

Civil Service LEADER

America's Largest Newspaper for Public Employees

Restructuring Report

— See Pages 8 & 9

Vol. XXXIII, No. 42 Tuesday, January 16, 1973 Price 15 Cents

CSEA Names Its Coalition Team

ALBANY — At Leader presstime it was learned that the Civil Service Employees Assn. was scheduled to meet with State Office of Employee Relations officials Monday, Jan. 15, marking the first interchange of negotiation demands between the two groups for a 1973 contract covering CSEA-represented State workers.

CSEA negotiates for most New York State employees who were separated into five bargaining groups by the State Public Employment Relations Board. CSEA speaks for four of the five units,

or about 137,000 workers, while the AFL-CIO holds bargaining power for the fifth unit of about 8,000 employees, comprised mainly of State correctional officers.

(CSEA reaction to lifting of wage and price controls was that bargaining for reasonable salary increases should be less difficult.)

This first meeting was, according to CSEA, for the purpose of presenting "coalition demands" which apply to all four of their units. Preliminary discussions will be on matters of salary, pension, health and dental insurance, employee organizational rights, grievance procedure and disciplinary action.

The concept of coalition bargaining, under question during the last series of representation elections faced by CSEA, was overwhelmingly approved by CSEA's negotiating teams as the method that they will continue to use this year.

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Wenzl Asks All Members To Aid Dues Collection During Penalty Periods

ALBANY — Theodore C. Wenzl, president of the 210,000-member Civil Service Employees Assn., sent out a statewide appeal late last week asking for "the full effort and cooperation of State Division chapter officers and their membership to aid in the collection of dues through direct payment."

The statement, issued as a result of a State Public Employment Relations Board decision to curtail CSEA's dues deduction privileges in its four state bargaining units, said, "the degree of

impact on CSEA caused by the loss of automatic payroll deduction of dues is directly related to how well the membership responds to direct mail billing for the period of deduction loss."

PERB ordered payroll deduction stopped in the Administrative, Operational and Professional, Scientific and Technical units for a period of three months. Effective date of the curtailment is still to be determined.

Hardest Hit

In the Institutional Unit, the PERB decision called for a loss of the automatic payroll deduction procedure for a ten-month period. Penalties in all units were to be imposed before the completion of calendar year 1973.

The dues deductions halt is a penalty against CSEA for the job action the public employee union took last Easter weekend to obtain a 5½ percent pay package. One and one-half percent of that package is payable this April.

Administratively, CSEA announced its intention to direct-bill the Administrative, Operational and Professional, Scientific and Technical Units once, asking for a lump-due payment for the three-month period of dues deduction loss.

Direct Billing

In the Institutional Unit, where the penalty is more severe, CSEA intends to send three bills to

(Continued on Page 14)

Rensselaer CSEA Ratifies 3-Year Pact

RENSSELAER — The Rensselaer County chapter of the Civil Service Employees Assn. has ratified a three-year contract with the County by a vote of 368 to 191. The agreement took six months to work out and covers Health Department, Social Services, Highway and Court House employees. Negotiators for the chapter were: Tom Sarris, chairman, Susie Pfaffenbech, Doug Kuarick, Michael Allard and Jane Mallenson.

City Chap. To Honor Restructuring Comm.

Members of the restructuring committee of the Civil Service Employees Assn. will be guests of honor at the annual workshop of the New York City chapter, CSEA, May 28 to 30 in the Con-

cord Hotel.

The \$60 per person rate will include all meals and gratuities.

Additional details on the event will appear in a future edition of The Leader.

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OPERATIONAL NEGOTIATING TEAM — Members of the Operational Services Unit negotiating committee of the Civil Service Employees Assn. take a respite during a pre-negotiation orientation meeting at the Sheraton Inn Towne Motor Inn in Albany, in preparation for formal talks with New York State on new contract demands for State employees represented by CSEA. Standing, rear, from left, are: Joseph Abbey, CSEA research

assistant; Frank Napoleon; Leroy Holmes, and John Naughter, CSEA collective negotiating specialist. Seated around table, clockwise from left: Albert Varacchi; George Vanderhoff; Joseph Gambino; James Hammond; Edward McGreevy; George Reed; Joseph Reedy, CSEA collective negotiating specialist, and John Clark. Members of the team absent from photo are: Yvonne Mitchell, William McGowan and Robert Keeler.

Don't Repeat This!

Five New Senate Leaders Important To Civil Service

IN restructuring the Senate organization, Majority Leader Warren M. Anderson demonstrated his firm grasp over that body. Significantly, he consolidated and reduced the number of Senate committees to increase efficiency in the legislative process. In doing so, Senator Anderson abandoned the tradi-

(Continued on Page 6)

Appoint 35 City Firemen, Aim For 120 By Jan. 27

Swearing-in ceremonies for 35 new City firemen were held Jan. 15 at the Red Cross Auditorium, 150 Amsterdam Ave. in Manhattan. All those appointed were eligibles on the old list, of exam 7060, established Aug. 20, 1968.

The new firefighters are set to begin training on Jan. 27. By that time, the Fire Department hopes to add enough appointees from the new list to make up a class of 120.

The new list, from exam 0159 held Sept. 18, 1971, has not yet been established by the Department of Personnel. In anticipation of its establishment, the Fire Department called 152 eligibles from the top of that list for department medical examinations, which were substantially concluded last week. Of this group, 148 appeared for the medicals, but the tally of those who passed was not available at Leader presstime.

The Fire Department expects to go to Manhattan Supreme Court this week to ask for a lifting of the stay imposed Aug. 18 by Judge Joseph A. Brust barring termination of the old list. The stay was won by firemen eligibles on that list who contended they had been unfairly passed over for appointment before the hiring freeze halted appointments at number 6,420 on March 18, 1971.

Since the petitioners, who all had lower numbers than 6,420, have now all been considered for appointment, their case is considered moot. The extension of the old list, which under civil service law would normally have expired in August of 1972, is expected to be lifted. This would clear the way for establishment and use of the new list.

The new firemen scheduled for Jan. 15 appointment are:

(Continued on Page 4)

FIRE FLIES

Paul Tayer

Back in 1946, Fireman James M. Dooley retired from the New York Fire Department. He had 26 years in the job. He spent them in Rescue 1, Engine 6 and 31 Engine — strictly a "downtown fireman." Downtown includes "hell's hundred acres" where firemen still get killed fighting big ones. Jim Dooley Sr. had two sons, Frank and Jim Jr. At a very early age, both were slowly but surely exposed to the magic of the Fire Department. We have thousands of men in the department today who will gladly admit that from the time they were kids, they wanted only to see the day when they would become a fireman. Jim and Mike Dooley were no exceptions.

In their years, their dad would take the two boys downtown on a Sunday morning ("to give your mother a little peace") and, easing over toward the East River, they would watch with abject fascination as, in the shadow of the Brooklyn Bridge, Water Tower No. 1 and Engines 6 and 31 and 55 and 32 would drill.

On one Sunday, the elder Dooley was working, and when it came time to take up from the drill, he put the boys up front and they rode back to Engine 6 quarters before taking the subway home. That sealed both their fates as it did mine many years before... that childhood ride ignited a fierce determination to join the Fire Department. Eventually they both got their wish. Mike made it first to Engine 36. Jim, having buffed in 28 Truck for quite a while before his appointment, somehow by strange circumstances (Artie Laufer was battalion commander at the time so I'll let you figure for yourself how that little matter was taken care of!) was appointed a probationary fireman and proudly reported for his first day of duty in none other than Ladder 28.

Retired Fireman Jim Dooley Sr. had taught his sons many lessons about the "job" as used to be the case with a youngster entering quarters for his first day and taken in hand by the "first whip." Among the things

Jim learned was the fine art of conducting himself in company quarters. The men knew him, liked him and welcomed him as a potentially valuable member of the company.

