

Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIV No. 4 Tuesday, April 24, 1973 Price 15 Cents

00000011-COMP-COMP
P R CSEA
33 ELK ST
ALBANY NY 12224

Unit Summaries

— See Page 8



IT'S OFFICIAL — Proudly displaying new charter for Nassau Educational chapter of the Civil Service Employees Assn., various school district leaders got together recently for an organizational meeting. From left are chapter president Ed Perrott, of Plainville; secretary Murial Chuisano, of Farmingdale; CSEA collective negotiating specialist Danny Jinks; chapter treasurer Larry Visconti, of Farmingdale, and first vice-president Frank Fasano, of Levittown. This brings the number of educational chapters in the Association to seven, others being in Broome, Dutchess, Erie, Oneida, Saratoga and Suffolk counties.

CSEA & DOT Lock Horns On Ending Split Shift Week

ALBANY — A Civil Service Employees Assn. Department of Transportation committee walked out of its quarterly meeting with the department's head last week after he declared he was going to ignore elimination of the split shift week a benefit recently negotiated by CSEA in a new contract for thousands of DOT workers.

The contract calls for the elimination of unilateral "rescheduling of pass days and shifts to avoid the payment of overtime." Coalition negotiators for CSEA throughout the recent talks emphasized to State bargaining representatives that "the Department of Transportation was a trouble area." Calling the work day/work week "something that every state worker had and management took away a few years ago," CSEA negotiators came out of the bargaining with strong language designed to eliminate specifically the split-shifted "snow and ice" detail.

Stumbling blocks developed when CSEA's special DOT committee held a regularly scheduled labor-management meeting with department head Raymond T. Schuler.

Schuler made it clear during the quarterly meeting that

"the department intends to continue its shift policy in order to maintain good road conditions regardless of the CSEA contract."

Bad Faith Charged

Union representatives, it was reported, promptly walked out of

the meeting with Schuler. Joseph Reedy, CSEA collective negotiating specialist, termed DOT behavior as "An outright attempt to destroy the good faith bargaining and intent of more than five months of negotiations." He

(Continued on Page 3)

Ratification Ballots On Way For Coalition And 4 Unit Contracts

ALBANY — At Leader presstime it was confirmed that more than 90,000 ratification ballots would be in the mail this week to CSEA members throughout the state in the four State employee bargaining units represented by the Civil Service Employees Assn.

CSEA members in the Professional-Scientific-Technical, Administrative, Operational and Institutional units will be voting on a recently negotiated three-year tentative agreement, that includes a 6½ percent raise in the first year of the agreement and a 5½ percent hike in the second year. The third year's salary increase is subject to reopened negotiations.

Complete details concerning improvements in state worker fringe benefits and working conditions, as a result of the tentative settlement, are included in a contract summary which will be mailed, with each ratification ballot, according to CSEA.

Deadline for return of the ballots, according to Theodore C. Wenzl, CSEA president, will be 10:00 a.m. Friday, May 4, 1973. "Ballots returned by that date," said Wenzl, "will go to the CSEA Special Elections Committee, chaired by Bernard Schmahl, for a final tabulation."

Each contract summary and ballot, according to CSEA's mailing schedule, would be received by its members no later than Thursday, April 26. James Van Auken, the union's headquarters services manager, said, "Those not receiving ballots by Tuesday, May 1, should write directly to CSEA voicing a Yes or No on the proposed agreement."

CSEA plans to send additional contract summaries to each local president to handle requests

from employees who didn't receive them by mail. The contract summaries include virtually every negotiated improvement achieved in coalition bargaining, with a synopsis of each unit agreement appearing on the reverse side.

The main provisions of the coalition contract — concerning wage increases, retirement provisions, etc. — appeared in last week's issue of The Leader.

The individual unit contract summaries appear on Page 8.

Don't Repeat This!

Robert Steingut

Third Generation Politics Coming

TWO scions of distinguished political families are making their first attempt this year for elective political office. Robert F. Wagner, Jr., grandson of the late United States Senator and son of New York's former Mayor, is running for the Democratic nomination for Councilman at Large

(Continued on Page 6)

For Wearing Black Armbands

RULE WILLARD EMPLOYEES IMPROPERLY DISCIPLINED

ALBANY — The State Grievance Appeals Board has sustained a grievance in favor of employees of the Willard State Hospital, represented by the Civil Service Employees Assn., against the Department of Mental Hygiene.

Several employees had maintained that they were improperly disciplined by being placed on leave without pay for refusing to remove black armbands which they wore "to symbolize their sympathy for workers who were laid off from work" during the 1971 State budget-cutback crisis.

While the Grievance Appeals Board did not condone the action of the employees in "refusing direct orders from their superiors," it concluded that the action taken by the management of Willard was not proper either, since Section 75 of the Civil Service Law provides management with a vehicle to cope with actions on the part of employees which could "adversely affect the well-being of patients."

The Board therefore considers the action taken by management to be an "improper suspension."

Inside The Leader

- CSEA Calendar — See Page 3
- Long Island Conf Urges Agency Shop — See Page 9
- Varacchi Re-elected Stony Brook President — See Page 14
- New York City Chapter Schedules Workshop — See Page 14
- McDonough Explains Contract At Buffalo Meeting — See Page 14

Metro Conf To Discuss Contract

A meeting of the Metropolitan Conference of the Civil Service Employees Assn. has been called by Conference president Jack Weisz for April 28.

Major topic for the meeting will be the recently negotiated state contract. Weisz, himself a member of the negotiating team, said he hoped to be able to line up a qualified spokesman from the Headquarters staff to explain details of the tentative contract. The agreement still faces ratification by rank-and-file members of the Employees Associ-

ation and approval by the State Legislature.

The meeting is scheduled to begin at 11:15 a.m. at the Travelers Motel, 94th St. and Ditmars Blvd. at the west entrance to LaGuardia Airport in Queens County.

Ample parking is available in the airport parking lots. Public transportation is available by bus from the Roosevelt stop on the Flushing IRT and the Jamaica IND (E, F, GG lines) subways.

This Week's City Eligible Lists

CLERK ELIGIBLES

EXAM NO. 2063
CLERK

This list of 7,784 eligibles, established Feb. 7, resulted from a written test held Oct. 21, 1972. A total of 24,145 candidates applied during the Sept. 6 to 26 filing period. They were all called to the test, at which 11,783 appeared. Salary starts at \$5,200.

(Continued from last week)

No. 4021 — 83.8%

4021 Yvonne Hyman, Michael Hawkins, Gertrude R Lefkowitz, Marlene G Leslie, Ernest L Oliver Jr, Sudora Shepard, William J Bluemke, Olivia Mapp, Jacob Cohen, Carol A Stubbs, Minera A Brown, Grace E Williamson, Michael K Schumer, Jacquelyn Hudson, Margaret R Keenan, Natalie Hodes, Nadeline M Traystman, Joanne Wieder, Rita D Edwards, Shirley C Grossman.

No. 4041 — 83.8%

4041 Kathie E Bascomb, Lorraine Watson, Myrtle E Jackson, Sandra L Bouldin, Barry F Green, Mary M Otis, Susan D Cantin, Carrie B Burton, Veronica Harris, Genevieve Taylor, Willie J Gaymon Sr, Fern A Rogers, Brendalyn Myers, Harris Spinardi, Mary Xinos, Windell L Simmons, Joyce Roberts, Mildred Hymowitz, Rae Vincent.

No. 4061 — 83.8%

4061 Gracelyn Stuart, Gloria E Zeeman, Helen T Castellani, Alice E Melanson, Joan F Pfirman, Mary E Pride, Eleanor Smith, Sarah N Bartley, Ella Caballero, Ophelia Dillard, Naomi Frazier, Jeanne M Brewster, Viola P Lamb, Esther L Chadwick, Jennie Cluna, Elizie Walker, Mary R Leary, Betty J Holmes, Jack O Goldsmith, Gladys Kearney.

No. 4081 — 83.8%

4081 Jessica Rosenberg, Houstonia Greene, Fostina M Davis, Joan Halwein, Antoinette Damone, Lillian L Frederick, James T Francis, Thelma L Walls, Sahidha Rivera, Brady Theodore, Eula L Hartwell, Phyllis A Fiorentino, Evelyn Christopher, Roslyn R Jackson, Gloria A Kirtton, Joseph P Bracco, Annette M Barnard, Millicent Johnson, Donna M Smith, Gloria M Clancy.

No. 4101 — 83.8%

4101 Lillian Orlander, Augustina DeJesus, James E Starks, Gail A Moore, David C Kosloff, Yvonne E Bryant, Catherine Neithardt, Dorothy J Adams, Michael Devine, Esterene Blocker, Donald Hillard, Mildred M Brown, Velda P Griffin, June L Rogers, Martha Silverman, Belle Berger, Helen L Mitchell, Erwin Patterson, Mary T Flynn, Jerome Coffey.

No. 4121 — 83.8%

4121 Ronald L Hall, Irene M Connors, Alexis A Edwards, Dorothy Weinfeld, Ronald Felton, Regene C Hammonds, Bertha M Funny, Eileen D Chavis, Evon Chiles, Marion A Law, Andrew S Singleton, Kim R Foster, Millicent Ragins, Yvonne Franklin, Ruth A Jones, Alice Gross, Dorothy J Bollati, Selma Winick, Joan E Gray, Lenore Gardner.

(To Be Continued)

**EXAM NO. 2057
CASE AIDE**
This list of 357 eligibles resulted from the Feb. 3 written exam. Of the 1,177 applicants who filed, 645 appeared. The list was established April 11. Salary is \$6,200.

(Continued From Last Week)

No. 61 — 87.5%

61 Julian L Weeks Jr, Jane Galin, Clarita D Jones, Stanley F Hodges Jr, Ella M Levant, Joyce H Elmore, Nicholas Ventura, Annie M Black, Dorothy C Benjamin, Freddie Daniels, Christine Watler, Josephine Graves, Beatrice E Noble, Loren-

za Jordan, Hattie Green, Eleanor C Davis, Peggy L Formey, Joseph A Vallone, Carol D Cameron.

No. 81 — 85%

81 Steven D Wasserman, Deborah Cowings, Mabel E Whitaker, Stephen P Roque, Blanche M Montour, Irene Broulis, Annie P Maldon, Billie Mollette, Albertha M Meggett, Eileen L Haynes, Elsa M Ramos, Carmen B Darien, Barbara A Rodriguez, Johnnette Garrett, Carolyn Parker, Jeanne D Byrnes, Sandra E Webb, Joanne S Kirk, Elaine Collington, Clarence R Jackson.

No. 101 — 83.8%

101 Gladys Cruz, Betty J Fleming, Dorothy Smith, Ruth Kornfeld, Julia Taylor, Marcella M Gallagher, Linda P Brown, Betty Y Latham, Gloria A Victoria, Alice M Murray, Rose Klein, Angel Millan Jr, Mary E Johnson, Patricia Smith, Allan Ward, Maria S Mendez, Minnie L Spiller, Sylvia A Rogers, Emma D Wilson.

(To Be Continued)

EXAM NO. 2109

KEY PUNCH OPERATOR
This list of 210 eligibles, established April 11, resulted from a practical test held last January for which 499 applicants were called. Starting salary is \$5,700. (Continued from last week)

No. 41 — 84.35%

41 Sylvia E Curtis, Deborah Coulhurst, Blanca I Mendez, Maria Valdes, Shirley E Erlitz, Margaret E Golden, Alice A Lann, Barbara A Drew, Anne Gary, Doris A Greene, Naomi Adams, Shirley Kass, Louise I Colonel, Mary P Henry, Ann C Tanna, Victoria Hemmings, Yvonne Jackson, Margaret J Glover, Mary A Bailey, Carmen T Fein.

No. 61 — 82.95%

61 Emma M Fryer, Laverne McDonald, Barbara J Wray, Carol Gandy, Clara Harris, Lynn M Gritz, Virgin Williams, Clara P Yeargin, Martha Cohen, Maureen Jen, Nilda Garcia, Esther R Leach, Patricia A White, Rosalie M Hudson, Thelma Ford, Maida E Lightbourn, Nereida Cameron, Carol A DiCarlo, Willie B Taylor, Maria Szych.

No. 81 — 81%

81 Carol Colter, Deborah A Kemp, Antonia Nieves, Rosalind

Thorough course preparation for **LAW STUDENTS QUALIFYING EXAM**

High School diploma required. No college necessary. Satisfactory completion of this exam could be your first step toward a career as a Lawyer. All instructors have Masters Degree.

Classes begin on May 1
Register now at
McBurney YMCA
215 West 23rd Street
New York, N.Y. 10011
243-1982

Buy your Watches, Diamonds and Jewelry at Wholesale Prices.

— Seeing is Believing —
7 Day Money-Back Guarantee

IRVING ERDMAN, INC.
86 BOWERY
N.Y.C., N.Y. 10013
Tel: (212) 925-6340



Become a Stenotype Court Reporter

The career is exciting... the pay is good. Stenotype Academy can teach you how to enter this rewarding field if you have a high school diploma or equivalency. You can study 2-evenings a week, Saturday mornings or 5 days a week. We'll teach you everything you need to know. Stenotype Academy is the only school in New York City teaching Stenotype exclusively that is Approved by the N.Y.S. Dept. of Education, U.S. Gov't Authorized for non-immigrant Aliens and Approved for Veterans. Approved for N.Y.S. Training Programs

CALL TODAY FOR A FREE CATALOG **WO2-0002**
STENOTYPE ACADEMY Exclusively at 259 Broadway
(Opposite City Hall)

CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Tuesday
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Offices:
11 Warren St., N.Y., N.Y. 10007
Entered as Second Class mail and
Second Class postage paid, October
3, 1939, at the Post Office, New
York, New York, under the Act of
March 3, 1879. Additional entry at
Plainfield, New Jersey, Member of
Audit Bureau of Circulation.
Subscription Price \$7.00 Per Year
Individual Copies, 15c

C.S.E. & R.A.

FROM CIVIL SERVICE EDUCATION AND RECREATION
ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

MEMORIAL DAY WEEKEND

ICELAND 3 Nights
At the deluxe HOTEL LOFTLEIDIRPrice \$229.00
K4020—Leaving May 24 and returning May 28.
Price Includes: Air transportation; three meals daily; sightseeing, taxes and gratuities.

LONDON 3 Nights
At the Superior First Class HOTEL METROPOLEPrice \$219.00
K4018—Leaving May 24 and returning May 28.
Price Includes: Air transportation; Continental breakfast daily, sightseeing and ticket to theatre performance.

SUMMER PROGRAM

Charter Jet Flights to and from AMSTERDAM and LONDON — 23 days —
Leaving July 5th, 12th, 19th, Aug. 2nd, Aug. 9th, Aug. 16th \$199.00
Additional flights available to Paris, Madrid, Rome. Write or phone for detailed information.

