belofsky Sylvia Brooklyn81.4
- Ginsburg W H Brooklyn81.4

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Unions Line Up For Escalator Clause To "Emerald City"

If all the other City unions demand equality with the transit workers who just squeezed a cost-of-living escalator clause into their new contract, it might take a veritable Wizard of Oz to find a solution to the money dilemma.

The clause, which may be demanded by virtually all of the city's municipal unions, has been a staple in contracts between other cities and their workers, as well as in the private sector, for years.

Roughly 17 percent of 266 various public employee contracts with cities of 10,000 or more residents, have the prized escalator clause. Those cities include Los Angeles, Chicago, Detroit, Buffalo, Baltimore, Cleve-



Bergen, Middlesex and Somerset Counties in New Jersey.

Percentage rises in prices generally are higher for the New York region than for the country as a whole.

The escalator clause holds that every time the regional CPI, or cost-of-living, measures a rise in prices of 0.4, workers will get an hourly increase in their wage of one cent. Or, when the CPI goes up one point, workers will get a 2.5-cent hourly increase.

This escalator goes only one

way—up.

The CPI is made up of various components. The categories measured are food, housing, apparel and upkeep, transportation and health and recreation. Each category has a number of subdivisions, such as meats, poultry and fish or dairy products under food; or fuel oil and coal or gas and electricity under housing.

Each subdivision is measured separately. Their overall average is computed and results in the CPI.

Consumer Price Index		
Annual Percentage Rise		
	NY	US
1973	6.3	6.2
1972	4.4	3.3
1971	5.8	4.3
1970	7.4	5.9
1960-69	2.7	2.4

land, Milwaukee, Toledo and Oklahoma City.

The clause provides for an increase in salaries based on the rise in the consumer price index (CPI).

So a worker's wages will climb at the same rate as the ever-spiraling cost of living, padding his wallet somewhat and keeping his purchasing power from biting the dust.

There are two levels of the CPI, the U.S., which reflects the average of prices all over the country for a given period of time, and the regional, which measures the fluctuation of prices in a specific area of the country.

The index to be used for the transit workers, and all New York City employees who subsequently obtain the escalator clause, will be based on the New York-Northeastern New Jersey regional CPI. This covers prices in New York City, Westchester, Rockland, Suffolk and Nassau Counties in New York and Essex, Morris, Hudson, Union, Passaic,

State OC Eligible Lists

The Leader reprints all eligible lists resulting from city exams as well as lists resulting from state promotional exams. State open competitive lists, however, are not reprinted as most of our state readers are already public employees and therefore interested mainly in the promotional lists. Copies of state open competitive lists established since Jan. 1, 1974 only may be obtained from The Leader. The following state OC lists were established last week:

Director of Labor Training and Staff Development, Exam 23-361—7 names.

Career Opportunity Field Representative, Spanish Speaking, Exam 23989—4 names.

Security Officer, Spanish Speaking, Exam 23948—6 names.
Assistant Park Maintenance Supervisor, Exam 23955—4 names.

Psychiatric Social Worker Supervisor III, Exam 23-920—45 names.

Psychiatric Social Worker Supervisor II, Exam 23-918—42 names.

To Head Appeals Bureau

MANHATTAN—Assistant District Attorney Lewis Friedman has been named Chief of the Appeals Bureau of the New York County District Attorney's Office, District Attorney Richard Kuh announced last week.

State Promotional Job Calendar

Applications Accepted To April 22

Written Exams June 1

Assistant Retirement Benefits Examiner IDP	6-7	35-500
Assistant Civil Engineer (Planning) DOT	6-19	35-486
Associate Civil Engineer (Planning) DOT	6-27	35-488
Principal Civil Engineer (Planning) DOT	6-31	35-489
Senior Civil Engineer (Planning) DOT	6-23	35-487

Oral Exams In June

Director of Community Services CORRECT SERV	6-27	39-014
Director of Sales Tax TAX & FINAN	6-38	39-004
Metropolitan Deputy Tax Commission TAX & FINAN	6-38	39-005

Applications Accepted To May 13

Written Exams June 22

Clerical Positions IDP	6-5	35-519
Account clerk		
Audit Clerk		
Statistics Clerk		

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10047, 488-4248; State Office Campus, Albany, N.Y., 12226; and Suite 750, 1 W. Genesee St., Buffalo, 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