However, as in any vocation, no matter how much one has studied and no matter how much one thinks he had learned about his subject, there must always be a point where that knowledge is put to the test. From such a test, emerges a man where a boy stood before. So it was with Fireman 2nd grade Jim Dooley Jr.

Some time ago, at about 1 p.m., an alarm slammed in for a fire in a tenement at 215 W. 140th St. Jim Dooley was working. In command was Lt. Irwin Levine. As they pulled up to the building, people were yelling about persons trapped on the upper floors. People always seem to yell about that, and in more cases than not, some poor firefighter gets his chops busted making a fruitless search.

However, to young Jim Dooley there seemed to be a certain urgency in this case that dispelled his doubts. As a member of the forcible entry team, he went to the fire floor. Heavy black smoke was pushing from all the windows of the apartment and nobody had any doubts that there was plenty of fire for everybody.

When the front door was forced, Dooley was met by a solid sheet of fire. Any idea he had about an immediate search had to be abandoned. Luckily Engine 69 was right behind him with water and things took a quick turn for the better. Lieutenant Levine joined Dooley. As soon as the water started, they bolted ahead of the line and flopped to the floor, crawling down the long hallway, enveloped in a cloud of boiling steam. They got past the fire room and kept going. From that point on, not being able to see, it was strictly feel as you go. Their paths led to a bedroom with two windows, both locked and covered with illegal burglar gates. On one bed was a 16-year-old girl and on the floor was a one-and-a-half year-old baby. The baby was not breathing. The older one was just barely doing so. After venting, the conditions got a little better and the Lieutenant and Dooley half carried, half dragged them to safety.

Mouth-to-mouth started the baby breathing again. The 16-year-old began to respond, too.

To give you an idea of the conditions from which the two had been rescued, both victims remained in intensive care for six days, Nuff said.

I had been away from Harlem for almost a month and was unaware of the rescue. However, in speaking with Jim Dooley one afternoon in 28 Truck's quarters, I thought I detected a changed man. I mentioned it and it was then that he related his experience to me and added a few words about what it had done to him. The beating, the sense of urgency, the realization that here at last, in some strange way, he suddenly knew that this was the test... this would be it... one way or the other.

As has happened to so many firefighters before him, any semblance of a young man had now disappeared forever. He had become introspective and serious, as a person will if faced with a bone-crushing heart-stopping experience and had come through with flying colors.

In a few months, Jim will be married and, hopefully, will forge another link in the father-son tradition which seems traditional in the Fire Department.

Stein Bill Would Make State Pay Costs When Sued

A bill introduced by Assemblyman Andrew Stein (D-Manhattan) would make the State assume court costs when it is the defendant in an action brought successfully by a civil service employee to correct an erroneous administrative action harmful to the employee.

Major parts of the Stein measure are:

JUSTIFICATION

Existing law provides for the discretionary grant to monies to a party in an action in certain well defined, specialized circumstances where it is the legislative judgment that it might be prejudicial not to allow the grant. This bill follows the precedent of existing law and extends its application to an equally meritorious situation. The court action is made necessary by an erroneous decision of the State, its agencies or subdivisions which had deprived the plaintiff of a rightful benefit. It appears proper, therefore, that the cost of the action should be borne by the party creating the need for it.

FISCAL IMPLICATIONS

No additional State appropriation is foreseen. The costs, which in terms of each agency, or subdivision would be minimal, are to be borne by existing funds of the agency or subdivision.

PURPOSE

The purpose of this bill is to compensate the civil servant for the necessity of a court action to enforce his rights of employment.

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Suffolk Aides Vote On Contract With Revised Grade Steps

(From Leader Correspondent)

The Suffolk chapter of the Civil Service Employees Assn. will vote Jan. 18 on a new contract that boosts pay substantially by revamping the scheduling of increments.

Spokesmen said the new salary schedule would bring individual boosts of 13 to 25 percent.

Chapter president E. Ben Porter said that the ballots, copies of the contract and copies of the new salary schedule were being mailed to all members. Voting was scheduled at more than 20 places of work Jan. 18.

The two-year agreement compresses the pres-

ent eight-step increment plan to six steps in 1973 and to five steps in 1974. In addition, the top step will be boosted 5 percent in each year while eliminating the "red circle" or "phantom seventh step."

"The effect," Porter said, "is that by 1974 it will take four years to reach top money, whereas now it takes eight years. Meanwhile, the adjustments on the top of the scale mean that everyone gets a good increase."

Boosts vary because the intermediate steps of the salary plan will be pegged at equal intervals on the scale.

In addition, longevity steps of \$200 each are

provided at the fifth and tenth year in the highest step.

Other benefit gains provide that the County will absorb any increase in health and dental insurance premiums, additional vacation time to a maximum of 30 days, mileage reimbursement of 13 cents per mile, higher meal allowances, increased vacation and leave accruals and 39 weeks of workman's compensation protection. The pact provides a score of other new benefits.

Porter had worked in negotiations with Ewa Reid, William E. Lewis, field representative William Griffin, and Nels Carlson, collective bargaining specialist of the CSEA Albany office.

Bargaining On New Contract For Units

(Continued from Page 1)

The professional team, representing more than 34,000 of the State's scientific and technical workers, including professionals and sub-professionals in many fields, voted 12-3 in favor of the coalition procedure.

This was the unit which the Service Employees International Union, AFL-CIO, worked on most heavily during the recent representation bout with CSEA, raising comment on the effectiveness of "across-the-board" bargaining.

Team Members

CSEA's coalition team consists of four representatives from each of the bargaining units they represent. By unit, team members are: Administrative — Thomas McDonough, chairman; Grace Fitzmaurice, vice-chairman; Vincent Rubano, vice-chairman; Nellie DesGrosselliers, secretary; Operational — William McGowan, chairman; John Clark, vice-chairman; Edward McGreevy, vice-chairman; George Vanderhoof, secretary; Professional, Scientific and Technical — Ernst Stroebel, chairman; John Wolff, vice-chairman; Victor Pesci, vice-chairman; Judith Wrin, secretary; Institutional — Ronnie Smith, chairman; Clarence Laufer, vice-chairman, and Genevieve Clark, secretary. Another vice-chairman is still to be named in this unit. The organization's president, Theodore C. Wenzl, is chairman of the coalition group.

Responsive To Needs

While negotiations on the general areas covered in the coalition bargaining process between CSEA and the State are underway, each of the union's four unit teams, representing administrative, operational, professional and institutional employees, will also meet to negotiate areas of more specific concern to the respective units. They are responsible for areas such as mileage and subsistence allowances, time and leave accruals, and education and training procedures

Correction Comm.

ALBANY — Governor Rockefeller has nominated Burton Schoenbach, of Phoenixia, to the State Commission of Correction for a term ending June 21, 1975. He succeeds Charles M. Trunz, Sr., who had resigned. At the same time the Governor renominated Thomas G. Young, of New York City, and Mrs. Warren W. Stumpf, of Freeport, to new terms ending June 21, 1976. Members receive \$50 per day for time spent on Commission business.

for State workers.

According to Wenzl, "The number of unit demands this year is actually less than last year, but have become more responsive to the needs of the many special interest groups within CSEA."

The Public Employment Relations Board, before preliminary meetings were under way, submitted a request to OER and CSEA that they get together to choose a mediator. The mediator, according to PERB, would be predetermined in the event the two organizations reach impasse during negotiations.

The request reached CSEA on the same day that PERB announced its Easter weekend strike penalties. CSEA turned down the request to choose a mediator, saying that "it seems premature and of a negative nature." The union feels that "an agreement can be reached without a mediator."