LONDON or PARIS — ONE WEEK SPECIALS
K-4306 (8 Nghts.) Lv. Aug. 3, Ret. Aug. 12
A) LONDON.....\$299 B) PARIS.....\$325
Plus taxes & gratuities.....\$ 18

HOTELS: London: CENTRAL CITY
Paris: ELYSEES PALACE
Price Includes: Air transportation, Continental breakfast daily; Half-day sightseeing.

ATHENS 7 Nights
K-4282, July 6-14; K-4284, Aug. 3-11, K-4285, Aug. 24-Sept. 1.....\$299.00
Taxes & gratuities..... 29.90
Price Includes: Air transportation; Standard hotel; Continental breakfast and dinner daily; Ouzo Party.

GREECE & AEGEAN ISLANDS 13 Nights
K-4117, June 25-July 9, K-4120, Aug. 27-Sept. 10
Athens plus 7-day Greek Island Cruise.....from \$777.00
K-4123 Leaving July 2, and returning July 16.....\$724.00
K-4126 Leaving Sept. 3 and returning Sept. 17.....\$699.00
Athens—Classical Tour & 6 Days in Corfu.
Price Includes: Air transportation; Continental breakfast and dinner daily (all meals on cruise for K-4117, K-4120); and sightseeing.

SCANDINAVIA & HOLLAND 22 Nights
K-4154 Leaving July 19 and returning Aug. 10
Amsterdam-North Sea Cruise-Bergen & Capitols
Price per person.....\$1046
Price Includes: Air Transportation; first-class hotels; Continental breakfast daily (except on cruise). All meals on Fjord Tour; Most meals elsewhere.

HAWAII, SAN FRANCISCO & LAS VEGAS' — 14 Nights
K-4419 — Leaving July 28th and returning Aug. 11th at DeLuxe Hotels thruout.....\$475.00
Taxes & Gratuities..... 35.00
Price includes: Air transportation, transfers & sight seeing.

WEEKLY DEPARTURES TO WEST END, GRAND BAHAMA
Beginning June 24th and every Sunday thereafter.
At the GRAND BAHAMA HOTEL & COUNTRY CLUB.....\$189.00
Taxes & Gratuities..... 18.00

ANNOUNCING OUR FALL SPECIAL . . .
The Exotic SOUTH PACIFIC — Oct. 27-Nov. 16
K-4422, Visiting Tahiti, New Zealand, Australia, Fiji Islands and Los Angeles.....\$1899.00
Write to Tour Chairman for detailed flyer.

TOUR CHAIRMAN:
K-4422 — MISS DELORAS G. FUSSELL, 111 Winthrop Ave., Albany, N.Y. 12203 (518) IV 2-3597 (Evening).
K-4154 — MR. AL VERACCHI, R.R. 1, Box 134, Locust Drive, Rocky Point, L.I., N.Y. 11778. Tel.: (516) 744-2736.
K-4419 — MR. IRVING FLAUMENBAUM, 25 Buchanan Street, Freeport, L.I., N.Y. 11520 (516) 868-7715.
ALL OTHER TOURS: MR. SAM EMMETT, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel.: (212) 868-2959.

Available only to CSE&RA members and their immediate families.
FOR DETAILED INFORMATION AND THE NEW SUMMER FLYER
WRITE OR PHONE:

**CSE&RA, BOX 772, TIMES SQUARE STATION
NEW YORK, N.Y. 10036
Tel: (212) 868-2959**

Three New Field Assistants Named

ALBANY — Patrick G. Rogers, director of field services for the Civil Service Employees Assn., has announced the appointment of three new field service assistants.

Barton Brier of New York City has been assigned to the field service vacancy in the New York Metropolitan Conference area. Brier is a graduate of Ohio State University. His previous job experience includes employment as a case worker and as an organizer for a labor union.

Rudy Zunik of Rockville Centre has been appointed as field service assistant to the Long Island conference area. Zunik attends Nassau Community College and has been an employee of the Long Island State Park and Recreation Commission. He has been active in CSEA in various capacities on the grievance committee of the Long Island Inter-County State Park chapter.

Joseph Bakerian, Jr., of Troy, has also been appointed as a field service assistant. He received a BBA from Drake College in Florida. Bakerian has been working as national director of Ethan Allen Personnel Placement, Inc.



TENTH ANNIVERSARY — At the tenth anniversary observance by Bronx State Hospital, 186 employees were honored for their service during that time. Plant supervisor Kenneth Van Huben, left, was among the recipients of a 10-year certificate. He is shown here with, from left, Douglas Greene, president of the Board of Visitors; James Barge, president of the Civil Service Employees Assn. chapter, and Dr. Israel Zwerling, director of the hospital. CSEA's Bronx State Hospital chapter sponsored the refreshments for the occasion. Among the chapter officers to be honored were first vice-president Catherine Smith, second vice-president Vanzie Pickett, delegate Dorothy Cherry and delegate Stanley Craft.

Expect Fact-Finder Report Soon On Nassau Contract; 'Facts In,' Says Flaumenbaum

MINEOLA — A fact-finder's report on the proposed contract for the Nassau chapter, Civil Service Employees Assn., is expected in a week to 10 days.

"All facts and figures are in," chapter president Irving Flaumenbaum announced last week after completion of a series of hearings conducted by fact-finder Richard Meyer.

The chapter negotiators presented evidence reflecting the increasing cost of living, the increasing complexity and volume of work performed in county agencies and the patterns of settlements in comparable employment.

The chapter had called for the 75-I retirement plan, an 8½ percent pay boost with a \$500 minimum and no maximum in the first year and a boost in the second year of 8½ percent or the cost-of-living increase, whichever is higher.

Talks had gone to the fact-finder after six months of bargaining with the County produced an offer that was reject-

ed by the membership. Renewed talks collapsed almost immediately in the face of the CSEA's minimum program, and the fact-finder was called in.

Meyer conducted twice-a-week hearings through most of March and April. He indicated to the parties that he would rule promptly, probably in the early days of May.

Jefferson City Unit Gains Another 7% Pay For Members

WATERTOWN — A 7 percent wage increase for the 203-member city unit of Jefferson chapter, Civil Service Employees Assn., has been granted under a contract approved by the Watertown City Council for the fiscal year starting July 1.

The 7 percent boost is atop the city's automatic 5 percent annual hike given to most of the municipal employees, making an effective increase totaling 12 percent. The contract was approved by the CSEA membership ten days prior to City Council action.

In addition to continuation of group hospitalization, major medical and surgical insurance, the new contract provides for winter vacations by special request along with an agreement by the city to handle payroll deductions of CSEA employees participating in the CSEA Masterplan Insurance program under which members obtain automobile and homeowners insurance at reduced cost to themselves.

The contract was negotiated in a series of five talk sessions. The CSEA was represented at the bargaining table by Richard J. Grieco, unit president; William Murray, Beverly Colligan and Patrick Moore. City Manager Ronald G. Forbes represented the city.

Engineers To Meet At Concord In May

The New York State Association of Transportation Engineers 34th Annual Conference will be held May 1 through May 4 at the Concord Hotel in Kiamesha, New York.

The conference, hosted by Binghamton Section 9, will consist of technical sessions, lectures, seminars and exhibits where information regarding construction trends and methods will be exchanged. The association has a statewide membership of approximately 3,000.

Mid-State Armories

ROME—Annual spring meeting of the Mid-State Armory Employees chapter of the Civil Service Employees Assn. is scheduled for May 14 in the Rome Armory, according to Lynn Fairbank, chapter secretary-treasurer.

ACCUSE DOT OF JEOPARDIZING AGREEMENT

(Continued from Page 1) said, "The union won't stand for this blatant violation of our negotiating right under the Taylor Law."

DOT representatives claim that maintenance of the highways is of prime importance. They cited

the costly nature of overtime during the winter months and cited the split-shifting policy as saving the department a considerable amount of money over the past winter.

Reedy said, "There is considerable doubt as to whether the

split-shifting saved any money at all." He went on to question the department's financial posture, citing "more than a million dollars in surplus overtime funds this year due to the mild winter, funds which the department spent in one week."

Earth Week, ecological move to encourage general "clean up" activity, has received support from DOT officials this year. Virtually every maintenance employee was requested to put in extensive overtime during that week. The net result, according to CSEA, was the elimination

of the department's million-dollar surplus.

Timothy McInerney, DOT representative to CSEA's Board of Directors and DOT Region I CSEA chapter president, called the meeting with Schuler "disappointing, but not unexpected." He said, "We have the contractual ammunition to fight them and we intend to use it. Their shift schedule cannot be classified as an emergency and is a definite attempt to upset peoples' lives to avoid the payment of overtime. Any arbitrator will agree with us on this one."

Decision Hinged On Meaning Of 'Service'

Award \$10,000 Back Pay To Five Buffalo Members

BUFFALO — Back pay amounting to more than \$10,000 has been awarded to five members of the Buffalo Sewer Authority unit of the Civil Service Employees Assn. by Robert R. France, arbitrator in a dispute between the unit and the Buffalo Sewer Authority.

The award was made when CSEA and the authority submitted to binding arbitration a dispute involving the grievance of five employees concerning their proper rate of pay under Article IV (d) of their contract agreement.

Article IV (d) reads: "On the commencement of the first pay period subsequent to an employee having completed ten (10) years of service with the Authority, such employee shall be placed automatically at the top of the salary grade of this then or future allocated position, promotional or otherwise."

CSEA held that the language in Article IV (d) clearly requires that an employee be placed at the top of his salary grade after ten years of service. The union contended that any ambiguity in the meaning of the word "service" was eliminated by the history IV (d) and that past practices of both parties had been to define service as

the total employment of the employee from his date of hire. The exact language of Article IV (d), except for the change from 25 to 10 years is contained in a previous Schedule issued by the Authority.

The Authority contended that, in the context of the agreement, they believed that the word "service" referred to time spent in grade and not to time spent from date of hire.

In rendering his decision, France said, "The parties have used the words 'years of service' for a substantial period and have consistently and without dispute interpreted it to mean the employee's entire service, not the period of time he had spent within a particular job group. In the absence of overwhelming and indisputable evidence that the essentially clear and unambiguous language of the Agreement does not reflect the common intention of both parties, the arbitrator is constrained to accept that language." France ruled that the five employees should be reimbursed for the difference in pay between the top of their grade and what they actually received during the life of the agreement.

Ronald L. Jaros represented CSEA in the dispute with the Buffalo Sewer Authority.

Ⓢ 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

- 24—Metropolitan Conference grievance night (and every Tuesday): 4:30 to 7:30 p.m., CSEA Regional office, 11 Park Place, Manh.
- 26—New York City chapter general membership meeting: 5:30 p.m., Hearing Rooms 1 & 2, 80 Centre St., Manhattan.
- 27—SUNY at Albany chapter executive council meeting: 5:30 p.m., Cranberry Bog, Wolf Rd., Albany.
- 27-28—Central Conference meeting: Treadway Inn, Owego.

May

- 1—Nassau Recreation and Parks unit meeting: 8 p.m., Salisbury Restaurant, Eisenhower Park, Mineola.
- 1—Jefferson chapter election of officers for county, city and social services units.
- 1-4—New York State Transportation Engineers Convention: Concord Hotel, Kiamesha Lake.
- 4-5—Western Conference meeting: (further details to be announced.)
- 5—Association of New York State Mental Hygiene Dentists meeting: 1:30 p.m., Hyatt House, Albany.
- 8—Statewide Board of Directors meeting: Albany.
- 9—Suffolk Area Retirees chapter meeting: 1 p.m., Robbins Hall, Central Islip State Hospital, Central Islip, L.I.
- 14—Mid-State Armory Employees chapter spring meeting: Rome Armory, Rome.
- 21—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
- 28-30—New York City chapter workshop: Concord Hotel, Kiamesha Lake.
- 31—Metropolitan Armories chapter general meeting: 2 p.m., 42nd S & E Armory, 1579 Bedford Ave., Brooklyn.

To Advisory Council

ALBANY—Willie Henry Toler, of Laurelton, Queens, has been named to the State Advisory Council on Physicians Associates for a term ending Dec. 31, 1974. There is no salary.

This Week's New York City Eligible Lists

EXAM NO. 2171

TABULATOR OPERATOR

This open competitive list of 30 eligibles was established April 19; 47 candidates applied during the December filing period. Evaluation was based on training and experience. Starting salary is \$5,900.

No. 1 — 101.3%

1 Thomas C Doherty, Henry J Riss, John A Guinane, William G Cooper, Ramlackhan Chankasingh, Henry J Schwenk, Lewis L Gold, Vincente E Roland Jr, Arthur S Hagevik, William C Hedgcock, Claude Jones Jr, Arthur Gillespie Jr, Andres A Thomas Jr, Leonard J Fazzetta,

Milton Kutner, Peter Sivillo, Walter Hernandez, Edward Artale, Winslow W Drummond, Doreen P Rebesch.

No. 21 — 76.2%

21 Carole E Vickers, Norman Ross, Exzeal G Woods, Amella Gebbia, Frank E Fox, William R Hazel, Marilyn Nelson, Thomas N Sposato, Marvin Reape Jr, Frances Kronen.

EXAM NO. 2127

PUBLIC HEALTH ASSISTANT

This open competitive list of 95 eligibles was established April 19; 203 candidates applied during the December filing period. Evaluation was based on

training and experience. Starting salary is \$5,500.

No. 1 — 105%

1 Ralph J Chambliss, Luis A Gonzalez, Clyde R Barrow Jr, Stewart Randolph, Charlotte Robinson, Henrietta Jones, Phyllis C Harewood, Ruby S Jones, Connell Jackson, Dorothy C Benjamin, Mary G Byrne, Beatrice Everett, Estelle Richards, Tiny M Payne, Arlene T Springer, Miriam A Nair, Hazel Carter, Electra P Marable, Rosa C Spencer, Katie Jenkins.

No. 21 — 89.1%

21 Viola Parrish, Dorothy L Perry, Angel L Padilla, Constance Bryant, Brenda C Patter-

son, Judith Glauser, Sandra F Richardson, Barbara E Gibbons, Althea M Smith, Ling L Lee, April D Boages, Carmen Ruppert, Charlene Nicol, Dora M Doyle, Helen Vorensky, Evelyn Poster, Migdalia Reyes, Sonia Lugo, Carmen Santiago, Parthenia Fenderson.

No. 41 — 81.3%

41 Joyce D Wilson, Martha Pinckney, Helen F Capers, Juanita F Capers, Juanita A Broome, Janice O Wilkerson, Maria V Miah, Geanett Wright, Enery Vasquez, Barbara Washington, Gloria L Odom, Carolyn George, Rachel Kalisky, Emelda M Joshua, Michael Bavaro, Rose Brown, Lillie Victor, Judith Glauser, Lily Weschler, Dianna Woods, Lorraine D Bailey.