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WESTCHESTER CENTURY'S HALL NEW RICHELLE UA WHITE PLAINS WHITE PLAINS	ROCKLAND UA CINEMA CARROLL NARDELL MALL CINEMA ORANGEBURG	NEW JERSEY UA BELLEVUE LINDY HUNTER UA CINEMA #1 50 PLAINFIELD	N.Y. STATE GENERAL CINEMA ARCADIAN GARDENS CENTURY NATIONAL DUTCHESS CINEMA POLICEHEAD	READER'S MAYFAIR KINGSTON MONTICELLO MALL TWIN 1 MONTICELLO

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Probation Probe

(Continued from Page 1)

nel in several years, and that there are no staff development and training programs or opportunities available. Other complaints registered included the lack of a structured and supervised orientation and training program for new probation officers in the county, and the absence of a community relations and public education function within the department.

"Coupled with low wages, these unfavorable conditions have helped keep morale at a very low level and this situation simply must be improved," Mr. Brady said.

Members of the CSEA statewide committee, in addition to Mr. Brady, are Alan Greenfield, of Sullivan County; James Frisina, of St. Lawrence; Peter Grieco, from Jefferson; Joe Gilligan, of Suffolk; James Mattei, of Nassau; Harold Fanning, from Monroe, and Eulis Cathey Sr. from Erie. Nels Carlson is the CSEA staff coordinator for the committee.

The recent Liverpool open meeting was part of a series of such hearings the committee plans to conduct in various areas of the state. The next session will be for probation officers in Nassau, Suffolk and Westchester Counties and will be held April 22 at 7 p.m. at the Holiday Inn, Old Country Road, Westbury, Long Island. All probation officers in the three counties are urged to attend that meeting.

Mileage Now 15c

(Continued from Page 1)

get a \$150 annual increase.

For those receiving more than the listed worth of the job, wage increases this year will reflect the difference between the job-worth figure and the \$150 across-the-board increase, but the increase would not be lower than \$75 in any instance.

Regarding pensions, the agreement provides that effective June 30, 1974, the county will provide pension coverage under the new 751 plan, known as the 20-year plan.

For 1975 the agreement provides all employees a \$300 across-the-board wage increase, but will be tied to cost-of-living figures, and the amount can increase.

WEST SENECA MEET

WEST SENECA — The West Seneca State School chapter, Civil Service Employees Assn., will have a general meeting May 6. There will be a discussion of compensation and state insurance funds.



NEW CHAPTER — Ronnie Smith, left, first vice-president of the New York City Region, installs the slate of officers of the new CSEA chapter at the Kings County State School at the Brooklyn

Development Center. The officers, from left, are: James Gripper, president; Joseph Piscatella, first vice-president; Eduardo Paterson, second vice-president; Jerry Shargel, treasurer; Sharon Katz, corresponding secretary, and Verdeen Gaddy, recording secretary.

Demoted Monroe 5 Due Court Hearing

ROCHESTER—Five members of the Civil Service Employees Assn. here will receive a hearing on whether they were unjustly demoted by the new Monroe County sheriff four days after he took office.

Martin Koenig, president of the CSEA's Monroe chapter, said the hearing will be held shortly in State Supreme Court here.

Within the county Sheriff's Department, two of the men were promoted to sergeant, two to lieutenant and one to deputy chief by outgoing Sheriff Albert W. Skinner four days before he left office.

Four days after Sheriff William Lombard took over, he returned the men to their former positions, charging the promotions were not based on professional standards.

Charges 'Error'

He charged that Mr. Skinner had made "an administrative error" and that he was correcting it by the demotions.

"Although the CSEA doesn't advocate political patronage in the promoting of personnel," Mr. Koenig said, "these men nevertheless are members of the CSEA and we are representing them in the grievance procedure."

He said Bernard Winterman, county manager of labor relations, agrees with the CSEA that the Sheriff's Department employees should be restored to their former positions.

"The CSEA wants the sheriff to abide by the county's position or have the county enforce the decision made by one of its own employees, Mr. Winterman," Mr. Koenig said.