Mail Ballots For Nassau Pact; Increments, Pay Boosts Among 18 Major Planks Hammered Out

(From Leader Correspondent)

MINEOLA—Mail ballots go into the mail this week to Civil Service Employees Assn. members to vote on a Nassau County contract that preserves increments in addition to bringing two successive 5 percent pay boosts.

Chapter president Irving Flaumenbaum presented the contract, with 18 major planks, to the county steering and program committee last Thursday night.

The 15-member negotiating committee had emerged from two days of marathon bargaining sessions at the Holiday Inn, Hempstead, the previous Tuesday afternoon.

"We're not entirely happy with it, and the County is not entirely happy with it, so I guess it is a good contract," Flaumenbaum declared. "We have gotten money in the pocket and improvement of a host of benefits."

Graded Salary Plan

The graded salary plan had again been the major target of

county negotiators, although the issue had not produced the acrimony and frequent collapses of negotiations that had marked the negotiations for 1972.

"This was the County's big point," Flaumenbaum advised the membership. "But we weren't prepared to give it up."

Payment of increments with the start of the new year had been agreed to by the County in advance of the final settlement, insuring the flow of the increases immediately.

A retroactive payment in several weeks will cover the basic boost negotiated.

The two-year contract provides for 5 percent boosts on top of the increments in each year.

A variety of benefits boosts include:

- Five-cent boosts of shift-differential to 20 cents in 1973 and 25 cents in 1974.

- Overtime cutoff raised to \$14,000 in 1973 and \$14,500 in 1974.

- Equal distribution of overtime.

- County to absorb any increase in dental insurance premiums.

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Negotiating teams representing Nassau County and CSEA chapter are, seated from left: Robert MacGregor, commissioner of labor; Vincent Macri, special assistant to County Executive; Joseph Jaspán, county attorney; Thomas DeVivo, deputy county executive; Ralph G. Caso, Nassau County Executive; Leonard Cooper, mediator; Irving Flaumenbaum, Nassau chapter president; Richard M. Gaba, CSEA attorney;

Bernard O'Reilly, deputy commissioner of labor; Richard Camp, budget office; William Corbin, Department of Labor; Howard Quann; Virginia Beglin; Rita Wallace; Angelo Pal- representative. Standing from left are CSEA negotiators: ange; Edward R. Logan, administrative assistant for Nassau chapter; Blanche Rueth; James Mattel; James Callan; Carmine Santoli; John Keating; James Ellenwood, and James Piscitelli.

Metro Conf Initiates 'Grievance Night'

NEW YORK CITY — The Metropolitan New York Conference of the Civil Service Employees Assn. will initiate a weekly "grievance night" at the New York office beginning Tuesday, February 6, 1973, from 4:30 p.m. to 7:30 p.m., according to Jack Weisz, Conference president.

Weisz also said starting Monday, Feb. 5, and each Monday thereafter, a Ter Bush and Powell representative will be at the New York office to answer insurance questions and service membership from 9 a.m. to 12 noon.

On "grievance nights," two CSEA field

representatives will be available at the office to meet personally with members or to talk to them by phone about work-related problems and complaints.

Weisz noted that this program will "in no way interfere with the duties and responsibilities of chapter officers or grievance committees. It will simply supplement their efforts." Every chapter president or grievance committee chairman will be informed of all visits and calls concerning their chapter before any action is taken.

Weisz also urged all members of the Metropolitan New York Conference to take full advantage of these two new services.

Cairo Highway Unit Signs 2-Year Pact

CAIRO — A new two-year work agreement has been signed by the Town of Cairo and the Civil Service Employees Assn. Town of Cairo Highway unit, featuring a 20 cents per hour wage increase for each year of the contract.

Among other benefit improvements in the new pact are a non-contributory retirement program; improved sick leave accumulation; and a guaranteed death benefit.

Sr. Steno Exam Stated For Judicial Conference

The Judicial Conference has announced the opening of filing for promotional exam No. 55-295 to senior stenographer. Deadline is Feb. 9. The written test will be given March 10.

Eligible are those with current permanent competitive class status in a promotional unit in the Unified Court System in New York City in one of the following titles: account clerk, alpha-betic key punch operator (IBM), clerk, office appliance operator, photostat operator, statistics clerk, stenographer, tabulating machine operator, telephone operator, transcribing typist, typist, mail and supply clerk, and key

Transp. Inspectors

Thirty-one of the 43 applicants for transportation inspector, exam No. 2174, have been found not eligible by the City Dept. of Personnel.

Research Interns

The City Civil Service Commission, by original jurisdiction, has set the wage for program research interns at \$150 per week, not to exceed three months employment per year.

punch operator.

For applications and further information, contact the personnel office, Room 1212, Judicial Conference, 270 Broadway, Manhattan. Phone: 488-6585.

Correction

The next test date for parking enforcement agent will be Feb. 10, not Feb. 3 as reported in last week's edition of The Leader. The test, which requires no advance application, will be held regularly on the second Saturday of each month at Seward Park High School, 350 Grand St., Manhattan.

M. V. Operator

The City Dept. of Personnel has summoned 1,264 candidates for motor vehicle operator, open competitive exam No. 9120, to take their qualifying medical examinations between Jan. 15 and 22.

Appoint Firemen

(Continued from Page 2)

Dennis E. Asher, Gerald Basciano, Thomas K. Carroll, Sebastian Caruso, Hugh Dunne, Mark M. Farrell, Michael T. Finamore, James E. Fleschner, Jr., William J. Flynn, George E. Friedell, Jr., Jerry J. Garzone, Jr., Stanley P. Godlewski, Ivan Haltzer, William J. Henderson, Hugh A. Kelly, Jr., Charles J. Lourine, Jr., Arthur E. McCarthy, William A. Mudry, Philip F. Nielson, Brian T. O'Beirne, Robert J. O'Rourke, Emanuel Parker, Angelo L. Pisan, Jr., Joseph J. Ramos, James F. Roche, Michael Santarpia, Joseph W. Schreck, Brian Sheehan, Phillip Spampinato, Gustave Tripoli, Arthur R. Truscelli, Thomas O. Vallebuona, Michael J. Wilkinson, William R. Young, Jr. and Henry J. Zebrowski.

File Bias Suit Against NYC's Fireman Tests

A meeting with federal Judge Edward Weinfeld is slated for Jan. 17 by attorneys representing black and Hispanic firefighters' groups on their suit charging discrimination in the City's examinations for fireman.

The Vulcan Society and the Hispanic Firefighters Society filed suit in federal court last week against the City Civil Service Commission and the Fire Department, charging that test format and recruitment were "culturally biased in favor of white middle class applicants."

An attorney for the NAACP Legal Defense Fund, which is aiding the groups, said that "we expect to take action quickly to affect hiring" due to the Fire Department's plans to name 120 firemen to start training on Jan. 27. He would not comment directly, however, on whether or not the groups would ask Judge Weinfeld for an injunction to bar use of existing eligible lists.

The suit seeks to "compel" the Civil Service Commission to develop new testing procedures to replace the current written tests, which the groups contend are not job-related and rely on "rote" memorization and pencil and paper test-taking skills rather than truly testing for merit and fitness.

In charging that the present civil service testing procedures and Fire Department recruiting system discriminate "irrationally against minorities," the suit also contends that blacks and Hispanics are "grossly under-represented" in the department's 13,500 firemen and officers. According to the suit, only five percent of the firemen are black and about one percent are Hispanic.

Named in the suit are Fire Commissioner Robert O. Lowery and the Civil Service Commission. Richard W. Harris is president of the Vulcan Society and Manny Corquez is president of the Hispanic Firefighters Society.

Vulcans Elect Pres.

Fireman Richard W. Harris was installed Jan. 1 as president of the Vulcan Society of the New York City Fire Department, it was announced last week. He was appointed to the Fire Department in June 1962 and has been an active member of the Vulcan Society for ten years. The Vulcan Society is composed of black firefighters.