No. 61 — 74%

61 Vernice Hopkins, Linda B Spruill, Florence M Calabro, Maria C Garcia, Evelyn V O'Neil, Rachel M Espinosa, Patricia D Mitchell, Thelma Fink, Carmen M Westerband, Helen Kirstein, Julia M Camel, Lyndell Bernard, Graciela R Ortiz, Paul Olatoye, Gloria E Page, Carolyn L Brainin, Vernel Duhaney, Lols M Leach, Henry Lloyd, Barbara J Hardy.

No. 81 — 70.6%

81 Annette Brown, Naomi E Magana, Antonio A Pereira, Louise A Karisty, Anna S Gray, Patricia A Decohen, Elsie M Tally, Annie C Taylor, Minnie L Spiller, Florence Cohen, Bernice F Peracchio, Milton A Jones, Gilbert Reid, Pamela Roebuck, Florence M Dempster.

EXAM NO. 2154

SR INVESTMENT ANALYST

This open competitive list of 15 eligibles, established April 19, resulted from the March 14 technical-oral exam and from an evaluation of training and experience. Of the 92 candidates who filed in January, 20 appeared to take the exam. Salary is \$12,400.

No. 1 — 85.6%

1 Robert H Feld, Vernon Callian, George Antipas, Jeanne A Grifo, James C Sheehan, Raymond E Peress, Jerome L Galant, Robert T Wilson, Patrick K O'Connor, Peter D Heerwagen, William Brewster, David C Gajos, Arthur D Charpentier, Harvey J Stoneburner Jr, George B Green.

EXAM NO. 1253

HUMAN RESOURCES

TECHNICIAN

(MANPOWER DEVELOPMENT & TRAINING)

This open competitive list of 21 eligibles, established April 19, resulted from the Sept. 16 written exam. Of the 91 candidates who filed in June, 54 appeared to take the exam. Starting salary is \$8,000.

No. 1 — 91.2%

1 Sheila Levine, Paul F Cunningham, Cecelia E Best, Benjamin T Perry, Jacqueline Mitchell, Linda C Nelson, Patrick Reilly, Gertrude H Williams, James Russell, Ronald Woodward, Theresa L Everett, Carmen A Soltero, Gladys Rios, Maria E Cortes, Luisa Torres, Alan D Zamochnick, Carmen L Tallant.

(Continued on Page 5)

Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

There have been changes!

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

Now, if your annual salary is	You can qualify for a monthly benefit of
Less than \$4,000	\$100 a month
\$4,000 but less than \$5,000	\$150 a month
\$5,000 but less than \$6,500	\$200 a month
\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
\$10,000 and over	\$400 a month

FOR FULL INFORMATION AND RATES:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: TER BUSH & POWELL, INC.
CIVIL SERVICE DEPARTMENT
Box 956
SCHENECTADY, NEW YORK 12301
3. Or, call your nearest Ter Bush & Powell representative for details



TER BUSH & POWELL, INC.

Insurance

SCHENECTADY
NEW YORK

BUFFALO
SYRACUSE

FILL OUT AND MAIL TODAY...

Ter Bush & Powell, Inc., Schenectady, New York
Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name _____
Home Address _____
Place of Employment _____
Employee Item No. _____

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

Men 17 to 35 — Women 18 to 28

Good pay with military benefits, retirement and survivor plan. Schooling and training in most civilian trades and careers. High school seniors welcome. Veterans try us for one year — your prior service is worth five for one for retirement. State and Federal Govt workers allowed extra leave yearly with pay.

Phone ANG Recruiter

Niagara Falls 716 297-4100
Schenectady 518 372-5621
Syracuse 315 458-5500
White Plains 914 946-9511
Roslyn 516 621-2600
Westhampton Beach 516 288-4200

An Equal Opportunity Outfit
male/female

Mail in Coupon
NEW YORK AIR NATIONAL
GUARD/DPR
Westchester County Airport
White Plains, N.Y. 10604
Send full details on the AirGuard

Name _____
Address _____
City/Zip _____
Sex _____ Prior Service? _____

If you want to know what's happening
to you
to your chances of promotion
to your job
to your next raise
and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$7.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER

11 Warren Street
New York, New York 10007

I enclose \$7.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below.

NAME _____
ADDRESS _____ Zip Code _____

CIVIL SERVICE LEADER, Tuesday, April 24, 1973

Eligibles

(Continued from Page 4)

Kay F Owens, Claudia Childs, Eliza B Sheard.

No. 21 — 69.6%
21 Edythe J Campbell.

EXAM NO. 2761
FROM TO SUPERVISOR—
POWER DISTRIBUTION
Transit Authority

This list of two eligibles, established April 19, resulted from the Feb. 28 technical-oral exam. Salary is \$17,682.

No. 1 — 83.9%
1 Anthony J Tortorella, Fred King.

EXAM NO. 0106
SENIOR ENGINEERING
TECHNICIAN
(DRAFTING)

This open competitive list of 60 eligibles, established April 19, resulted from the Jan. 13 written exam. Of the 206 candidates who filed in December, 138 appeared to take the test. Salary is \$9,900.

No. 1 — 87.5%
1 Yaropolk L Miheyev, Anthony D Turato, Andre Michelena, Edward Orman, Harry R Best Jr, Donald J Mikalsen, Michel Perce, Gino P Marino, Frank Gullino, Salvatore Candido, Michael F Vioze, Yime R Otani, Walter H Kirschkel, Dino A Liverano, Daniel R Francis, Charles T Wolynski, Charles J Morea, George F Klick, Charles H Steinhauer, William J Pye.

No. 21 — 76.5%
21 George L Chell, Michael L Miheyev, John Peralo, John P Scerra, Francis J Buffa, Richard J Aiello, Dannie J Pignatello, Aaron Holand, Joseph A Occhipinti, Arthur J Brockway, George T Deng, Girish J Desai, Julius Adlerstein, Kenneth Allen, Joseph Logullo, Robert A Schankweiler, Gerald A Brooks, Daniel J Pennachio Jr, Don T Lia, Theodore R Gladstone.

No. 41 — 73.5%
41 James J Gaffney, Michael J Lazar, Dominick Cusumano, Maximilian Miheyev, Otto J Kohout, Anthony M Palamara, Daniel N Mon, Andrew M Jachniewicz, Andrew J Lomuscio, Nicholas C Cappola, Irsoome Tukes, Chark K Chan, George R Dauterman, Frederick Venn, Max Olynyk, Arnold B Fydell, Robert Dename, Richard Rosario, Guillermo Ballesteros, Elliott J Oras.

EXAM NO. 1614
FROM TO SUPERVISING
CHILDREN'S COUNSELOR
Dept. of Social Services

This list of 70 eligibles, established April 19, resulted from the May 23 written exam. Of the 127 candidates who filed for the test, 85 appeared. Salary is \$11,350.

No. 1 — 88.965%
1 Charles A Collins, Leroy Colter Jr, Robert L McNair, Laura F Gillim, Effie K Edwards, Leroy H Birt, Celia E Eastmond, Emanuel C Smith, Marjorie E Johnson, Dorothy M Chambers, Mary R Littlepage, Samuel Oliveras, Jo A Butler, Bertha I Pettus, Barbara J Johnson, Marian F Moore, Barbara A Robinson, A William Douglas Jr, Lawrence R Henry.

No. 21 — 81.23%
21 Elaine D Clark, Elizabeth Nash, Janet E Parker, Rebecca L Boyd, Ola M Greene, Wilbert L Wiley, Caretha Wiley, Nancy E Russell, Jean E Wilson, Linda S Wurf, Vertell S Smith, Theresa P Sheck, Scott C Tolliver, Edd Stafford, Dorothy M Thomas, Cynthia Baston, Ruby L

Sapp, Richard A Usher, Benjamin Bowser, Louise B Hoskins.
No. 41 — 78.68%
41 Bobby W Hopson, Carmel L Ellis, Sarah A Drayton, Mary

D Gregory, Mary L McTillman, Robert G Ayers, Joyce Springs, Jennie M Singleton, Shirley M Wright, Lula J Williams, Arnold
(Continued on Page 11)

WINNER OF 8 ACADEMY AWARDS Including BEST ACTRESS LIZA MINNELLI

CABARET

PG Technicolor Distributed by Allied Artists

* PLUS 2nd FEATURE AT MOST THEATRES

NOW AT A THEATRE NEAR YOU!

MANHATTAN LIGHTSTONE'S QUAD #4 13TH ST. BET. 5TH & 6TH AVES. A.T.'S 72nd ST. PLAYHOUSE BET. 13th & 21st AVES. WESTCHESTER FLORIN'S PELHAM PICTURE HOUSE	BROOKLYN AVENUE U FLORIN'S HIGHWAY LIGHTSTONE'S GRAHAM GERHISEN BEACH POLY'S KENT UPSTATE N.Y. CINEMA JERRY LEWIS MAYSON Story Point STRAND R. Tarrytown	NASSAU A.T.'S AMITY 50 FARMINGDALE CINEMA #1 EAST MEADOW A.T.'S OCEANSIDE WESTBURY BERNARDSVILLE CINEMETTE Bernardsville Union NEW PLAZA Linden TOWN Emerson	SUFFOLK UA GREENPORT GREENPORT LARKFIELD EAST NORTHPORT LIGHTSTONE'S SOUTH BAY WEST BARTLETT UA WESTHAMPTON
--	--	--	---

* Check Local Theatre

PARAMOUNT PICTURES CORPORATION and FILMWAYS, INC. present

JACK LEMMON

in A MARTIN RANSOHOFF Production

"SAVE THE TIGER"

co-starring JACK GILFORD In COLOR PRINTS BY MOVELAB

STARTS WEDNESDAY

MANHATTAN LEWIS CINEMA 214 W. 4th St. 1st Fl. ART 214 W. 4th St. 1st Fl. CINE MALIBU 7th St. & 6th Ave. SYMPHONY 7th St. & 6th Ave. BRONX LEWIS PARADISE GRAND CONCOURSE ELMWOOD ELMHURST	BROOKLYN LOEWS GEORGETOWNE TWIN 2 RKO KENMORE LOEWS ORIENTAL STATEN ISLAND NYPAN CINEMA NEW DOWNS QUEENS RKO KEITH'S FLUSHING	NASSAU A.T.'S CALDERONE 2 HUNTSIDE W. S. BRIDGE'S CENTRAL ROSLYN ROSLYN NATIONAL GENERAL'S TWIN NORTH HICKSVILLE LOEWSTRIBORO ASTORIA	WESTCHESTER LESSER'S BEACH CINEMA 1 PEEKSKILL GENERAL CINEMA'S CINEMA 1 HARTSDALE LESSER'S MT. KISCO CINEMA PARK HILL YONKERS RKO PROCTOR'S NEW ROCHELLE GENERAL CINEMA'S STARLIGHT D. I. CRATON ON HUDSON	SUFFOLK UA EAST HAMPTON CINEMA EAST HAMPTON CENTURY 5 110 DRIVE IN HUNTINGTON LOEWS SOUTH SHORE MALL BAY SHORE UA SUNRISE D. I. PATCHOGUE RKO TWIN COMMACK
---	--	---	--	--

ALSO AT THEATRES IN UPSTATE N. Y. AND NEW JERSEY

Paramount Pictures Presents
A Hanna-Barbera-Sagittarius Production

"CHARLOTTE'S WEB"

In Color G

EXTRA ADDED ATTRACTON! "THE HEADLESS HORSEMAN OF SLEEPY HOLLOW"
All New Animated Version

NOW PLAYING

MANHATTAN NORRIS GUILD 50th 33 WEST 50th ST. HALLMARK 5 JULIET 1 (Starts Wed) 315 Ave. A 8th St. A.T.'S KIPS BAY ON 7th Ave. & 31st St. LIGHTSTONE'S QUAD #1 13th St. bet. 5th & 6th	BROOKLYN RKO DYKER LOEWS GEORGETOWNE TWIN #1 LOEWS KINGS QUEENS LOEWS BAY TERRACE BAYSIDE PARSONS FLUSHING INTERBORO & TAYLOR FOREST HILLS	NASSAU UA MANHASSET NASSAU NATIONAL GENERAL'S RACEWAY CINEMA WESTBURY REGIONE'S SUNRISE D. I. VALLEY STREAM RKO TWIN LAWRENCE RKO TWIN ROCKVILLE CENTRE	WESTCHESTER LESSER'S BEACH CINEMA 1 PEEKSKILL GENERAL CINEMA'S CINEMA 2 HARTSDALE GENERAL CINEMA'S ELMSFORD D. I. ELMSFORD LESSER'S MT. KISCO CINEMA LOEWS NEW ROCHELLE NEW ROCHELLE RKO PROCTOR'S YONKERS	SUFFOLK NATIONAL GENERAL'S FOX EAST BRANTON UA SMITHTOWN ALL WEATHER D. I. DRIVE IN RESCONSEY UA SOUTHAMPTON 151st St. (Starts Wed) SOUTHAMPTON CENTURY 5 110 DRIVE IN HUNTINGTON RKO TWIN BABYLON BABYLON
---	---	--	---	---

"CLASS OF '44' IS A FINE SEQUEL TO 'SUMMER OF '42'!" — DAILY NEWS

"A DELIGHT." — WPIX-TV

Class of '44

Celebrating Warner Bros. 50th Anniversary
A Warner Communications Company

PARAMOUNT TECHNOCOLOR PG PARENTAL STRONG CAUTION

SUTTON
57th and 3rd Ave. • PL 9-1411
11-15, 12-55, 2-45, 4-30, 6-20, 8-10, 10



THE DELEHANTY INSTITUTE

60 years of education to more than a half million students.

ASSISTANT FOREMAN SANITATION DEPT.

Enrollment Now Open

POSTAL CLERK CARRIER

Enrollment Now Open

CORRECTION CAPTAIN

Enroll now to prepare for June 30 exam.

Patrolman, N. Y. P. D. Policewoman, N. Y. P. D.

Continuous Classes to prepare for exams ordered by Civil Service Commission

POLICE PROMOTION

Intensive course featuring new CASSETTE STUDY SERIES
Convenient Locations—Day & Evening Sessions
FREE CASSETTE OFFER
Exams ordered by Civil Service Commission for Sergeant and Lieutenant

FIRE LIEUTENANT

most important of all Fire Promotion Study Courses

DEPUTY FIRE CHIEF

Exam. Scheduled for June 9th.
Classes Resume April 2nd and bi-weekly thereafter.

High School Equivalency

DIPLOMA PREPARATION
5 week course—day & evening classes
Enrollment now open

Delehanty High School

A 4-year Co-Ed college preparatory high school ACCREDITED BY THE BOARD OF REGENTS

Vocational Division

approved training in
• AUTO MECHANICS
• ELECTRONICS-TV
• DRAFTING
LICENSED BY THE NEW YORK STATE EDUCATION DEPT.