File For Hearing

Because of the sheriff's refusal to implement the county decision, the CSEA has filed

petitions for the hearings under Article 78 of the state Civil Service Law.

The petitions request that Mr. Winterman, County Manager Lucien Morin, Sheriff Lombard and County Personnel Director Fred Lapple appear in court to answer the grievances.

Grass-Roots

(Continued from Page 1)

the bill number S. 9998. In the Assembly the sponsor is Assemblyman Alvin Suchin and the number is A. 4642.

- Taylor Law Coverage for Waterfront Commission employees — Senate sponsor is Richard Schermerhorn and the bill S. 9507. Assemblyman Suchin is sponsor in the Assembly, where the bill number is A. 11070.

- Union Security Provision (Agency Shop) — This is sponsored in the Senate by John Flynn; the bill is number S. 5301. In the Assembly, the sponsor is William Burns, and the number is A. 11044.

Anyone in doubt on the name of legislators from a particular area is advised to refer to a complete listing of incumbents beginning on page nine of the Civil Service Leader of March 19, 1974. While home addresses are shown in that listing, it is usually preferable during the legislative session to mail all communications to senators and assemblymen to: State Capitol, Albany, N.Y.

Ⓛ CSEA calendar Ⓛ

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

April

- 9—Downtown unit, Erie County chapter, informational meeting: 5:30 p.m., Carl Meyer-Hof, 45 Court St., Buffalo.
- 10—Health unit, Erie County chapter, meeting: 8 p.m., Candlelite Restaurant, 3740 Harlem Rd., Cheektowaga.
- 10—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Ithaca.
- 10—Metropolitan Armory Employees chapter meeting: 2 p.m., 69th Infantry Armory, 68 Lexington Ave., New York City.
- 11—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
- 15—Rochester chapter meeting: 8 p.m., 40 & 8 Club, Rochester.
- 17—Buffalo chapter, dinner meeting: 6 p.m., Plaza Suite, I M & T Plaza, Buffalo.
- 19-20—Western Region 6 meeting: Holiday Inn, Fredonia, Chautauqua County, SUNY, Fredonia, host chapter.
- 22—Open meeting for all Nassau, Suffolk and Westchester probation officers: 7 p.m., Holiday Inn, Old Country Rd., Westbury.
- 23—Syracuse Area Retirees chapter luncheon meeting and election of officers: 1 p.m., Lakeview Lanes, Route 3.
- 25—Orange County chapter meeting: 7:30 p.m., chapter headquarters, Casa Fiesta Bldg., Rt. 211, Middletown.
- 25—Long Island Region Executive Board meeting: 7:30 p.m., Region headquarters, North Amityville.
- 26—Psychiatric Institute chapter annual dinner-dance: 7:30 p.m., Trocadero Caterers, 179 Dyckman St., New York City.
- 26-28—Albany Region 4 excursion to Montreal: bus leaves State Campus Bldg. 12 at 3 p.m., April 26.
- 27—Adirondack Council of Albany Region 4 Workshop: 9 a.m., Airport Inn, Westport.
- 29—Stony Brook SUNY chapter general meeting: noon to 1 p.m., on campus.

MAY

- 6—West Seneca State School chapter meeting: 8 p.m.
- 8—Long Island Area retirees chapter meeting: 1 p.m., Robins Hall, Central Islip State Hospital.
- 18—St. Lawrence County chapter spring banquet: 6:30 p.m., Grand View, Ogdensburg.
- 20—Albany Region 4 meeting: 5:30 p.m., Polish Community Center, Washington Ave. Ext., Albany.
- 21—Metropolitan Armory Employees chapter election meeting: 4:30 p.m., 102nd Engineer Armory, 216 Ft. Washington Ave., New York City.
- 27-29—New York City chapter annual workshop and convention in conjunction with New York, Long Island and Southern Regions: Concord Hotel, Kiamesha Lake.

Legal Committee Report

(Continued from Page 8)

disciplinary proceedings. It will continue to be based upon recommendations of the chapter president, subject to the approval of the President of our Association, and on the recommendation of the Chairman of the Legal Committee. This is in accordance with resolutions adopted by our delegates back in 1960 and 1961. Prior to that stage of the disciplinary proceeding, any member of our Association, following the favorable recommendation of the regional attorney and region-

al field supervisor, may consult with the regional attorney with respect to his disciplinary matter."