LEGAL NOTICE

CITATION The People of the State of New York, BY THE GRACE OF GOD, FREE AND INDEPENDENT TO ATTORNEY GENERAL OF THE STATE OF NEW YORK: Consolidated Edison Company of New York, Inc., The City of New York, Department of Social Services, and to the distributees of Anna Vohrizek, also known as Anna Vohrjick, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Anna Vohrizek, also known as Anna Vohrjick, deceased, who at the time of her death was a resident of 500 East 88th Street, New York, N.Y. Send GREETINGS:

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 16th day of February, 1973, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable Millard L. McDonick, a Surrogate of our said County, at the County of New York, the 19th day of December in the year of our Lord, one thousand nine hundred and seventy-two.

David L. Sheehan, Jr. (SEAL) Clerk of the Surrogate's Court

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

- Less than \$4,000
- \$4,000 but less than \$5,000
- \$5,000 but less than \$6,500
- \$6,500 but less than \$8,000
- \$8,000 but less than \$10,000
- \$10,000 and over

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The instructors will be drawn from the ranks of the practicing bar, experienced court administrators and law professors. Neil Shayne, a member of a Mineola, New York, law firm and faculty member of the Institute for Court Management, Aspen Law Center, Colorado and Neale Kurlander, Professor of Business Administration at Adelphi University are the co-directors of the program.

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FOR FURTHER INFORMATION

For further information and registration, call The Law Journal's co-ordinator, Mrs. Dorothy H. Beck, (212) 571-1683; 258 Broadway, New York, New York 10007 OR Professor Kurlander, Adelphi University, (516) 294-8700, Extension 7454, Adelphi University, School of Business Administration, Garden City, New York 11530.

TO ENROLL and reserve your place, fill-in and mail the form below.

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MAIL TO:

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School of Business Administration
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Please Register me for the course in Para-Judicial Administration

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Sorry, I can't attend this semester; please put me on the mailing list for future announcements.

Signature

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TUESDAY, JANUARY 16, 1973

One De-Icing Effect

PRESIDENT NIXON has abolished wage and price controls in most areas and while we cannot predict the effect of his action on the national economy we see one area or two where civil servants can benefit.

While the freeze was still on, there was a tendency among some members of the Federal Pay Board to insist that increments be added to pay increases in figuring whether or not the total package was higher than standards set by the Board.

A few months ago this very issue was faced by the Nassau County chapter of the Civil Service Employees Assn. The local CSEA unit pointed out that, since not every single employee would necessarily be getting an increment, to include increments in figuring new contracts would discriminate against this kind of employee.

Nassau CSEA won its point and, later, fought a successful battle on its home grounds over the same issue. The result has been the completion of a successful new contract for Nassau County employees with the graded salary scale intact.

Other civil service unions who might still be facing the same arguments take note!

Questions and Answers



Q. My doctor has told me I'll never be able to work again because of my bad heart. When I applied for monthly social security disability payments, they told me I won't be paid for the first six months. Will I get paid later on for these months?

A. No. There is no payment made for the first six full months of disability. This waiting period is a requirement in the social security law. After Jan. 1, this waiting period will be changed to five months because of recent changes in the social security law.

Q. My brother was only 25 when he died last month. He left a 21-year-old widow and two children, a two-year-old and a baby five months old. Even though my brother was very young, couldn't he still have enough work under social security for his wife and children to get monthly checks?

A. Yes, if your brother had as little as 1½ years of work under social security, his wife and children could get monthly social security survivor's checks and a lump-sum payment to help with the funeral expenses. Your sister-in-law should call, write, or visit any social security office as soon as possible to apply for benefits.

Q. I'm 66 years old. Before my husband's death last month, we were both getting monthly social security retirement checks on his work record. My payment was always half of his. As a widow, will my payments continue to be the same amount?

A. No, your social security payment as a widow will increase to 82½ percent of your late husband's payment. (Because of recent changes in the social security law, your payments will increase to a higher percentage of your late husband's payment after Jan. 1.) In addition, you can get a lump-sum death payment to help with the funeral expenses. If you haven't done so yet, you should call, write, or visit the social security office to report your husband's death.

Q. When I was 65 last spring, I signed up for medical insurance under Medicare. I now have three doctor bills to send in for payment. Must I fill out and send in a Request for Payment form with each doctor bill?

A. No. One Request for Payment form (SSA-1490) can be used for several bills from one doctor, or even bills from a number of different doctors if they are in the same geographical area.

Don't Repeat This!

(Continued from Page 1)
tion that every member of the Upper House should chair a committee.

In addition, Senator Anderson created a new position of Deputy Majority Leader, to assume floor responsibilities during periods when he is necessarily absent from the floor because of conferences with the Governor, Assembly Speaker Perry B. Duryea, Jr., and other State officials. Senator William T. Conklin of Brooklyn, who has been an Albany monument since his election to the Senate in 1956, will fill that significant post.

Equally significant from the viewpoint of the Civil Service Employees Assn. is Senator Anderson's designation of Senator John Marchi as Chairman of the Finance Committee, Senator Richard E. Schermerhorn as Chairman of the Committee on Civil Service and Pensions, and Senator Bernard G. Gordon, Chairman of the Judiciary Committee.

As Chairman of the Finance Committee, Senator Marchi will play a key role in shaping Senate policy on the budget, which is the most significant item handled annually by the Legislature, since it determines not only the amount of funds available for civil service employees' salaries and fringe benefits, but also the scope and level of services to the public.

March On Drug Abuse

Senator Marchi is a well-known Albany figure, having served in the Senate since 1957. He was also a delegate to the 1967 Constitutional Convention. In 1969, he defeated Mayor John V. Lindsay in the Republican primary for Mayor and became the Republican-Conservative candidate. He is a leading Republican candidate for Mayor this year. Last Fall, he was one of four New York Staters to be appointed by President Nixon to the National Advisory Council for Drug Abuse Prevention. He is fluent in Italian, an authority on Italian culture, and an accomplished clarinetist.

Of special interest to civil service employees is Senator Marchi's sponsorship of a bill that provides that if PERB or a court finds that an illegal strike by public employees has been precipitated by extreme provocation by the public employer, then the public employees must have their status restored, probation terminated and all payroll deductions refunded.

Civil Service

Senator Schermerhorn, the new Civil Service and Pensions Committee Chairman, is a relative newcomer to the Albany scene who quickly established his reputation as a diligent and able legislator. His basic views on civil service and pension problems are, as yet, relatively unknown. During the past legislative session, he sponsored just one civil service bill—to permit an employee transferred from one agency to another to carry with him accrued sick leave. Thus far in the present session he has not yet introduced any bills dealing with civil service.

The new Chairman of the Judiciary Committee, Senator Bernard G. Gordon, is best known for his sponsorship of the no-fault automobile insurance law. While the Judiciary Committee is not specifically concerned with civil service legislation, its chair-

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA



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

Sabbatical Leaves

A collective bargaining agreement between a teachers' union and a board of education covering the 1969 through 1971 school years provided that applications for sabbatical leaves had to be filed before the first of April of the preceding school year. It further provided that the board should take action on these applications during the month of April. Pursuant to the agreement, several teachers submitted timely applications for sabbatical leaves to start with the school year beginning July 1, 1971.