The Delehanty Institute
For Information on all courses

CALL (212) GR 3-6900

Manhattan: 115 E. 15th Street
Office Open Daily 9 A.M.-5 P.M.

CIVIL SERVICE LEADER, Tuesday, April 24, 1973

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Marvin Baxley, Executive Editor

Kjell Kjellberg, City Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellow — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8350

15c per copy. Subscription Price: \$3.70 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, APRIL 24, 1973

Don't Repeat This!

(Continued from Page 1)
from Manhattan. Robert Steingut, grandson of the late Assembly Speaker Irwin Steingut and son of Assembly Minority Leader Stanley Steingut, is running for the Democratic nomination for Councilman at Large from Brooklyn.

Young Steingut is better-known on the Albany scene than young Wagner. As a student at Union College in Schenectady, Bob Steingut was a frequent visitor at the Capitol and shared many evenings with legislators in his father's suite at the DeWitt Clinton Hotel. Curiously enough his father, the Assembly Minority Leader, also first made the scene in Albany as a student at Union College and also while passing time with his father at the DeWitt.

Bob's grandfather was first elected to the Assembly from Brooklyn in 1920 and served until 1953, when he was succeeded by his son, Stanley. Thus, except for minor changes in the contours of the district, the residents of that area have been represented in Albany by the Steinguts for 53 years. Should Bob Steingut be elected, that area, together with the rest of Brooklyn, will also be represented by another Steingut in the City Council.

While the Assembly Minority Leader holds considerable clout, Assemblyman Steingut is keeping his distance from his son's campaign so that Bobby will have to win substantially on his own campaign activities and techniques. Fortunately, Bobby Steingut can base his campaign on his widespread and intensive community activities for the last several years.

He is a trustee of the East Flatbush YM-YWHA and has been an active leader in community-oriented ecological drives. He is a director of the Brooklyn Jewish Community Council and chairman of the Committee on Public Safety and Criminal Justice of the Metropolitan Division of the American Jewish Committee. He is also serving as chairman of a county Committee on Narcotics, which has done spadework on research approaches for rehabilitation of addicts.

Bobby Steingut has also been deeply involved in Democratic party activities with particular emphasis in bringing youth and minority group members into the party. In 1971, he went to Jackson, Mississippi, to serve as a poll watcher for Charles Evers, the National Democratic candidate for Governor. If pressed, Bobby can recount some harrowing tales about his experiences with the elective process in that state.

If elected to the Council, Bobby is pledged to fight for a City Charter amendment which would require Council approval of the Mayor's appointments and for greater neighborhood participation in the development of public policy and programs. He believes that the Council should establish an independent commission, consisting of representatives of business, labor and the City's communities, to serve as a watchdog commission over public expenditures.

Bobby Steingut has taken to the campaign trail with the verve and skill of a veteran. This is not unexpected since he has been active in past campaigns of his father and is thoroughly familiar

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.

Granting Of Teacher Tenure

An action in the Dutchess County Supreme Court has determined that the Board of Education of Central School District No. 1 of the Towns of Carmel and Putnam Valley (referred to as the Board) was entitled to a stay of arbitration on a teacher's grievance concerning the granting of tenure. The teacher in this case was denied tenure by the Board. He initiated a grievance for the purpose of reviewing that decision.

When the teacher was first appointed on Sept. 1, 1969, the statutory probationary period was three years. (Sec. 2509, Education Law). On May 9, 1971, during the teacher's second year of employment, the statute was amended to make the probationary period five years instead of three, with no protection for those teachers who were hired under the three-year tenure provision.

IN ORDER TO CORRECT this oversight, the Legislature, on June 8, 1972, passed an amendment to the law which provided that a teacher who had been appointed under the three-year tenure statute would have his status determined under that law. It said that the probationary period of a teacher who began his probation prior to May 9, 1971, and whose probation would expire after May 9, 1971, but no later than June 30, 1972, would have his probation terminate as of June 30, 1972. This provision included the teacher in the instant case. The statute also provided that a teacher who was to be denied tenure be notified in writing to that effect no later than July 31, 1972. It also provided that a person who was so notified could not acquire tenure by estoppel between July 1, 1972, and July 31, 1972.

The labor contract under which the teacher was employed provided that a teacher who was not to receive tenure be notified not later than two weeks prior to the beginning of the spring recess. Since the Superintendent of Schools and the Board were under the impression that they were operating under a five-year tenure statute, in the spring of 1972, no notice of any kind was given to the teacher under the collective bargaining agreement.

In July 1972, after the statutory amendment, the Superintendent of Schools recommended the teacher for tenure, but the Board denied it and advised the teacher in writing on July 21, 1972, of its decision.

The Teachers' Association argued on behalf of the teacher that he was permanent because no notice had been given under the contract. The Board argued that the five-year statute was in effect, and, therefore, no notice had to be given but when the statute was amended in June 1972, notice was promptly given.

OF COURSE THE BOARD could not have anticipated in the spring of 1972 that the Legislature would amend the law as it did. This was a circumstance which was not within the contemplation of the parties when their contract was written, and therefore, was outside its scope.

In any event, the terms of the contract itself precluded the use of the grievance and arbitration procedures. It stated: "The term grievance shall not apply to the failure to recommend or to oppose probationary teachers to permanent appointment."

While the court reached the correct solution in this case, it issued some *dicta* as well. The court seems to be of the opinion that the granting of tenure is not an arbitrable issue. It stated: "... the power to grant tenure to teachers is vested exclusively in the Board of Education." If the court intended to apply that statement to the contract in this case, it is correct. If, on the other hand, it intended that statement as one of general application, then it is taking incorrect position that even if the parties agree that the withholding of tenure is reviewable by arbitration, that such agreement is unenforceable.

with the management of a campaign. A former public school teacher, he is accustomed to standing before a group, delivering his speeches and fielding questions from the audience. An accomplished skier and tennis player, Steingut moves about in a crowd of well wishers with the grace of a trained athlete. Democratic politics in the City being as volatile as they are, it is hazardous to make firm predictions about primary results. However, Bob Steingut's chances are rated as highly favorable. If Robert Steingut and Robert F. Wagner, Jr., both win, they will be on their way toward starting a third generation of family participation in politics and public service.

Mr. Schuler's Arrogance

AS chief of the State Department of Transportation, Raymond T. Schuler should know that he has to honor contracts, whether he likes it or not. He should know also that once the State negotiates a work pact with its employees, that pact takes precedence over any feelings he might have on its contents.

What this is all about is that the Civil Service Employees Assn., which represents employees in DOT, has negotiated a new unit contract that eliminates the split shift, a device used by the department to avoid payment of overtime.

That contract is now in the process of being ratified by members in that agency.

But Schuler told a CSEA committee last week that he intended the department "to continue its shift policy . . . regardless of the CSEA contract." Naturally, the committee members walked out.

Apparently, Schuler paid no attention to the State's loss in its battle to impose parking fees on State workers, which was ruled a violation of the contract between the State and the Employees Association.

We advise Schuler to get off his high horse right now. After the pact is approved, there will be no more split shifts in the Department of Transportation and he can save himself, the State and DOT workers a lot of wasted time by dropping his tsarist attitude on whether or not the contract provisions will be honored. They will be.

Questions and Answers

Q. My wife is 66 and a high school teacher. Last summer when she wasn't teaching she got monthly social security checks. We'll report her total wages on our income tax return. My wife thinks that's all she has to do. Is she right?

A. No, she must file an annual report of her earnings with the Social Security Administration by April 16, 1973. This report is entirely different from an income tax return. The people at your social security office will be glad to help her complete the annual report.

Q. My uncle applied for monthly social security retirement payments last summer, and his checks started about six weeks after he applied. However, my father, who applied last November, had to wait nearly three months before his first check came. Why is there such a difference in how long it takes for the first check to arrive?

A. One possible explanation is that your father didn't have the necessary papers ready when he

applied for benefits. Applications for retirement payments are processed faster if the applicant has complete information—such as proof of his age and a record of his most recent earnings—when he first applies. A birth or baptismal certificate recorded before age five, a school record, an old insurance policy, or the birth certificate of a child that shows the applicant's age are acceptable age proofs. A record—such as a W-2, check stubs, or a tax return—is also acceptable proof of earnings. These proofs help start payments sooner.

Q. I'm planning a trip abroad next spring to visit some of my relatives. My doctor has told me I'll need several shots before I go. Will Medicare help pay for them?

A. No. Vaccinations or inoculations are covered under Medicare only if they are directly related to an injury or direct exposure to a disease. Preventive immunization, such as you'll be getting, is not covered.

Letters To The Editor

Nurses Should Not Strike

The Editor:

I am disappointed in professional nurse practitioners of New York State Institutions.

I agree that demands for bettering patient care facilities and working conditions, including the present career ladder dispute, should be met by administration; we must be acknowledged. The attempt to bring about change for raising the quality of health care is a professional nurse's responsibility to the patient who is dependent upon us for care.

Nurses are denying this responsibility by refusing to carry out her (his) role and striking. We have both a professional and moral obligation never to deny our patients the physiological as well as psychological aid they seek in order to cope with their situation.

Let us review our professional code of ethics. According to the American Nurses' Association, the nurse is clearly obligated to provide service with respect for the dignity of man, with no considerations for restriction. Whatever the circumstances, the patient's nursing care should be determined solely on his needs as a unique human being. Certainly this respect of the personal needs of the individual is ignored when refusal to practice is assumed by the protesting nurse. It is also stated that practices which are noticed to cause possible detrimental effect on the patient's welfare violate this primary commitment.

Is there no means left by which we can make our demands heard without jeopardizing the already suffering patient? Let us not disregard that which we are striving for—quality care for the patient.

LOUIS GABRELUK

Cornell University-
New York Hospital
School of Nursing

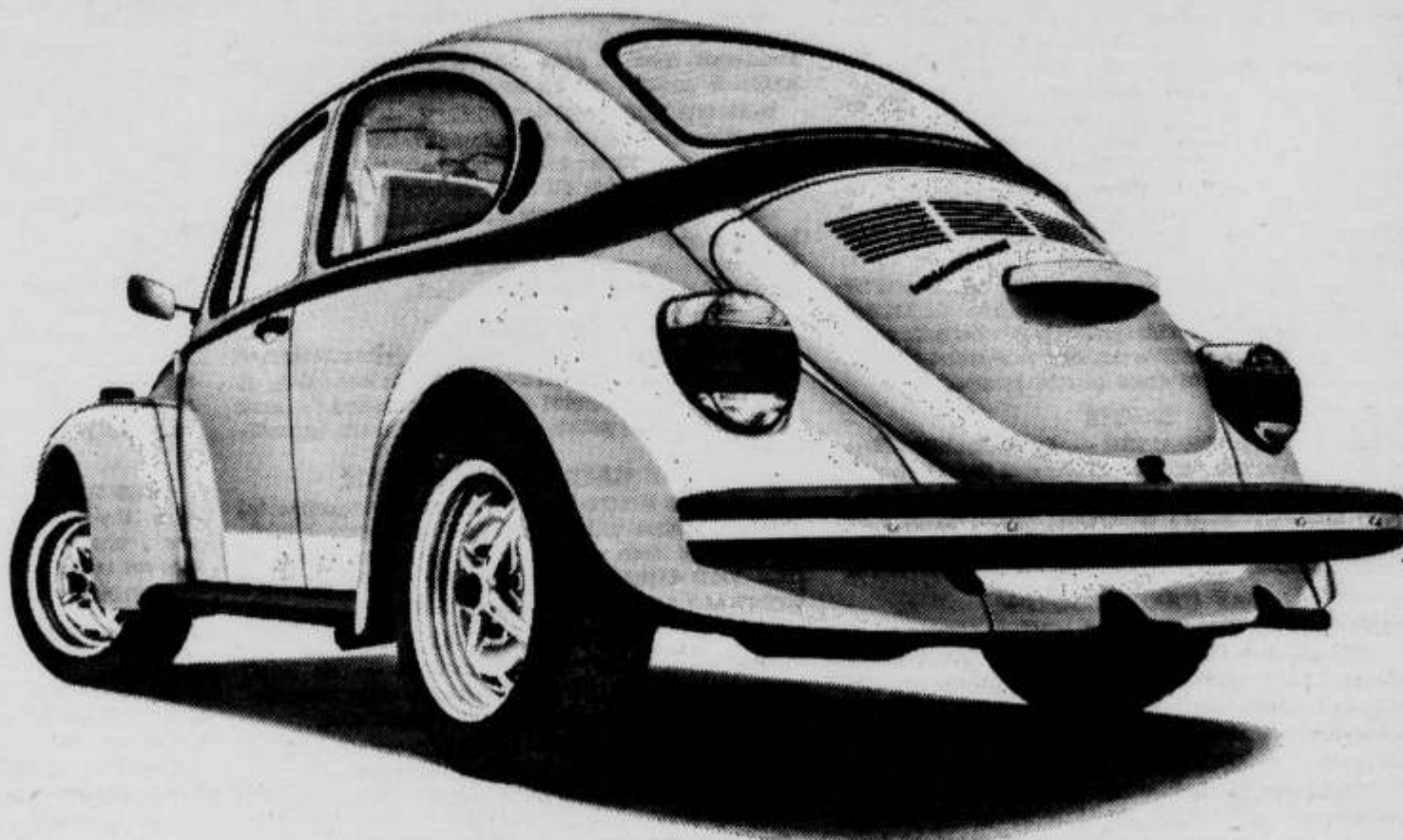
District Super Nurse

The city Dept. of Personnel has summoned 54 candidates for promotion to district supervising public health nurse to take their technical-oral test, exam 2569, April 26 and May 3.

LEGAL NOTICE

DYCKMAN COMMUNITY HEALTH CENTER. — The undersigned do hereby certify that they are conducting or transacting business as members of a limited partnership under the name or designation of **DYCKMAN COMMUNITY HEALTH CENTER** located at 100-108 Dyckman Street, in the County of New York, State of New York, and do further certify that the full names of all the persons conducting or transacting such limited partnership including the full names of all the partners with the residence address of each such person are as follows: General Partner — Morton Gottesman, 40 East 84th Street, New York, New York, Limited Partner — Angelo Ortega, 930 East 251st Street, Bronx, New York. The limited partnership shall carry on the business of constructing, maintaining and leasing buildings located at 100-108 Dyckman Street, New York, New York. The limited partnership began on the 1st day of November, 1974, and shall continue until the 1st day of November, 1975, and thereafter from year to year, until terminated. The limited partner has contributed to the capital of the partnership in cash the sum of \$12,500.00. The contribution of each partner is to be returned to each partner out of the profits. Fifty (50%) percent each until the contribution has been returned. The net profits of the partnership shall be divided between the partners, after the contribution of each is returned, and the net losses shall be borne by them in the proportions set opposite their respective names: General Partner — Morton Gottesman, 75%. Limited Partner — Angelo Ortega, 25%. Additional General or Limited partners may be admitted to the partnership on such terms as may be agreed on in writing between all the partners and such new partners. The death of any partner shall dissolve the partnership, but shall have no effect upon the continuance of the partnership business. The surviving partner has the option to purchase the interests of the deceased partner. Each partner agrees to further contribute during the first year of the partnership a sum not exceeding \$37,500.00. Such sum to be repaid on or before Nov. 1, 1974. The above Certificate duly signed and acknowledged by all partners, is on file in the New York County Clerk's Office.