Our committee, in line with this resolution by the Board of Directors, has advised our field staff, who were directed to advise the chapter officers in their regions of their willingness and obligation to represent our members at the so-called plea bargaining session. They were directed and advised to ascertain the state's evidence of the charges presented, but never to agree to any determination which will sub-

ject the member involved to any suspension without pay for any period of time.

Our committee has recommended to all persons involved that rather than accept a suspension without pay that they agree to a dollar fine. The reason is obvious. Where a person is suspended without pay, his dependent may not be eligible for any death benefit should such employee die during the first ninety (90) days following such suspension.

In a recent disciplinary proceeding involving an employee of the State University of New York at Stony Brook, the arbitrator found that as a result of the presumption of innocent until proven guilty and based upon the requirement that the burden of proof is

on the employer and because the employer had not met that condition, the employee was exonerated of some very serious charges.

In another case involving a suspension without pay, the arbitrator in the disciplinary proceeding found that the employer, through the hospital directors, had not accorded the employee the right of a hearing before such employee was suspended, and accordingly, the employee's suspension was illegal and void under the contract, and the employee who was found innocent of the charges, was directed to be reinstated with full back pay. The import of this latter decision is that in all cases where an employee is suspended, unless there is a hearing first before the suspension, such suspension may be held to be void.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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

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New Job Is What's Up, Doc

Filing for compensation examining physician I has been opened by the state from now until further notice. Anyone who possesses or is eligible for a license to practice medicine in New York State, with three years of practicing medicine, including one year in treating traumatic injuries or industrial or occupational illnesses and injuries, qualifies. Starting salary is \$27,942.

This position is with the Workmen's Compensation Board in the Albany, Binghamton, Buffalo, Hempstead, Manhattan, Rochester and Syracuse offices. Appointees in the New York City and Monroe County areas will receive an additional \$200 annual salary differential.

Candidates who meet the qualifications will be called for an oral interview to evaluate ability to read and interpret case histories, medical reports and x-rays, and to make accurate diagnoses and prognoses therefrom; to organize ideas logically, and to communicate ideas clearly and effectively; to deal with others with tact, discretion, patience, and even temperament; and to make sound medical judgments.

For more information and an application, see page 15 of the Leader under "Where To Apply" for the various addresses to direct inquiries. All questions should include the job title and exam no.—26-426.

GELLMAN IS D. A.

ALBANY—Emanuel Gellman, of Monticello, has been appointed Sullivan County district attorney to fill a vacancy until Dec. 31, 1974. The post will be filled for a full term this fall.

ALBANY BRANCH OFFICE

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Govt. Is Fastest Growing Industry

Prediction For Workers In 1980: Outlook Bleak For College Grads

The U.S. Dept. of Labor has forecast a grim view of the next decade in terms of the work force: first of all, they predict a "sharp slowdown" in the growth of the labor force, and secondly, the supply of college graduates will increase faster than the demand for them. The government, especially on the state and local levels, will still be the major source of jobs.

The predictions were made April 2 by Herbert Bienstock, assistant regional director of the Labor Dept.'s Bureau of Labor Statistics in New York, before the Conference on Cooperative Education discussing "The Emerging Manpower Resource."

Mr. Bienstock said the annual growth rate of the labor force from 1955 to 1968 was 1.5 percent, and from 1968 to 1980 it is projected at 1.8 percent. But, he warned, a "sharp drop" is anticipated during 1980-1985, down to 1.1 percent, with slower rates of increases projected during the "late 1980's and possibly beyond."

Employer-educational institutional relationships will have to be directed at the development of manpower skills "needed to support the economic activities of the nation during this period," he said.

Surplus of College Grads

Demand for college graduates outstripped supply during the 1950's and '60's, Mr. Bienstock noted, and we moved to a period in the 1970's when supply and demand were roughly equal.

But in the 1980's the supply "will increase faster than the demand" and the surplus may amount to about 140,000 per year during the 1980-85 period. That is more than 10 percent of the projected demand.