Several days later, on April 12, 1971, the New York State Legislature passed an amendment to the Civil Service Law which became effective immediately, which added Section 82 to the statute declaring a one-year moratorium on leaves of absence and sabbatical leaves commencing July 1, 1971. Subdivision 3 of Section 82 provided the amendment shall not be construed to impair any contractual rights to sabbatical leaves if those rights were "in existence and enforceable" prior to the effective date of the statute. On May 1, the Superintendent of Schools notified all the teachers that pursuant to the legislative action, the board would not grant any leaves for the 1971-1972 school year. At that time, no action had been taken on any application for sabbatical leaves. Several teachers who had made applications on a timely basis raised a grievance which could not be resolved at the lower steps, and an arbitrator was appointed. The arbitrator heard the case and concluded that the board of education had denied improperly all of the applications for sabbaticals on the grounds that the teachers had a contractual right to those sabbaticals prior to April 12, 1971. The arbitrator directed the board of education to consider each application on its merits in accordance with the standards set forth in the labor contract between the parties. The arbitrator's award was confirmed in the court at a Special Term of the Supreme Court in Suffolk County. An appeal was taken to the Appellate Division of the Supreme Court, which reversed Special Term and vacated the arbitrator's award.

THE COURT POINTED OUT that the collective bargaining agreement did not contain an undertaking on the part of the board of education to merely rubber stamp requests for sabbatical leaves. Quite to the contrary, the contract gave the board discretion to grant or deny applications for sabbatical leaves after applying the criteria set forth in the contract. Therefore, the court said, that contractual rights, if any, which the teachers had to sabbatical leaves, were not "in existence and enforceable" prior to April 12, 1971. Having made the determination that Section 82 barred the granting of sabbatical leaves for the 1971-72 school year, the court directed its attention to determining whether or not the arbitrator exceeded his powers when he construed the collective bargaining agreement between the parties to mean that the teachers did, in fact, have an enforceable contractual right to sabbatical leaves prior to April 12, 1971.

The court points out the general rule in arbitration cases to the effect that if the matter is properly placed before an arbitrator, a mistake of law or fact on his part does not justify vacating the award. This rule is not always applicable, however, and specifically does not apply in a case where the award of the arbitrator is in violation of public policy or state law.

THE APPELLATE DIVISION stated, "Since the courts thus have the power to prevent an arbitrator from rendering an award which requires the doing of an act which is prohibited by law or is offensive to public policy, it follows by a parity of reasoning that, if the arbitrator's award entails the commission of acts prohibited by state statute, the award should be vacated."

In view of the fact that Section 82 of the Civil Service Law was enacted as an emergency measure upon a message of necessity from the Governor for the purpose of helping to meet a severe financial crisis which plagued the state and local governments, it represented a clear direction of public policy which the arbitrator's award contravened. Therefore, the court held that as a matter of law, the arbitrator's award exceeded his powers under Section 7511 CPLR and had to be vacated.

(Continued on Page 10)

Don't Repeat This!

(Continued from Page 6)

man has traditionally been looked upon as a member of the elite Senate group that participates in the shaping of Senate policies on major issues.

Senators Conklin, Marchi, Schermerhorn, and Gordon will serve as key lieutenants to Senate Majority Leader Warren M. Anderson in handling legislation of vital concern to civil service employees.

Judicial Conf. Slates Administrator II Exam

Applications will be accepted until Jan. 26 for promotion to administrator II, a post open to persons who have served at least three months as administrator I with the Unified Court System, the Administrative Board of the state Judicial Conference announced last week.

The service requirement must be met by Feb. 24, the date of the written test. Promotion unit eligible lists, plus a general promotion list, will be established. Salary starts at \$11,450.

More information and application forms may be obtained from the Personnel Officer, Administrative Board of the Judicial Conference, 270 Broadway, New York, N.Y. 10007.

Prin. Actuaries

Salary for the City's principal actuaries has been increased by the City Civil Service Commission, in three steps, to a range of \$14,500-18,370, reaching that level effective July 1, 1972.

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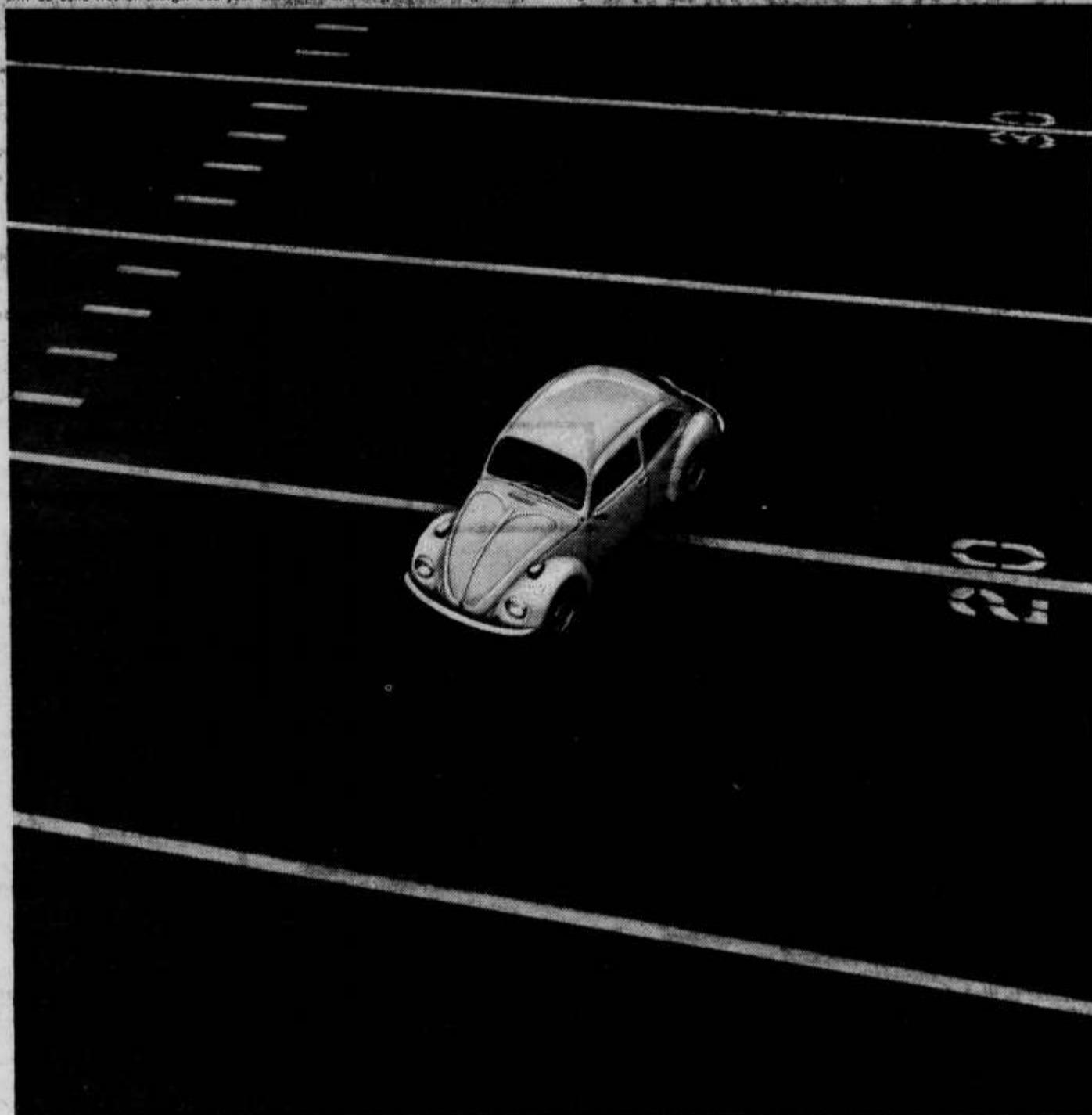
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CIVIL SERVICE LEADER, Tuesday, January 16, 1973

What other warranty runs for 24 months or 42,240,000 yards?

In case your pencil's broken, 42,240,000 yards comes out 24,000 miles.*

Twice as long as any other car warranty (based on the average miles driven in a year, 10,121†) with the sole exception of Rolls-Royce.