Volkswagen announces a limited-edition Volkswagen.



The Sports Bug

Bet you thought we'd never do it. Well, catch this:

Oversize radial tires. Mounted on snazzy mag-type wheels.

Indy-type steering wheel. Covered in simulated leather over thick padding.

True sports bucket seats. With contoured vinyl sides and no-slip fabric. To hold you comfortably while cornering.

Short-throw synchro stick shift. The faster you shift, the faster it shifts.

Spirited air-cooled engine. Cast with lightweight aluminum-magnesium alloy. Just like in Super Vee racing engines.

Four-wheel independent suspension. McPherson-design coil/shock combo up front. Double-jointed rear axle with independent trailing arms in back.

Special high-gloss paint job. In Saturn Yellow. Or Marathon Silver Metallic.

Jet black trimming.

Options? All kinds. Like racing stripes. Flare-tip pipes. Stereo radio. And more.

If this sounds like what you've been waiting for from us, wait no more.

We built only a limited number of our special-edition Sports Bug.

After all, we can't make too much of a good thing.



©VOLKSWAGEN OF AMERICA, INC.

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



SUMMARIES OF FOUR UNIT AGREEMENTS

Summary Of Proposed Three-Year CSEA Contract For Employees In The Four Bargaining Units Represented By The Civil Service Employees Assn. For The Period April 1, 1973, through March 31, 1976.

ADMINISTRATIVE SERVICES UNIT ATTENDANCE AND LEAVE

HOLIDAYS — The 11 paid holidays are enumerated in the contract. Employees can designate a floating holiday upon arrangement with management.

ADDITIONAL VACATION CREDIT — An additional day is now earned from 15 to 19 years of service. Twenty to 24 years now earns two days and 20 to 25 years will be awarded three days.

SICK LEAVE ACCRUALS — Sick leave may be accrued to a maximum of 180 days. The difference between 165 (the previous limit) and 180 may not be used for retirement purposes.

USE OF VACATION AND SICK LEAVE CREDITS — Both vacation and sick leave credits may now be used in minimum periods of one-quarter hour.

EARLY DEPARTURE — Excuse may be granted by employer if plant facility breakdown has an impact on work environment. This applies particularly in cases where heating, air conditioning and ventilation systems are integrated and windows cannot be opened.

SAFETY

SAFETY APPROPRIATION — Approximately \$326,500 has been appropriated for safety and first aid training with first aid kits to be distributed by a joint CSEA-State safety committee established within 60 days of the new agreement. The joint committee is to work on safety considerations affecting all working conditions.

DAY CARE PROGRAM

DAY CARE PROGRAM — A pilot day care center program has been initiated in which local CSEA chapters shall provide funds and establish, furnish, and operate such centers on a non-profit basis in compliance with the standards of the State Board of Social Welfare.

MATERNITY LEAVE

MATERNITY LEAVE — This item will not appear in contract language. Rather, the Civil Service Attendance Rules will be amended to provide that a pregnant employee holding a temporary or permanent appointment may request and be granted sick leave for the period of her disability. She will also be eligible for sick leave at half pay and extended sick leave in accordance with applicable state rules and procedures (predicated upon employee's ability to file appropriate medical evidence that she is unable to perform the duties of her position due to pregnancy).

MISCELLANEOUS

VOLUNTEER FIRE AND AMBULANCE DUTY — The appointing authority shall excuse a reasonable amount of tardiness caused by direct emergency duties in duly authorized volunteer fire departments and ambulance squads.

EMPLOYEE REST AREAS — A joint State-CSEA committee has been established to develop such areas and recommend actions to be taken including priorities in the expenditures of funds available to carry out the committee recommendations.

BEREAVEMENT LEAVE CREDIT — Employees shall be allowed to charge 15 days per year for death or illness in the immediate family to accrued sick leave credits.

CAREER LADDER — This item will not appear in contract language. By mutual agreement, to appear in letter form between the State and CSEA, the Administrative career ladder will continue to be negotiated.

INSTITUTIONAL SERVICES UNIT ATTENDANCE AND LEAVE

VACATION — Accumulation of 40 days is now allowed.

HOLIDAYS — Eleven paid holidays remain the same. Employees may now choose between Election Day or Martin Luther King Day.

ILLNESS — A doctor's certificate will not be required for taking off three sick days or less.

LEAVE REQUESTS — Employees are entitled to a written response to their leave requests, and, if denied, a written statement must accompany each denial from the supervisor.

CONTRACT WORK RULES

STANDBY PAY — Will now be awarded to eligible employees at the rate of 5 percent of his daily rate per each 8 hours (or part thereof) on standby. Previously it was paid on the basis of 5 percent per 24-hour period.

OUT-OF-TITLE WORK — This has been eliminated by the new contract language, except in emergency situations which have been clearly defined as "nonrecurring situations or circumstances of limited duration which might impair the agency's goals . . ."

WORK PERFORMANCE — Any report of adverse work performance over three years old shall be removed from the personal history folder upon written request

of the employee.

SHIFT ASSIGNMENTS — Shift assignment, work location or pass day changes are subject to discussion with the affected employee before being implemented. The employee may demand the justification for the change from the supervisor in writing.

PROTECTION OF EMPLOYEES

JOB PROTECTION — There shall be no loss of present jobs as a result of the employment of residents in the Department of Mental Hygiene.

ABOLITION OF POSITIONS — State employees who lose jobs as a result of abolition of positions within an institution, shall be given first consideration for other available vacant positions for which they are qualified.

NON-COMPETITIVE SENIORITY — Seniority in line series shall be the determining factor for appointments or promotions in the non-competitive class in those cases in which all other factors are equal.

CONTRACT SENIORITY — Anyone under this contract has seniority applied to pass days, holidays, vacation, shift assignment, and work location in those cases in which all other factors are equal.

EDUCATION

Approximately \$1,200,000 has been appropriated for this program. A joint labor-management committee at each local shall determine education needs and the local has the right to police the administration's expenditures.

DAY CARE PILOT PROGRAM

DAY CARE PILOT PROGRAM — Four experimental day care centers will be established at different institutions. The state and CSEA will review applications from local CSEA chapters desiring to sponsor such centers and provide for their operation.

MISCELLANEOUS

CONVERSION OF LUNCH ROOMS — No lunch rooms or rest areas will be converted to other use without consulting the appropriate CSEA local first.

FOUL WEATHER GEAR — An appropriation of approximately \$22.00 per person has been made for the purchase of foul weather gear for those titles where it is appropriate.

VOLUNTEER WORK — A reasonable amount of tardiness will be excused when connected with volunteer ambulance, fire, and civil defense work.

CHEST X-RAY — Where facilities are available, employees may have a chest X-ray yearly during the period of the contract.

JOINT STATE-CSEA COMMITTEE — Will establish the need for exhaust fans in laundries and kitchens and establish priorities for installation. Approximately \$330,000 has been appropriated during the period of the agreement for these items.

OPERATIONAL SERVICES UNIT ATTENDANCE AND LEAVE

IMMEDIATE FAMILY DEATH OR ILLNESS — Absences from work for reason of death or illness in the immediate family may be charged against sick leave credits up to a maximum of 15 days per year.

VACATION AND OVERTIME CREDITS — These credits may be used in one-quarter hour units.

VOLUNTEER AMBULANCE SQUADS — A reasonable amount of tardiness for emergency ambulance squad duty, whether the squad is affiliated with a volunteer fire company or not, may be excused by the appointing authority.

SICK LEAVE CREDITS — May now be accumulated up to maximum of 180 days. The difference between 165 and 180 days may not be used for retirement purposes.

EDUCATION

An appropriation of \$350,000 has been allocated for courses to assist employees in responding to technological changes and innovations affecting a wide range of machinery, systems, equipment and processes with which such employees must deal. They include refresher courses, high school equivalency, skills training, safety programs, etc.

OUT-OF-TITLE WORK

No person shall work in any title not appropriate to the duties to be performed except upon assignment by proper authority during a temporary emergency. Temporary emergency is defined as a "nonrecurring situation of limited duration that might impair the agency's goals or interfere with the proper discharge of its responsibilities, or present a clear danger to persons or property." Under no circumstances can the emergency exceed 60 days. A joint CSEA-State committee shall be established to work out methods for providing payment for out-of-title work during the continuance of temporary emergency situations.

CLOTHING ALLOWANCE

Approximately \$150,000 has been set aside during the period of the contract for the furnishing of protective clothing and work clothes which shall be assigned to appropriate employees as determined by a joint State-CSEA committee.

WORK DAY AND WORK WEEK

Operational employees now have a work week defined as five consecutive days with two consecutive days off. Breaks in working hours of more than one hour shall not be scheduled in the basic work day of any employee at Grade 22 or below without consent of the employee affected. The new contract language eliminates split shifts and regularly scheduled work days of more than eight hours. In addition, it covers changes in the work day and work week preventing alterations without consent of the employee affected. Emergency situations are limited to nonrecurring situations and their validity is subject to arbitration.

DISCIPLINARY PROCEDURE

A new disciplinary procedure is to replace Section 75 and 76 of Civil Service Law. In it, non-competitive and labor class employees have full job protection after two years. Both CSEA and the employee are notified at the same time, of management's intent to initiate disciplinary action. The employee and CSEA go immediately to the third stage of the grievance procedure. If an unsatisfactory decision is reached at this stage, both the union and the employee go to binding arbitration. No penalties can be imposed until the decision is rendered by the arbitrator. The employee stays on the job until this decision is rendered. An employee bill of rights is contained in the procedure and all notices to the employee must be in writing.

MISCELLANEOUS

COLD WEATHER RESTRICTION — Insofar as possible, the scheduling of routine outdoor maintenance work, where the ambient outdoor temperature is zero degrees or below, will be restricted.

SENIORITY — A redefinition of departmental seniority has been accomplished in the language of the new contract providing for its application by work location.

STANDBY ON-CALL ROSTERS — Standby pay for employees on on-call rosters has been improved to 5 percent of the employee's daily rate of pay for every eight hours he serves on standby.

PAYCHECKS FOR SHIFT EMPLOYEES — The state agrees that shift employees shall receive their paychecks anytime during, but no later than, completion of their assigned shift on scheduled pay days. (This means employees don't have to come back to work to pick up their pay check.)

MAINTENANCE CAREER LADDER — Negotiations on the maintenance career ladder shall be continued for one year from the effective date of this new agreement.

PROFESSIONAL, SCIENTIFIC and TECHNICAL SERVICES UNIT ATTENDANCE AND LEAVE

SEPARATE HOLIDAY LEAVE CREDITS — Compensatory time off for holidays will be kept separately and not added to vacation accruals and not be subject to the forty (40) day maximum on such vacation accruals.

MINIMUM USE OF LEAVE CREDITS — Both vacation and personal leave may be used in minimum periods of one-quarter hour.

WRITTEN VACATION REQUESTS shall be answered within a reasonable time. If denied, the employee shall receive a written statement enumerating reasons for denial. A department, agency or institution may bilaterally agree with CSEA to provide for preference on vacation requests for people in excess of thirty-five (35) days accumulation, in lieu of scheduling by seniority.

SICK LEAVE MAY BE ACCUMULATED TO 190 DAYS — For retirement and health insurance purposes, it remains at 165 days.

SICK LEAVE MEDICAL EXAMINATION — When an employee who has been on sick leave is required to be examined before returning to work, the employer shall make reasonable effort to schedule the exam within five (5) working days of receipt of the employee's physician's approval that the employee is fit to work.

There will be a new leave category entitled "Leave For Bereavement or Family Illness," in order to allow an employee to charge sick leave credits in these situations up to a maximum of fifteen (15) days in a calendar year. Bereavement Leave requests shall not be denied if the request is due to the death of a member of the employee's immediate family.

The current contract provision concerning "Absences—Extraordinary Circumstances" will be broadened to specifically cover breakdowns in heating plants and in air-conditioning. Also, supervisory personnel will be designated to be responsible for directing employees to leave work in the appropriate situations.

TARDINESS SHALL BE EXCUSED for employees involved in emergency duties as volunteer firemen, civil defense and civil air patrol workers.

LEAVE FOR PROFESSIONAL MEETINGS WILL BE MODIFIED to eliminate the requirement that the em-

(Continued on Page 9)

LI CONF URGES REDOUBLED EFFORTS ON AGENCY SHOP

(From Leader Correspondent)

WESTBURY — The Long Island Conference of the Civil Service Employees Assn. has urged redoubled efforts to secure an agency shop.

The group focused on the issue in a business meeting at Herb Kay's restaurant here April 14. Conference first vice-president David Silberman presided in the absence of president George Koch, who was out of town.

Nassau chapter president Irving Flaumenbaum raised the agency shop question, and delegates noted the importance of resolving the question, which for several years has blocked efforts to end the "free ride" enjoyed by employees who do not support CSEA, but enjoy its protection.

The delegates gave a salute to five Long Island members of the statewide negoti-

ating team for their roles in the successfully completed negotiations. Taking the bows were: Julia Duffy and Harry Raskin of Pilgrim State Hospital, Albert Varacchi and Libby Lorio of Stony Brook University and Joseph Gambino of the Department of Transportation, District 10.

A formal motion was adopted and forwarded to Albany headquarters calling for a review of staff appointments with the personnel committee, board of directors and chapter officers.

Getting off of business, the group welcomed representatives of two new school chapters, Walter Weeks of Suffolk and Ben Gumin of Nassau. They also gave a hand to Helen Keck, one of the founding members of the Nassau chapter 22 years ago, who is retiring from the A. Holly Patterson Home.



David Silberman, first vice-president of Long Island Conference, calls business session to order. He presided in absence of president George Koch.



Presidents of the three host chapters for Long Island Conference meeting were, from left: Joseph Gambino, Department of Transportation District 10; Dorothy Rabin, State University at Old Westbury and Hardy Horan, Hoch Psychiatric Hospital.



Retiring, but not shy, was Helen Keck, 22-year member of the Nassau chapter, who was introduced at Long Island Conference meeting.