The surplus, however, will not mean large-scale unemployment

among college grads, Mr. Bienstock offered cheerfully, only that graduates may be denied their first choice of jobs.

As college graduates become more available, there may be a rise in the level of requirements for certain jobs, he suggested.

"If steps are not taken to facilitate the transition from undersupply to oversupply," he said, "we may be faced with a large number of disappointed college graduates and another group of workers with less than a college education, concerned about competition from college graduates for promotion to or employment in better-paying jobs."

Promising For Employers

The findings of these projections may suggest "promising prospects" for employer participation in "cooperative education," Mr. Bienstock indicated.

For example, the number of professional and technical jobs, requiring a college degree, will continue to grow faster than the number of jobs in any other occupational group.

But the "vast majority of the 60 million job openings" expected to become available between 1972 and 1985 will be open to persons who have not completed four years of college.

Post-high school training, such as that obtained through apprenticeships and junior and community colleges, will take on increasing importance, and educational requirements will continue to rise for most jobs, including clerical and blue-collar ones. But "four out of every five jobs to be filled in the next decade will be filled with persons who have less than four years of college education."

More Gov. Workers

The government, particularly on the state and local levels, has grown faster than any other industry, and will continue to be a "major source of jobs" through the mid-1980's, Mr. Bienstock

explained. By then, employment in the public sector may be as much as 42 percent higher than in 1972.

Between 1960 and 1972, the government force grew by almost three-fifths, from 8.4 million to 13.3 million. The state and local levels alone expanded by more than two-thirds. Federal government increased about 21 percent.

Public employment increased the most in agencies providing education, health, sanitation, welfare and protective (fire and police) services.

Employment needs on the state and local levels may rise to 16 million by 1985, about 50 percent higher than the 10.6 million level in 1972. Federal employment may rise slowly to about 2.8 million in 1985 to 150,000 or six percent above the 1972 level.

Mr. Bienstock said we could expect a continuation of the rapid growth of white-collar occupations, a slower-than-average growth of blue-collar jobs, a faster growth among service workers and a decline of farm workers.

The slow growth rate for blue-collar and farm workers reflects the expanding use of labor-saving equipment in industries and the relatively slow growth of the goods-producing industries that employ large proportions of blue-collar workers.

108 Million By 1985

The total labor force of the United States is projected to increase by nearly 13 million between 1972 and 1980, from 89 to about 102 million, and by almost 6 million between 1980 and 1985, reaching just under 108 million in 1985.

The proportion of women workers is expected to continue to rise, but at a much more moderate pace than that during the 1960-72 period (32.3 percent to 37.4 percent). By 1980 it is expected to rise to 38.5 percent, with little change by 1985 (38.7 percent).

The projection also reveals a major shift in the distribution of the labor force by age, reflecting the impact of past changes in fertility, particularly the movement into the young adult group of the large post-war "baby boom" off-spring.

SEGALL SET

ALBANY—The Governor has named Harold A. Segall, of Harrison, a member of the Council of the State University College at Purchase for an unsalaried term ending July 1, 1979.

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Region 2 Supervisor



HAROLD KRANGLE
Waterfront



LORRAINE SCOTT
Letchworth Village

CSEA CONVENTION: DEMOCRACY IN ACTION



Record number of delegates were on hand for March 25-28 Delegates Meeting at Concord Hotel, Kiamesha Lake. Sites chairman Richard Tarmey revealed that preconvention registration totaled 1,409; highest ever.



IRENE CARR
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EDNA DI FIORE
Yonkers



GERALD PURCELL
General Services



Sullivan County chapter members hear CSEA vice-president Irving Flaumenbaum, left, and CSEA Region 1 supervisor Edwin Cleary explain how strong leadership within chapter can bolster CSEA effectiveness.

EDWARD DUDEK
SUNY at Buffalo



CSEA's two top officers, president Theodore C. Wenzl, left, and executive vice-president Thomas H. McDonough, right, review the day's accomplishments with Joseph Dolan, CSEA director of local government affairs.
(Leader photos by Ted Kaptan)



Mid-Hudson Psychiatric Center chapter delegates, from left, Warren Smeriglio, William Koslow and Larry Natoli, chapter president, compare notes as they pause between meeting assignments.