Now how did we get up there in such heady company? By turning out one of the most carefully constructed and coddled automobiles on the road.

Few things in life work as well as a Volkswagen.

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And those are just some of the many reasons behind our extraordinary warranty.

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Restructuring Phase III, Part 1: Outline.

CIVIL SERVICE LEADER, Tuesday, January 16, 1973

In *The Leader* for the past two issues, Restructuring Phase III, part 1, has described general proposals and specific recommendations for the Office of the President, the Office of the Executive Director and the two divisions (State and County) of the Civil Service Employees Assn.

This report, as amended by the Delegates at the statewide CSEA meeting in Rochester last September, continues this week with specifications for the major administrative departments.

In the preamble to the restructuring committee report, as presented by chairman A. Victor Costa, it was noted that the committee, in reaching its recommendations, had reviewed suggestions from the membership and from CSEA staff employees, had conducted personal interviews with staff employees, had referred to the 1967 Cresap McCormick and Paget Report, had studied a special report on employment practices used by CSEA, and had pored over existing organizational charts.

At least three members of the restructuring committee visited and observed the on-the-job operations of each unit, and reviewed office procedures. In addition, interviews were conducted with the president of CSEA, as well as with the bureau heads and other key personnel. The committee also observed workflow and work check systems.

The boldface type below indicates the proposals as adopted. Explanatory material may follow in a lighter face.

RESEARCH DEPARTMENT

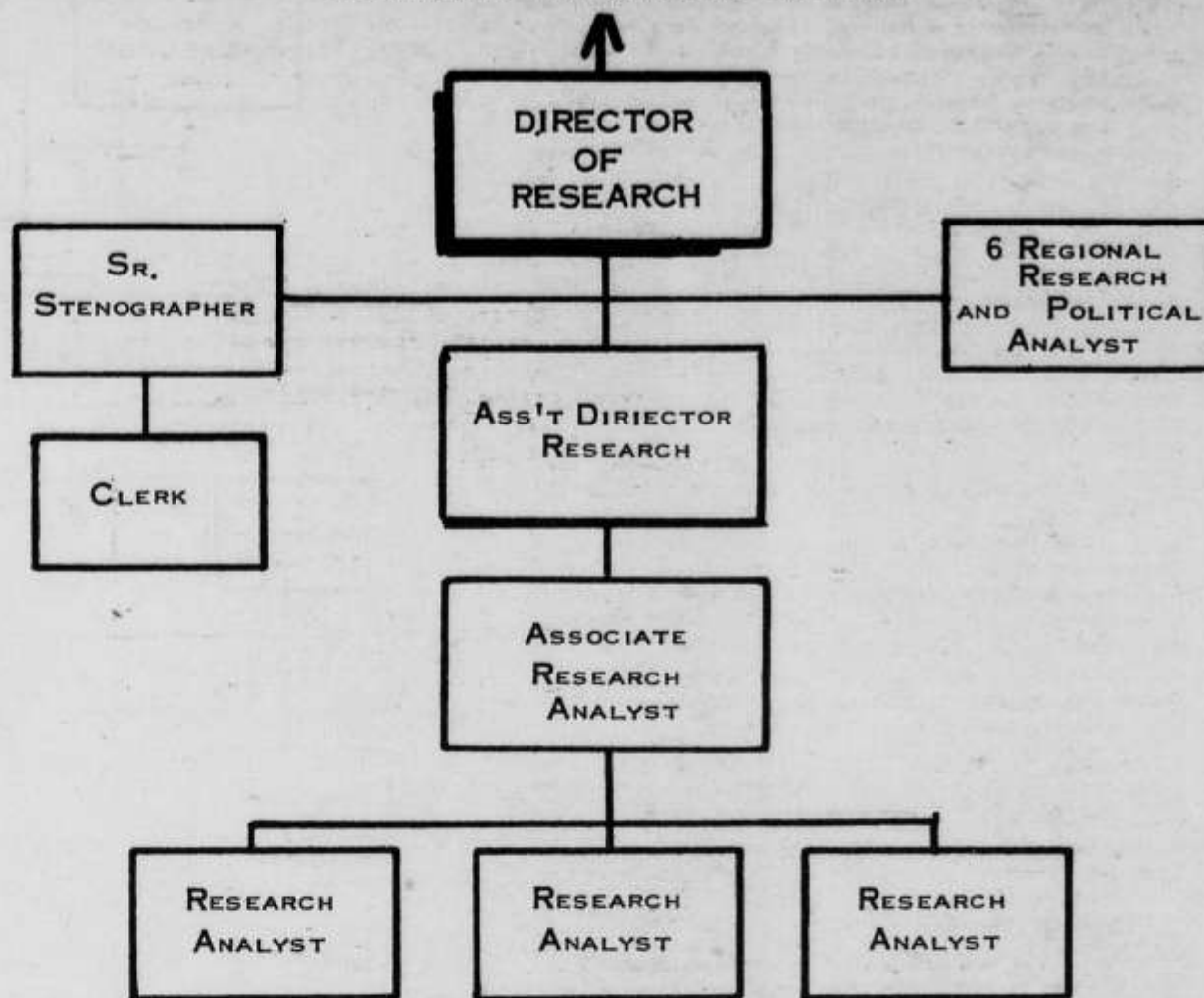
The committee, in reviewing the duties and personally observing the operations of this department, recommends no further changes other than the committee feels that in relation to other CSEA departments there exist many high-grade titles, which, upon examination, reveals and recommends that when a position becomes vacant in this department, the personnel committee of the Board of Directors should review it for reevaluation. An example is that there exists no definite separation of duties between the two Grade 18 and two Grade 14 positions, other than that the Grade 18's research the larger chapters. This is no measurement of work unit or the rationale of a four-grade differential.

The committee also found that the position of Grade 23, senior research analyst, should be assigned the duties to coordinate the regional political action and research work as per previous adopted proposal. The director of research reports to the executive director.

FIELD SERVICES DEPARTMENT

Due to the difficulties encountered by this committee in trying to factually present the many problems in this area, the committee at this time is deferring from reporting on the field services section. We will present an in-depth study of our findings and recommendations at the March 1973 Delegates Meeting under Phase III, Part 2.

REPORTS TO THE EXECUTIVE DIRECTOR



PREPARED BY THE COMMITTEE TO RESTRUCTURE CSEA

PUBLIC RELATIONS AND COMMUNICATION

The committee makes the following recommendation to improve the communication with and between Headquarters and its membership.

The Public Relations department is responsible to the director of communications of CSEA. The committee has observed the operation of the public relations staff and has heard at length the director and the assistant director of public relations.

32 The name of the public relations department should be changed to reflect its true meaning (Office of Communication).

33 DEFEATED

34 The present starting positions of public relations assistant, Grade 14, should be raised to Grade 16 level. In such a highly professional and skilled operation, experience is needed. It has been difficult to recruit, train and retain at the Grade 14 level.

Referred to personnel committee for study and

to report at Delegates Meeting in March '73.

35 The Office of Communication should have complete responsibility for all communication in all divisions which must make public statement of policy in reference to CSEA.

36 Sufficient space be allowed in each weekly issue of *The Leader* for regional news which shall be the responsibility of the regional public relations analyst to prepare and clear with Headquarters public relations.

37 Any public letter, communication or statement in regard to policy or related policy to be issued by any staff member shall be cleared, coordinated, edited and distributed by the department of communication.

38 Any public letter, communication or statement concerning any region, chapter or unit which is to be issued by the department of communication or staff shall have prior approval of the regional chapter or unit president so effected.

39 The Association shall study feasibility of listing under the Enterprise phone number in every phone directory of the state. This will give each member of CSEA a line of communication with CSEA 24 hours a day, seven days a week (Report in March 1973).