Ralph Natale, Hempstead Town unit of Nassau chapter, makes his point at Long Island Conference meeting. That's Julia Duffy, Pilgrim State Hospital chapter president, listening.

CIVIL SERVICE LEADER, Tuesday, April 24, 1973

Unit Negotiating Summaries

(Continued from Page 8)

ployee be a member of the organization whose conference or seminar he attends.

LOCAL COMMITTEES WILL BE ESTABLISHED to determine the school calendars for institution teachers, their duration and starting and ending dates.

DEVELOPMENT AND TRAINING

The current contract provision on educational training has been modified, appropriating the amount of \$300,000 for each year of the three-year contract for such purpose. Further, a State-CSEA Education Committee will be established to recommend criteria for participation in programs and to implement procedures for qualifying for such programs.

STAND-BY ON-CALL ROSTERS

The current contract provision regarding Stand-By On-Call Rosters will be modified to provide a rate of 12½ percent of the daily rate of compensation for each period that the operating room nurse, dialysis unit nurse or nurse anesthetist is on stand-by.

TRAVEL

The current contract provision regarding per diem and lodging expenses has been revised, increasing the per diem rate in the first and third years of the contract to \$26 and \$27 respectively in the downstate area, and \$20 to \$21 in the upstate area. The out-of-state rate is increased to \$25 in the first year of the contract. The mileage allowance will be increased April 1, 1974 to 11½ cents and April 1, 1975 to 12 cents per mile. The additional weekend reimbursement for those on extended travel is increased to \$8.

MISCELLANEOUS

A JOINT SAFETY STUDY COMMITTEE shall be established to review all matters that are safety-related and recommend their correction.

A NEW ARTICLE ON SENIORITY WILL BE ADDED to provide that seniority shall be defined as years of continuous full-time permanent service in state service. Continuous service will include leaves while in pay status, military leaves not to exceed four (4) years, other leaves of absence which do not exceed one (1) year, and workmen's compensation leave.

All current Career Ladder Committees will continue in effect until March 31, 1974, by which time such committees should have completed their deliberation. The current contract provision on career ladders will be removed from the contract.

The current article on productivity will not continue in the new agreement.

Police Admin. Aide List

EXAM NO. 2251 POLICE ADMINISTRATIVE AIDE

This open competitive list of 2,026 eligibles was established March 21. Of the 5,854 applicants, 3,369 appeared to take the January 20, 1973, written exam. Starting salary is \$7,900.

(Continued From Last Week)
No. 901 — 83.8%

901 Clistine L Stockham, Eileen Devine, Charles R Giudice, Lucille E McClean, Stuart G Weisel, Maud D Holloway, Ann J Daniels, Audrey M Winfield, Earna R Kennedy, Barbara A Byran, Peter P Healy, Irene R McNiff, Donald A Miles, Diane Gahrman, Esplanola Luckett, Linda A Brady, Betty A Ransom, Anna M Fuoco, Joann Gladblock, Ruby E Ford.

No. 921 — 83.8%

921 Marie Franklin, Judith C Lawrence, Deborah A Collins, James E Simon, Barbara A Eanes, Wayne A Mordelle, Howard Vigder, Marvin D Kilgore, Lawrence W Howlett, Kenneth B Anderson, Joseph Malorano, Abe Gelro, Charles H Williams, Paget Mack, Forest B Allen, Peter V Collins, Murray Rosenzweig, James J Gould, George M Walsh Jr, Joseph P Charles.

No. 941 — 83.8%

941 George D Lieberman, Rol-

LEGAL NOTICE

CCC LIMITED PARTNERSHIP

Notice is hereby given of the filing of a Certificate of Formation of Limited Partnership duly signed and acknowledged by or on behalf of all of the partners and filed in the New York County Clerk's Office on February 20, 1973, the substance of which is as follows: The name and location of the partnership is CCC Limited Partnership, 1345 Avenue of the Americas, New York, New York 100019 (c/o Castle Capital Corporation). The business is the acquisition of equipment for the purpose of leasing it to creditworthy lessees; the purchase of equipment already on lease to creditworthy lessees; and the performance of any lawful act to accomplish the foregoing. The name and place of residence of the general partner is Castle Capital Corporation, 1345 Avenue of the Americas, New York, New York 10019. The name, place of residence and total amount of original capital contribution made by each limited partner is as follows: Sidney Liebowitz, 3755 Henry Hudson Parkway, Riverdale, New York, \$18,333.33; Irving Zaneoff, 2 Pebble Lane, Hewlett, New York, \$18,333.33; and Louis Erraty, 3205 Grand Concourse, Bronx, New York, \$18,333.33. The term for which the limited partnership is to exist is until December 31, 1988 unless sooner dissolved by operation of law, as a result of the bankruptcy of Castle Capital Corporation, the general partner, the affirmative vote of fifty per cent (50%) in interest of the limited partners, or the withdrawal of Castle Capital Corporation as general partner. No additional contributions are required to be made by the limited partners. The contribution of each limited partner is to be returned upon dissolution of the partnership and after payment of the debts of the partnership and its liabilities, provisions for necessary debts and reserve and repayment of advances by partners. Each limited partner, by reason of his capital contribution, shall share in profits and losses of the partnership in proportion to his capital contribution. The limited partners as a group are entitled to ninety-six per cent (96%) of the profits and losses of the partnership. A limited partner may substitute an assignee as contributor in his place only with the written consent of the general partner to the assignment and to the substitution or addition of the assignee as a limited partner, such substitution to be made by an amendment to the limited partnership agreement containing all provisions not inconsistent with such agreement nor prejudicial to the interest of the existing limited partners which the general partner deems appropriate. No right is given to admit additional limited partners, other than by substitution for existing interests. No right is given any limited partner to priority over the other limited partners as to contributions or compensation by way of income. In the event of the withdrawal or bankruptcy of Castle Capital Corporation, the sole general partner, no right to continue the business of the partnership is given to the remaining general partner or partners, as none exists. The holders of more than fifty per cent (50%) of the limited partnership interest may elect to continue the business in that event. No right is given to a limited partner to demand and receive property other than cash in return for his contribution.

and L Clarke Jr, Arthur L McClain Sr, Sandra M Thomas, Ruth E Hammer, Robert N Halisky, Janet M Gileno, John F Taylor, Elaine E Betha, Ada N Rodriguez, Priscilla Sandritter, Dorothy C Rice, Angela M Malizoso, Lafrance Allen, Stanley E Grimshaw, Arnell Pridgen, Stanley F Hodges Jr, Josephine Russo, Constance Halperin, Theresa Joyce.

No. 961 — 82.5%

961 Phyllis Thomas, Jaynce C Deane, Lucy Arce, Margaret Walker, Rita C Rosario, Patricia A Tutone, Rhoda J Fishman, Eileen P McPartland, Enrica A Shotwell, Raymond J Carluccio, Marlene B Postyn, Pablo Rodriguez, Mary D Boyd, Barry Lundy, Robert L Moss, Juanita L Housley, Edward Hill, Lorraine M Bucci, Louise E Gourea.

No. 981 — 82.5%

981 Vincent J Garcia, Barbara A Callahan, Theodore Taft, Frances P Green, Isabel A Franz, Nancy M Spruill, Peter T Dibenedetto, Jessie M Grant, Bernard Sakely, Edward J Malcolm, Agnes E Schiavi, Suzanne M Conover, Francisco Guyo, Rose H Melville, Geraldine Murphy, Theresa A Juliano, Seymour Roth, Malinda R Ward, Edith N Hill, Margaret L Ackermann.

No. 1001 — 82.5%

1001 Lucille C Wagner, Elaine A Campbell, Barbara A Camp-

bell, Mary M Rizzo, Jacqueline Murdock, Michael A Vazquez, Mary Diraimondo, Patricia Blocker, Thomas J Sodano, Floscella Bell, Howard E Rector, Christina Trotta, Louise A McCadney, Mary E Porco, Clarence E Redd, Dianne G Purvis, Ronald V Cummings Sr, Sharon Reece, Ramon L Ortiz, Walley Nelson.

No. 1021 — 82.5%

1021 Albert T Scullin, Pat A Campanaro, George W Chance, Jose A Rivera, Ralph A Farina, Nathaniel Jackson, Ida E Christian, Barbara A Johnson, Paullette Gooding, Doris A O'Toole, Roslyn Schutzer, Martin G Mulhern, Joel L Salisbury, Dorothy J Murray, Rachel Manso, Esther Itzkowitz, Ruth R Witte, James Tortora, Maria I Rodriguez, Mary E Rooney.

(To be continued)

Key Punch Pool

A certification pool for key punch operator will be held April 26 at 9 a.m. at 55 Worth St., Manhattan. The entire eligible list of 210 names, which resulted from exam 2109, established April 11, has been called for the pool which is expected to take half a day. Salary is \$5,700.

AMERICAN WAY — DISCOUNT CLUB

NEW! FACTORY DIRECT BUYING POWER!!

60% OFF CAMERAS • 18 Famous Brands!
100% OFF on 1000+ items • 2000 New General Items!
P.O. BOX 3062 • SANTA BARBARA, CA 93101



Garden Triumph!

EASY & FUN TO GROW IN YOUR HOME


DWARF BANANA TREE

A beautiful mass of wine-colored blooms this spring—followed by a succession of luscious, edible bananas throughout the year! This amazing dwarf banana tree grows about five feet high; thrives inside your home so that delicious fruit is always within easy reach. Imagine, picking bananas for breakfast cereal, TV snacks. Use the surplus crop for banana cream pie, fritters, banana splits.

EASY TO GROW—NO SPECIAL CARE NEEDED!
Your trees will thrive indoors, on window sills or patios in summer. Our grower ships only well-rooted trees from 2 to 3 feet tall, backed by B&G's guarantee for your satisfaction. Now available to you at our incredibly low price of only \$3.95. Order now while supply lasts. BT-100 Banana Plantation Tree: \$3.95 each; 2/\$7.00; 4/\$13.00. B&G SALES, Dept. 4-24, CSL, 606 E. State St., Westport Comm. 08880

Order Now Satisfaction Guaranteed

Send for Civil Service Activities Association 96 Page Book. Europe & Everywhere, Anywhere Somewhere.



1-2-3-4 Week Do-It-Yourself and Escorted Packages to Europe, Africa, California, Orient, Round-the-World, Caribbean and more!
CSAA/P.O. Box 809
Radio City Station, NYC 10019
Telephone (212) 586-5130

Rush me a FREE book.

Name _____
Address _____
City _____
State _____ Zip _____

All Travel Arrangements Prepared by T/G TRAVEL SERVICE
111 W. 57th St., New York City 10019

TO HELP YOU PASS

GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	6.00
Assessor Appraiser (Real Estate)	5.00
Attendant	3.00
Attorney	5.00
Auto Mechanist	4.00
Auto Mechanic	5.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	5.00
Bridge and Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	8.00
Captain P.D.	6.00
City Planner	5.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	1.50
Computer Programmer	5.00
Const. Supv. and Inspec.	5.00
Correction Officer	5.00
Court Officer	5.00
Court Officer	5.00
Dietitian	5.00
Electrician	5.00
Electrical Engineer	5.00
Engineering Aide	4.00
Federal Service Ent. Exam	5.00
Fingerprint Technician	4.00
Fireman P.D.	5.00
Fireman in all State O.P.	4.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
H.S. Diploma Tests	5.00
High School Entrance and Scholarship Test	3.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	5.00
Laboratory Aide	5.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	6.00
Librarian	4.00
Machinists Helper	5.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	5.00
Management and Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Notary Public	4.00
Nurse (Practical and Public Health)	5.00
Parking Enforcement Agent	4.00
Prob. and Parole Officer	6.00
Patrolman (Police Dept. Trainee)	5.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director — Recreation Leader	4.00
Policewoman	5.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	5.00
Storekeeper Stockman	4.00
Supervision Course	5.00
Transit Patrolman	5.00

ORDER DIRECT — MAIL COUPON

80c for 24 hours special delivery for each book.

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me copies of books checked above.
I enclose check or money order for \$.....

Name _____
Address _____
City _____ State _____
City _____ State _____

Be sure to include 7% Sales Tax



SWORN IN — New officers were recently sworn in for the Grasslands Hospital section of the Westchester unit. Michael Morella, right, president of the unit, was installing officer for, from left, sergeant-at-arms Eugene Ingram, secretary Joan E. Williams, second vice-president Jack Dolny, first vice-president Carter Dorzbacher and president Nathaniel Brinson. Sections make it possible, Morella noted, for members to have a strong voice in their bargaining unit. Westchester unit is part of the Civil Service Employees Assn.'s Westchester chapter.

Buffalo Chapter Members Hear McDonough On Pact

BUFFALO — Ending of split shifts in state employment and a new disciplinary procedure were two important new developments not to be overlooked in a pending three-year contract between the Civil Service Employees Assn., and the State Administration. Thomas McDonough, CSEA first vice-president, told members attending a meeting of the Employees Association's Buffalo chapter in the Statler-Hilton Hotel here last week.

McDonough, one of the chief negotiators of the pact, which will cover the majority of State workers in four units represented by CSEA, said that "We feel we got you people a good contract in the areas of money, retirement, health insurance and a host of other things. "But," he continued, "don't overlook the importance of the first two things I mentioned. The State has used the split work week merely to avoid overtime payments to our members. The new disciplinary procedure will be very hard to provoke arbitrarily by an employer and the new-

NY City Chapter To Honor Restructuring Committee At Annual May Workshop

Annual Workshop Convention of the New York City chapter of the Civil Service Employees Assn. will be held at the Concord Hotel at Klamesha Lake, May 28-30, according to chapter president Solomon Bendet.

One of the outstanding events of the workshop will be a banquet honoring the restructuring committee for its efforts in modernizing the CSEA's organizational structure.

In addition there will be panel discussions on the various health plans, the dental plan and the pension program, as well as other

pertinent subjects.

Committee for the affair is comprised of Bendet, chapter second vice-president Martha Owens and chapter treasurer Seymour Shapto.

Those wishing to attend may use the coupon below to make reservations for the event.

**RESERVATION BLANK
RESTRUCTURING COMMITTEE
TESTIMONIAL DINNER
NEW YORK CITY CHAPTER
CIVIL SERVICE EMPLOYEES ASSN.
MONDAY TO WEDNESDAY
MAY 28 - MAY 30, 1973**

ACCOMMODATIONS PACKAGE RATE
Room with Private Bath, Main Bldg. \$60.00
This "package" rate is per person, based on two persons in each room, starting after lunch on Monday and ending after breakfast on Wednesday and INCLUDES ALL DINING ROOM and CHAMBER MAID GRATUITIES.
CHILDREN'S RATE: Sharing both parents' room \$35.00
Single Occupancy—\$5.00 additional

SPECIAL FEATURES
★ Cocktail Parties ★ Testimonial Banquet
★ Five Meals ★ Free Golf on 2 Courses
★ Two Nights Lodging ★ All-Star Shows
Please mail \$10.00 per person deposit check payable to:

**CONCORD HOTEL
Klamesha Lake
New York, 12751**

Rooms will be ready for occupancy after 4:00 P.M. Monday.