DIRECTOR OF TRAINING

The committee reviewed the function of this position and its relation to membership service and found that for all practical purposes the position was not functioning as it was intended to be.

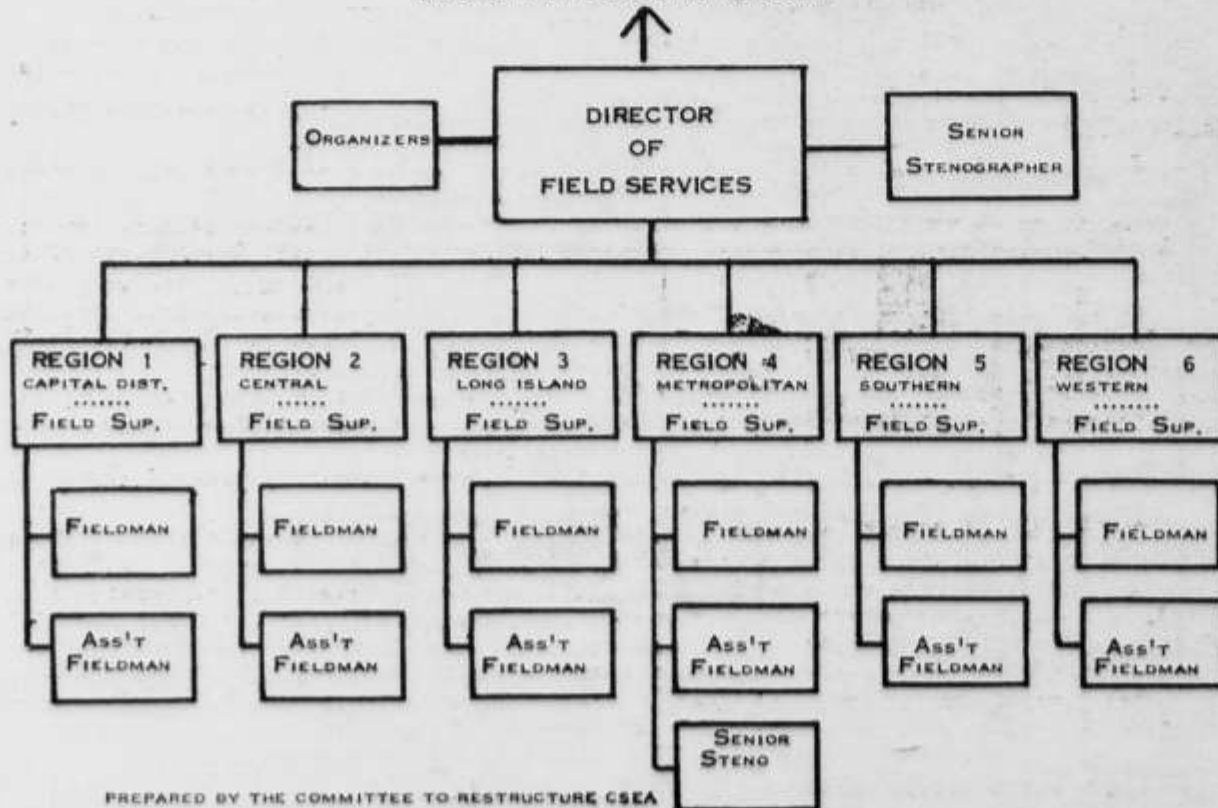
The incumbent was hired by CSEA on April 1, 1972, and told he would be also in charge of recruiting. Within three weeks he was made responsible for the membership drive and, at this writing (September 1972), he is in charge of the annual Delegates Meeting. The position is Grade 23. He has no staff and definitely was not trained to do or know basically anything about CSEA.

His other role should be to set up a training program for all new incoming and in-service CSEA employees. The committee, in interviewing staff employees, heard that in no case are new employees given private orientation and job training as to the objectives of CSEA and their contribution to the Association. This position should be assigned a permanent stenographer.

The committee also will make further recommendation in relation to this position under Phase III, Part 2.

The coordinator of training should report to the director of communication.

REPORTS TO THE EXECUTIVE DIRECTOR



PREPARED BY THE COMMITTEE TO RESTRUCTURE CSEA

Responsibilities Of Major Departments

CIVIL SERVICE LEADER, Tuesday, January 16, 1973

The committee recommends:

40 The title be changed from "director of training" to "coordinator of training." His prime purpose is to set up and implement training programs for all chapters and regions. He shall arrange for regional training programs, seminars, workshops for our region, chapter and unit officers. He shall maintain the training manual, and he shall report directly to the executive director.

COMPTROLLER

The fiscal policies of the Association are the greatest area of concern. The committee spent more time reviewing the fiscal procedures of the Association than any other area. We are very critical of the entire operation. Background: The Association is approaching \$10,000,000 a year in income and expenditure, and yet in certain areas of fiscal policy we are not effectively managing it with professionalism.

Our handling of income on a daily basis is very loose and too many bureaus and people are handling the revenue.

The purchasing practices are extremely poor. As a matter of fact, we could not find a procedure to serve as a guide for purchasing. Vendors are being chosen due to personal contact or purchases are being made from vendors who overcharge the market value.

At present, the following sections are responsible and/or are handling Association funds: Membership, Insurance, Cashiers, General Accounts.

In a three-month period, \$3,416,552 was handled by our cashier who is a Grade 5 and also serves as the petty cash custodian and relief phone and receptionist.

There are pages and pages of testimony and committee reviews on the finances of CSEA, which space and time would prohibit from publishing. The committee thus recommends the following:

41 The Association shall immediately establish the position of comptroller. Due to the duties and various units who are to report to him, this position shall be a high-level office.

He shall report directly to the executive director and the treasurer of the Association, and shall be fully responsible of the regional public relations analyst to be named on a contractual basis by the Association.

Special Notes:

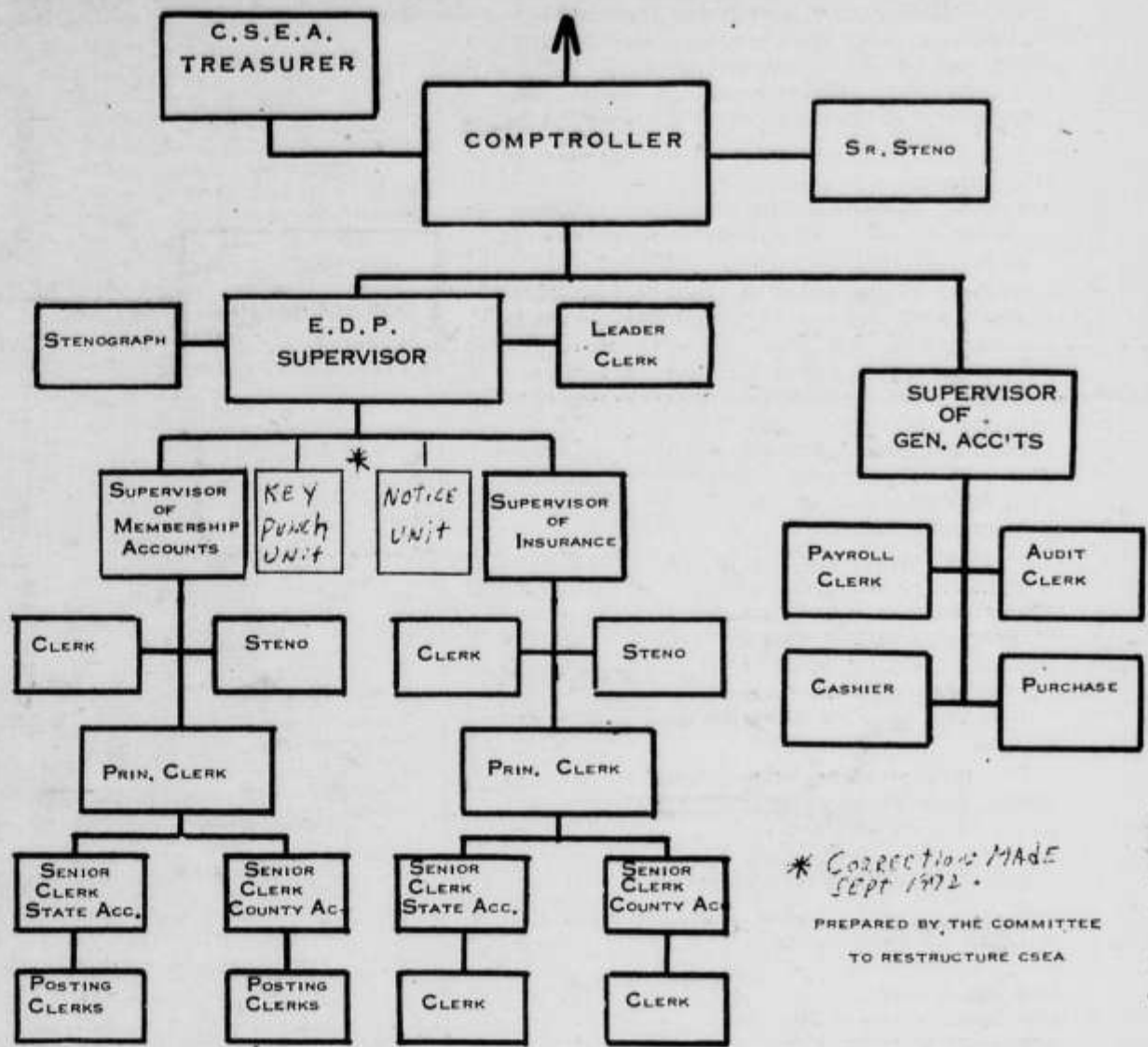
He should have had extensive EDP background.