Name
Address
City, State, Zip
Others: Name
Address
City, State, Zip

Palega Is Reinstalled To Third Term As Head Of Central Barge Canal Ch.

SYRACUSE — Chester Palega has been installed to a third term as president of the Central Barge Canal chapter of the Civil Service Employees Assn.

Palega was reinstalled earlier this month at the VFW Club in Baldwinsville along with F. Ronald Saleski for his third term as secretary and Albert Albro for his second term as treasurer.

Elected to their first terms were vice-presidents Richard Grier and Frank Cinelli and Section 5 stewards Willis Gay, locks; John Nolte, shop; and Frank Pawlina, floating plant.

Stewards for Section 6 are John Crooks, locks, and Harry Hobkirk, shop.

Palega also serves as the chapter's first delegate and Saleski as the second delegate. Grier and Sheldon Kieling are the alternate delegates.

Varacchi Re-elected Head Of Stony Brook U Chapter

(From Leader Correspondent)

STONY BROOK — Al Varacchi was re-elected recently to another term as president of the Stony Brook University chapter of the Civil Service Employees Assn., a chapter that has grown from just over 200 members to almost 1,000 in his six years of service.

Also voted into office were: Al Castaldi, first vice-president; Sue Juliano, second vice-president; Kay McKenna, secretary; Helen Fox, treasurer; Estelle Gremmell, financial secretary; Pal Smith, recording secretary; Vincent Ruggi, delegate, and

William Dexter, alternate delegate.

The big university also chose unit representatives: Rosemary Cascardi and Virginia Merolo as chairman and secretary for the administrative unit, Robert Tripoli and Harold Drennan for those posts for the operational unit, Nellie Hart and Elizabeth Coulter in the custodial unit and Tina Streicher for the professional-scientific-technical unit.

Sue Juliano, Helen Fox, Robert Tripoli, Harold Drennan, Nellie Hart, Elizabeth Coulter and Tina Streicher are new members of the board of directors as well.

The CSEA chapter at the fast-growing university has been one of the most active chapters throughout its short history. With the state's commitment to make Stony Brook the jewel of the State University system, Varacchi asserted that the vigorous CSEA activity there promises to help to keep CSEA strong throughout the State University's far-flung campuses.

Tax Appointments

ALBANY — Jacob Bodian, of Delmar, income tax audit supervisor in the Department of Taxation and Finance, Albany, has been named assistant director of the Income Tax Bureau by Tax Commissioner Norman Gallman. He succeeds Edward C. Boehm, who recently became director of the Corporation Tax Bureau. Salary is \$28,506.

At the same time, Commissioner Gallman appointed Ralph Vecchio, of Voorheesville, assistant director of the corporation tax bureau at \$23,599, and Warren S. Brundige, of Waterford, as income tax audit supervisor, to succeed Bodian, at \$23,599 annually.

BUY U.S. BONDS

Latest State And County Eligible Lists

HEALTH PROGRAM ADMINISTRATOR IV

1 Pawlowski A Albany	94.2
2 Kreiger A Troy	92.8
3 Tobia R Spring Val	89.9
4 Berroyer R Kinderhook	89.0
5 Pease L Bayside	86.5
6 Fischer E Albany	83.9
7 Lubinski E Albany	81.4
8 Buff A NYC	80.5
9 Walsh P Marawan NJ	76.3

CORR HOSP CHARGE OFFICER EXAM 34947
Test Held Oct. 14, 1972
List Est. March 16, 1973

1 Bartlett G Napanoch	90.6
2 Morse R Beacon	89.6
3 Conroy D Spring Glen	88.1
4 Stiles W Plattsburg	86.6
5 Beinckerhoff D Middletown	84.6
6 Greenfield M Monticello	83.5
7 Wilson D Wappinger Fls	82.6
7A O'Herron J Elmira	82.5
8 Gillespie R Pinebush	82.4
9 Mitchell J Madison	82.3
10 Kirk B Beacon	81.5
11 Christopher J Glenham	81.5
12 Tripp A Walden	81.2
13 Fitzpatrick M Poughkeepsie	81.0
14 Wilhelm W Napanoch	81.0
15 Shekrota W Beacon	80.8
16 Russert W Otsego	80.3
17 Bodge R Cold Spring	80.2
18 Dougan P Plattsburgh	80.1
18A Herrick H Attica	80.1
19 Jankowski S Cold Spring	80.0
20 Jungle H Beacon	80.0
21 None	
22 Bopp H Beacon	80.0
23 Morvai F Beacon	79.9
24 Ward D Fishkill	79.7
25 Brunell R Fishkill	79.3

26 Lapoit D Woodbourne	79.1
27 Long R Newburgh	79.1
28 McMahon J Hopewell Jct	78.5
29 Renadette A Plattsburgh	78.5
30 Edwards C Glenham	78.3
31 Budd H Ellenville	78.3
32 Hendrickson J New Windsor	78.0
33 Senchack J Beacon	78.0
34 Lennox V Saranac	77.5
35 Rock E Morrisonvil	77.5
36 Brooks R Peru	77.5
37 Policella D Beacon	77.0
38 None	
39 Geiger R Loch Shldrke	76.6
40 Lucy C Beacon	76.4
41 Haass R Poughkeepsie	76.4
42 Longenberger R Beacon	76.2
43 Mason J Dappinger Fls	76.1
44 Wilson A Walkill	76.0
45 McGee P Poughquag	76.0
46 Dugan F Earlville	76.0
47 Malnic T Beacon	75.9
48 Murray J Beacon	75.7
49 Malone J Fishkill	75.6
50 Furman J Napanoch	75.6
51 DiGiovanni V Beacon	75.5
52 Winston M Hopewell Jct	75.4
53 Ogden E Wappinger Fls	75.4
54 Seymour F Garrison	75.2
55 Aubin G Fishkill	75.0
56 Smith L Roscoe	74.8
57 Beaver L Greenfld Pk	74.8
58 Sorci J Wappinger Fls	74.7
59 Nicholls D Beacon	74.7
60 Jordan R Wappingers	74.6
61 Kupp T Elmira	74.4
62 Smith J Fishkill	74.3
63 Yalumbo F Wappinger Fls	73.7
64 Keyser F Saranac	73.7
65 Kleinschmidt L Beacon	73.4
65A Gagnier G Wappinger Fls	73.1
66 Suddaby B Dannemora	72.7
67 Kip R Poughkeepsie	72.7
68 Liberty G Glenham	72.7

69 Schaller R Lagrangevil	72.7
70 Burdick B Garrison	72.7
70A Smith W Bedford Hts	72.7
71 Armstrong I Beacon	72.6
72 Smith B Roscoe	72.6
73 Lacolla J Beacon	72.3
74 Rembert W Beacon	72.3
75 Hinton B Glenham	72.2
76 Best P Beacon	71.6
77 LaJoie M Jeffersonvil	71.6
78 McGinnis M Ossining	71.4

MNTL HYG PRGRM ANALYST EXAM 34860
Test Held June 3, 1972
List Est. March 22, 1973

Option A	
1 Kress E Hamburg	75.4
Option B	
1 Delaney T Schenectady	84.6
2 Mahony R Albany	76.5
Option D	
1 Milde H Old Tappa NJ	75.9
Option E	
1 Plotnick H Great Neck	81.7
Option G	
1 Olson R Rochester	79.8
Option I	
1 Hynes F Troy	91.2
2 Harwick J Albany	78.8
3 Herzog D Ogdensburg	75.2
4 Nackenson J Albany	72.0
Option L	
1 Goldman K Dis Hills	88.6
2 Fehder S Bx	85.4
3 Resanovich D Spring Val	79.3
4 Schulz G Commack	78.8
5 Coe P Sherrill	76.7
6 Williams V Poughkeepsie	74.9
7 DeSantis J Hauppauge	74.5
8 Spooner J Ogdensburg	71.7

FIRE FLIES

by Paul Thayer

The mailbag: To Captain Frank Bayer, Engine 263: Sorry you bought all those copies of the competition to get the captain's list. The Leader gave up a bundle of lucrative advertising to publish the entire list in ONE edition (March 13)!!! Be sure you get the Two Star City edition. The State edition does not carry this column or local FDNY news.

Thanks for the tip about Chief Hirschfeld's wife—I have known for sometime of her cruel illness.

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: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); 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.

When Marsha and Stan were married I took their wedding pictures and it was the first Jewish wedding I attended. I was not prepared for the final act where the groom forcefully crushes a wine glass into little pieces with his foot to emphasize his lifelong promise of devotion to his wife. I photographed him crushing the glass and through all his tragedy with Marsha's illness he's never faltered in his devotion to her... Nice letter from Jim Keappock of the Bronx. After saying some very nice things about the column, he adds the following: "P.S. In your column of March 27 you mentioned passing out gold stars. Enclosed is your gold star—you deserve it!" And there it was, nice as you please. Gonna make it into a plaque for my wall. It's the sort of thing that helps make writing this weekly piece such a pleasure... Deputy Chief Anthony Costa of the Third Division and one of the nicest guys ever to wear a helmet is at home ill. I remember him when he was a carefree hell-raising nozzle-melter in Engine 256 in Brooklyn. He's come all the way up the line and hasn't changed a bit. (Oh! He hollers a little now but Deputies take that as some sort of a divine right so we can forgive him his little sin!) Dip your pen in sunshine and send him a note of cheer to 34 Collins Ave., Williston Park, Long Island 11596.

WNYP, final edition for '72, out with photo of baseball hero Roberto Clemente on the cover being made an honorary Deputy Chief. This column gave a plug to community relations for their foresight in the matter. Chief Herb Whyte wrote back to commend Spanish unit firemen Frank Martinez, Distinio Lois, and Jorge Rivera who came up with the idea. Top brass happy to follow through... John Kryger who does such a beautiful job of supplying me with meritorious acts reports is assigned to community news—not community relations. Understand there is a considerable difference. Glad to get the matter straightened out, John... Big letter from honorary assistant chief John Welsberger enclosing scads of fire publications for rich reading. Thanks John. Letter will follow with interesting story about that annual Baltimore dinner... Recent job by 32 Truck at 3536 Hull Ave. in the Bronx had an unusual twist. When they forced the door Lieutenant Bill Calmbacher found victim up against hallway door. As they moved in water was started. They thought they had a whole slew of bodies and they felt wet mushy stuff on the floor. It was a false alarm. The victim had bought tons of new men's clothing which covered the entire floor of the apartment to a height of four feet. Another Collyer mansion (remember that?).

Just after leaving the quarters of 42 Truck in the Bronx, Fireman George O'Neill while passing Lincoln Hospital spotted smoke pouring from third floor windows. He pulled the box then big red heart with a crack down the middle. A sign says: "We mend all but broken hearts." Division of repairs, please take

scooted up the stairs to the fire floor where he found mass confusion (par for Lincoln Hospital). Some would-be heroes had a houseline going.

These birds were so busy attempting to cover themselves with glory that nobody but nobody had gotten around to pulling the class three alarm hanging on the wall, staring them in the face. O'Neill pulled that too, took over, made a search, and had most of the fire out when his on-duty buddies from 42 Truck and 73 Engine arrived.

Just imagine the stupidity of a gang of hospital people trying to do the job of a professional firefighter. If George O'Neill, a one-man fire department, hadn't happened along, the fire would have been a second alarm. To cover their idiocy you can be sure that the hospital report would have blamed PDNY.

Ladder 56's aerial ladder buckled on a recent Friday night at a third alarm fire in an old school building with big rooves. Somewhere on 96th St., near Lexington Ave., there's a store. The window is painted with a

note, especially on weekends, when one mechanic covers the entire city. Just a thought.

College Office Asst

The city Dept. of Personnel has summoned 2,700 candidates for college office assistant "A" to take the written part of open competitive exam 3010 May 5.

Sr. Custodian

Of the 85 applicants who filed for senior building custodian during March, 56 were found not qualified by the city Dept. of Personnel. The remaining candidates will take the written test, open competitive exam 2150, May 19.



TROY'S FAMOUS FACTORY STORE

Men's & Young Men's Fine Clothes

SPRING SPORT COAT & TROUSER SALE NOW

621 RIVER STREET, TROY

Tel. AS 2-2022

OPEN TUES., THURS. & FRI. NITES UNTIL 9 • CLOSED MONDAYS

New York's Sheraton Motor Inn
cares for your comfort.
And your budget.

\$1350 single
\$1950 double

parking free

Special Civil Service Rates

On the banks of the Hudson, overlooking the cruise ships, and just five minutes from midtown. Close to Lincoln Tunnel, just off the West Side Highway 42nd Street exit. Enjoy a comfortable room with river view, moderate-priced coffee shop, fine dining at the Compass Points Restaurant or Dolphin Pub. And a rooftop swimming pool in summer. Truly a special place to stay, at very special savings for government employees.



Sheraton Motor Inn-New York City

SHERATON HOTELS & MOTOR INNS. A WORLDWIDE SERVICE OF IIT
520 12TH AVENUE, NEW YORK, N.Y. 212/695-6500

GOVERNORS MOTOR INN

STATE AND GOVERNMENT EMPLOYEE RATES

RESTAURANT — COCKTAIL LOUNGE OPEN DAILY FOR LUNCHEON AND DINNER.

LARGE BANQUET HALL SEATS UP TO 175 DINERS AND BUFFETS SERVED. FINEST FOOD ALWAYS. EFFICIENCY APTS.

DANCING TO A FINE TRIO FRIDAY — SATURDAY NITES 9:30-1:30

FOR RESERVATIONS CALL 456-3131

4 Miles West of ALBANY Rt. 20 Box 387, Guilderland, N.Y. 12084

SPECIAL RATES
for Civil Service Employees



DRIVE-IN GARAGE

AIR CONDITIONING • TV

No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

136 STATE STREET

OPPOSITE STATE CAPITOL AAA

See your friendly travel agent.

SPECIAL WEEKLY RATES FOR EXTENDED STAYS

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement. Please write or call:

JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474

ARCO CIVIL SERVICE BOOKS and all tests PLAZA BOOK SHOP
380 Broadway
Albany, N.Y.
Mail & Phone Orders Filled

MAYFLOWER-ROYAL COURT APARTMENTS—Furnished, Unfurnished, and Rooms. Phone HE 4-1994 (Albany).



Because it protects you and your family with tomorrow's medical care today...

- PAID IN FULL BENEFITS FOR MOST COVERED SERVICES from Participating Physicians, Family Doctors, and Laboratories—regardless of what you earn
- Free Choice of any licensed physician, anywhere
- Preventive care to keep you well
- Home Calls
- Office Visits
- Doctor's visits for medical care in hospital
- Diagnostic X-rays out of hospital
- Diagnostic lab exams out of hospital
- Surgery
- Anesthesia
- Immunizations
- Specialists' Consultations

Doctor bill benefits from the first day, from the first dollar without deductibles.



GROUP HEALTH INCORPORATED

THE GHI BUILDING
227 West 40th St., New York, N.Y. 10018 (212) 564-8800

FREE MONEY!

It's a safe bet that you, like the average American, are completely unaware of the incredible bonanza recently granted you by Congress in the form of whopping new Social Security benefits.

Item: When today's average worker of 22 retires, he and his wife, according to Social Security actuaries, will receive an annual pension of \$38,000. Moreover, the total amount of Social Security he and his wife can expect to collect will surpass half a million dollars!

Item: The average American doesn't know it, but the single most valuable asset he now possesses is his Social Security. It is equivalent, in maximum brackets, to a guaranteed 5% income on cash in bank, stocks or real estate worth over \$100,000. Moreover, every cent of this bounteous income is TAX FREE!

Item: Most Americans still believe, mistakenly, that Social Security is a dole exclusively for the aged. The fact is, however, that 10 million Americans under the age of 60 (and averaging a mere 30) are now collecting Social Security. These non-old age pensioners receive \$13 billion annually, and both their number and the amounts of money they collect are bound to increase in years ahead. So generous has Social Security for younger Americans become, in fact, that it amounts to Free Money.

The biggest problem in connection with Social Security—as the government itself is first to admit—is giving the money away. That is, the public's woeful ignorance of the availability of funds has prevented its full distribution. Over one billion dollars, according to experts, remains undistributed in U.S. Treasury vaults simply because no one steps forward to claim it.

To help overcome this shocking public ignorance, and see that you get your share of the Social Security largesse, the editors of Moneysworth, the authoritative new consumer-affairs and personal-finance fortnightly, have prepared—as a public service—a comprehensive, lucid, savvy, astonishing new manual entitled *STAKE YOUR CLAIM! How to Work the Social Security Gold Mine*. A copy is yours ABSOLUTELY FREE with a subscription to Moneysworth.

STAKE YOUR CLAIM! How to Work the Social Security Gold Mine is more than just an encyclopedic reference work with charts, tables, descriptions of benefits and sample application forms with instructions on how to fill them out. It is a personal adviser in a field of finance where impartial advice is otherwise almost impossible to obtain (the government, of course, is biased and lawyers are almost never willing to accept Social Security cases because, by law, they may not charge more than about \$10 per case). *STAKE YOUR CLAIM!* is, therefore, virtually the only trustworthy, definitive guide available on what may well be your single most valuable financial asset. It is 12,000 words long, handy in format, indexed for fast reference and embellished with a glossary that translates Bureaucratese. In a special section it anticipates, and answers, the most un-abashed—even Fagin-like—questions. Among the priceless nuggets of information you will pick up from this guide are answers to such questions as:

- How can you arrange to collect pensions at the same time from both Social Security and either the federal, state or city civil service retirement programs?
- How can you arrange to collect Social Security from both Canada and the United States?
- Why, under Social Security, does it often pay for a couple to "live together" rather than marry?
- Why is it crucial to check the balance of your Social Security account periodically, even though almost no one ever does?
- Does it ever pay to take out two Social Security cards?
- What are some colossal goofs of the Social Security Administration and how have they jeopardized individual accounts?
- How can an ex-wife collect the same benefits as if she had remained married?
- Is it true, as some say, that you should "shop" for a pension at different Social Security offices since different interpretations of the regulations can result in pensions of different amounts?
- Since, as studies have shown, two out of three workers overpay their Social Security taxes, how can you check on your payments and possibly obtain a refund?
- Has your Social Security become so valuable that you should, as some people have done, tattoo your account number somewhere on your body?
- What forms of deception have people employed in order to maximize their Social Security benefits and collect pensions early? What are the penalties for such deception?
- How can a husband collect a pension based on his wife's earnings?
- What essential documents do most people fail to preserve for presentation when filing a claim?
- What steps, if any, are necessary to protect your pension from attachment by creditors?
- When does Social Security cover mental illness?
- How should you alter your investment, sav-

ings and insurance plans in light of Social Security's lavish new benefits?

- If you're a woman nearing pension age, how can you file and collect without revealing your age to your husband?
- What government retirement programs are even better than Social Security?
- If you're already on Social Security, what, if anything, can you do to increase the size of your monthly payments?
- How can a wife and ex-wife both collect on the basis of the same man's earnings?
- What should you do if, as often happens, you change jobs during a year and both of your employers withhold maximum Social Security taxes?
- What federal program helps retired persons get jobs to augment Social Security income?
- By retiring to which foreign countries can you make Social Security go farthest, and under what circumstances can the government cancel your pension if you choose to live abroad?
- What happens to your pension if an employer deducts Social Security taxes but fails to forward them to Washington for credit to your account? What special steps should you take if the firm you work for is financially shaky?
- How do you go about getting one of Social Security's huge "lump sum" payments?

In short, **STAKE YOUR CLAIM! How to Work the Social Security Gold Mine** is a treasure map to the Social Security mother lode, telling what pitfalls to avoid, what tools to use, how to find your way through the maze of regulations and how to hit pay dirt. Its editor and compiler is Ralph Ginzburg, the 43-year-old publisher of Moneysworth, who himself collects \$99.40 in Social Security every month and has been getting Social Security since he was 25. To repeat, a copy of **STAKE YOUR CLAIM! How to Work the Social Security Gold Mine** is yours ABSOLUTELY FREE with a subscription to Moneysworth.

In case you're not familiar with Moneysworth, let us explain that it is America's most ingenious periodical dealing with personal finance and consumer affairs. It will positively flabbergast you with its inventiveness for making and saving money. In less than three years of publication it has bestowed the Midas touch upon nearly a million ecstatic subscribers and has become the most widely read newsletter *IN THE WORLD*. Perhaps the best way to describe Moneysworth is to list the kinds of articles it prints:

- How to Earn 10½% to 12½% on Your Savings
- Happiness Is a Hick Town—A gazetteer of charming American towns where life is idyllic, safe, cheap.
- How to Buy a New Car for \$125 over Dealer's Cost
- The Third Most Expensive Item You'll Ever Buy—It's your funeral, and Moneysworth tells how to minimize the grief.
- Microwave Ovens: A Product Rating
- Getting In on the Canada Land Boom
- The Killing Facts about Life Insurance
- Home Burglar-Alarm Systems
- Air Travel at 50% Off
- Minicalculators under \$100
- How to Save 10% to 20% on Your Food Bill
- Quadraphonic Hi-Fi: Innovation or Hype?
- Professional Sex Counseling, \$00.00 Per Hour
- 35-mm Cameras: The Facts in Black and White
- How to Open a Secret Swiss Bank Account
- Digital Wristwatches that Win Hands Down
- American Youth Hostels: How the Young at Heart of All Ages Can Vacation for a Pittance
- Aristotle Onassis' Four Rules for Financial Success
- How Much to Pay for the 20 Most-Frequently Prescribed Drugs
- Belted Tires: Ratings without Bias
- How to Buy a Pistol for Protection
- Pantyhose that Won't Let You Down
- How Celebrities Practice Thrift—The penny-pinching idiosyncrasies of J. Paul Getty, Mrs. Nelson Rockefeller, Jack Benny, Amy Vanderbilt, Art Buchwald, Lawrence Welk, H.L. Hunt, et al.
- Wreckreational Vehicles: Deathtraps on Wheels
- How to Contest a Bad Credit Rating
- Drug Combinations that Can Kill You
- How to Fight a Traffic Ticket
- The Scandal of Undetected Bank Errors
- How to Hold onto Your Auto Insurance
- Providing Your Teenager with Contraception
- How to Protect Your Heirs
- Cheap Skates
- Julia Child Rates the Great Restaurants of Paris
- Feminine Hygiene Sprays: The Malodorous Facts
- Earn Interest on Your Checking Account

- Reel vs. Cartridge vs. Cassette
- The Yanks Are Coming: How to Get Dental Work Done Cheaply Overseas
- The ABC's of Buying Vitamins
- Divorce, Haitian Style—The cheap and enjoyable new replacement for Mexico's "quickie."
- Grounds for Concern—How coffee has been found to (a) cause heart attack, and (b) accelerate aging.
- 14 Ways to Save on Your Phone Bill
- Investment Opportunities in Japan
- When to Hire a Negligence Lawyer—By Melvin Belli.
- The World's 100 Most Beautiful Free Calendars
- Wheeling and Dealing—The best bikes and how to bargain for them.
- Scholarships that Go Begging
- The Truth about Cut-Rate Gasolines
- 25 Free Stock Market Advisory Services
- Low-Cost Wilderness Vacations
- Freeze-Dried Coffees Rated (and Berated)
- An Illuminating Rating of Light Bulbs
- A Consumer's Guide to Marijuana
- Making a Mint in Gold Stocks
- Bootleg Birth Control Pills
- How to Break a Lease
- Indigestion Remedies that Pass the Acid Test
- And Now...Group Legal Insurance
- Both a Borrower and Lender Be—Shrewd use of your life insurance policy's loan feature.
- Easy-Riding Motorcycles
- How!—Ordering extraordinary clothing and crafts direct from Indian reservations (for little wampum).
- With Reference to Encyclopedias—The editions that make best buys.
- Low-Cost Life Insurance for Non-Smokers
- Elite (and Pica) Typewriters
- Trailers with No Hitches
- Outsmarting the Insurance Adjuster
- Movie Cameras that Deserve Oscars
- A Guide to Legal Abortion—Including costs in different states.
- Living Afloat without Getting Soaked—By novelist Sloan Wilson.
- Ski Areas without Steep Prices
- How Two Widows Nearly Got Merrill-Lynched
- The Wisdom of Sending Your Child to College Abroad
- The Ugly Facts about Beauty Aids
- Cut-Rate Stock Brokerage
- Sickeningly Sweet: The Morbid Facts about Sugar
- Swinging Tennis Rackets
- The Fine Art of Padding Your Expense Account
- Binoculars Worth Looking Into
- The Hard Facts about "Soft" Contact Lenses
- A Gourmet's Guide to Free Cookbooks
- Cool Air Conditioners: A Value Judgment
- Dog Foods Fit for King
- In Order to Form a More Perfect Union—A look at illustrated sex manuals.
- "How We Live on Less than \$75 a Month"
- Hay Fever Shots: Are They Pointless?
- Pianos of Noe
- How to Knock Down an Exorbitant Doctor Bill
- Sailboats that Are Winners
- Jolly-Good Buys in Books, Magazines and Records by Mail-Order from England
- How to Use Military Facilities Overseas—Free
- First-Rate Buys in Seconds—A list of factory outlets around the country.
- Neat Magazines for Children
- How to Make Your Charity Dollars Do Triple Work
- Free Land, Food, Travel from Uncle Sam
- How to Defend Yourself against High Lawyer's Fees
- Treasury Bonds for the Small Investor
- Safety Bug—A preview of the Volkswagen being developed to replace the easily crushed "Beetle."
- No Sweat—25 easy government jobs that pay 20% more than their counterparts in private industry (some with salaries as high as \$36,000 a year).
- How to Collect from Both Blue Cross and Commercial Health Insurance
- For the Filthy Rich—A lab report on the new "human washing machine" that scrubs, massages and infra-red dries—at a cost of \$6,600.

The Abbie Hoffman Method of Low-Cost Travel
When in Doubt, Deduct—The ten most common forms of income-tax overpayment.

In sum, Moneysworth is a shrewd, trustworthy financial mentor. It is the quintessence of sophisticated gainmanship.

The staff of Moneysworth is a team of hard-nosed, experienced journalists with a record of genius in the field of consumer affairs and personal finance. Its publisher, as we mentioned, is Ralph Ginzburg, creator of the daring and flamboyant magazines *Fact*, *Eros* and *Avant-Garde* (Mr. Ginzburg was the first publisher to provide Ralph Nader with a medium through which to express himself on the subject of automobile safety). Moneysworth's editor-in-chief is Albert Lee, a former top editor of *Better Homes and Gardens* and a special writer on consumer affairs for such periodicals as *Parents*, *Better Camping*, *Modern Maturity*, *The Christian Science Monitor* and *Popular Mechanics*. The art director of Moneysworth is Herb Lubalin, the world's foremost graphic designer, and its graphics editor is John Tom Cohoe. Radiating from this nucleus of editorial energy are reporters, researchers, product-testers and consultants throughout the United States. Together they create America's first—and only—consumer periodical with *charisma*.

Moneysworth is available by subscription only. The cost of a year is ONLY \$5! This is A MERE FRACTION of the price of familiar, old-fashioned consumer publications—which, compared to Moneysworth, are boring, ponderous, confusing and nearly unusable. Moreover, we are so confident of Moneysworth's value to you that we are about to make what is probably the most generous money-back guarantee in publishing history: We will absolutely and unconditionally guarantee that Moneysworth—in combination with *STAKE YOUR CLAIM! How to Work the Social Security Gold Mine*—will increase the purchasing power of your income by at least 15% or you get your money back IN FULL. In other words, if you now earn \$10,000 a year, we guarantee that Moneysworth and the Social Security manual will increase the value of your income by at least \$1,500—or we'll refund your money. Meanwhile, you will have enjoyed a full year of Moneysworth ABSOLUTELY FREE and you may keep *STAKE YOUR CLAIM! How to Work the Social Security Gold Mine* WITH OUR COMPLIMENTS!! What could be more foolproof?

To enter your subscription, and obtain your free copy of *STAKE YOUR CLAIM! How to Work the Social Security Gold Mine*, simply fill out the coupon below and mail it with \$5 to: Moneysworth, 110 W. 40th St., New York, N.Y. 10018.

Then sit back and prepare to receive your first copy of a gleeful, irreverent, wallet-fattening periodical whose motto is: "Ask not what you can do for your country, but what your country can do for you."



110 WEST 40 ST. NEW YORK 10018

I enclose \$5 for a one-year subscription to Moneysworth, the shrewd, authoritative new consumer fortnightly. I understand that I am paying a MERE FRACTION of the going rate for such a publication. Also, I will receive ABSOLUTELY FREE a copy of *STAKE YOUR CLAIM! How to Work the Social Security Gold Mine*. If Moneysworth and *STAKE YOUR CLAIM!* do not increase the purchasing power of my income by at least 15%, I will get my money back IN FULL! Moreover, I may keep *STAKE YOUR CLAIM!* with your compliments and enjoy a year of Moneysworth ABSOLUTELY FREE!!

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

© MONEYSWORTH 1973 T.M. REG. PEND. 7WC