For units proposed to report to him see organizational chart.

The salary for this position shall be by contract and approved by the Board of Directors and shall serve at the pleasure of the Board.

On all matters of expenditures and income his decision shall prevail subject to the approval of the Board of Directors.

REPORTS TO THE EXECUTIVE DIRECTOR



* Correction MADE SEPT 1972.

PREPARED BY THE COMMITTEE TO RESTRUCTURE CSEA

He shall set forth budget details. He shall mandate that all department heads of CSEA submit a proposed department or division budget before Aug. 1 prior to the end of the CSEA fiscal year. He shall establish a three- and five-year income expenditure plan.

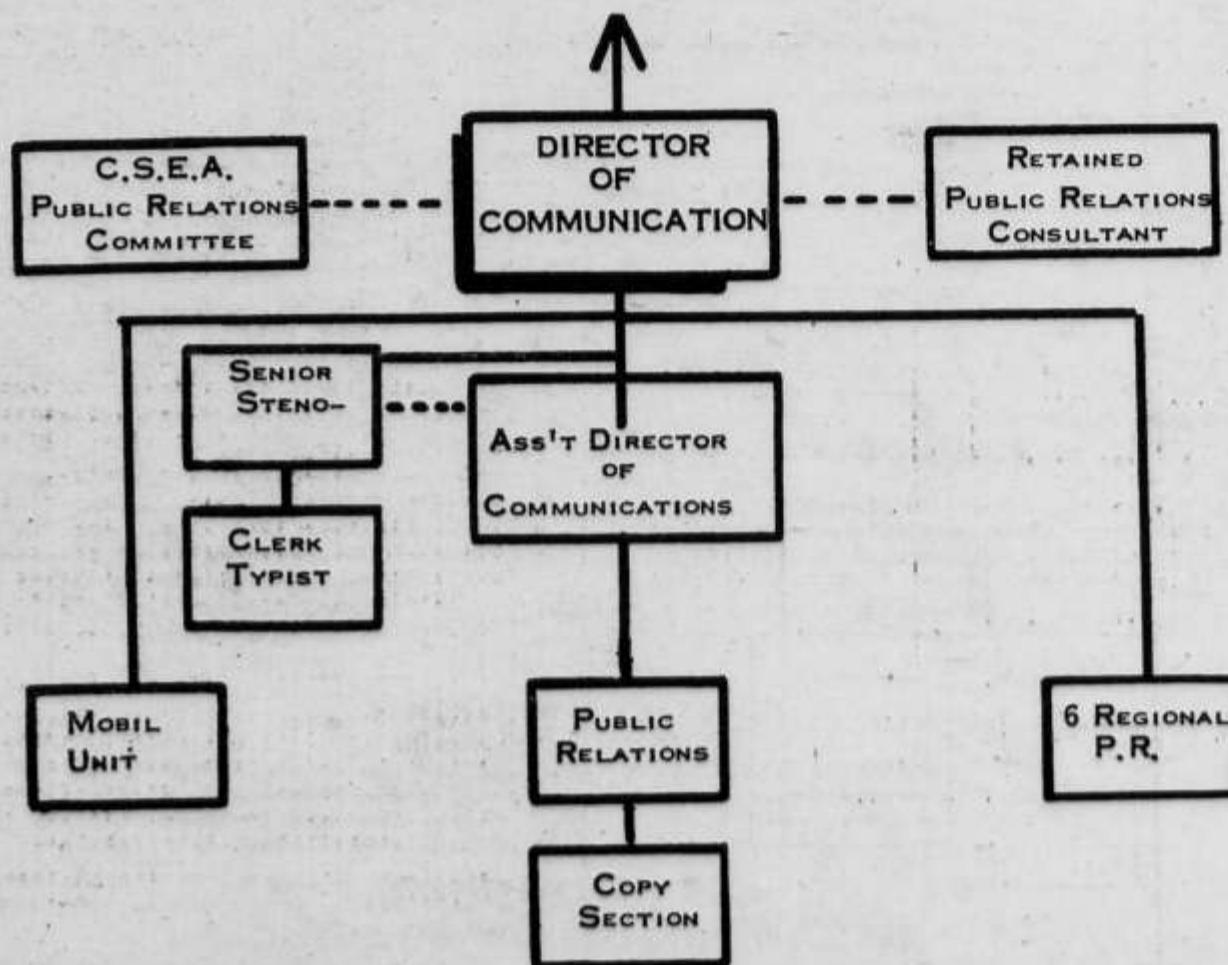
These are only a few of many items which should be discussed with the applicants. The committee recommends that upon national advertising for this position applicants be interviewed by a special committee which shall include chairman of the personnel committee, treasurer, budget committee chairman, the ex-

ecutive director and a member of the retained CSEA accounting firm and chairmen of the County and State Executive Committees. Referred to personnel committee.

42 The committee further recommends that the position of purchasing agent be established, charged with specifically related duties promulgated by the comptroller and approved by the Board of Directors. The purchasing agent shall be familiar with all facets of conflict of interest.

(To Be Continued)

REPORTS TO THE EXECUTIVE DIRECTOR



PREPARED BY THE COMMITTEE TO RESTRUCTURE CSEA

Nassau Members Vote On Contract Preserving Graded Salary Plan

(Continued from Page 3)

- Vacation and sick leave combined accumulation boosted to 60 days.
 - Bonus days on vacation to be pro-rated upon separation.
 - Extra paid holiday for school crossing guards.
 - Health and dental insurance for anyone on Workmen's Compensation for up to one year.
 - May Secure Duplicate
 - No loss of seniority for increments or other protections while on Workmen's Compensation for up to one year.
 - One week's written notice required for shift change, and minimum of 12 hours off between shifts.
 - No layoffs without prior discussions with CSEA regarding transfers.
 - County to recognize Nurses Practices Act.
 - Grievance protection.
 - End of trainee-below-grade status for new employees in Sheriff's Department.
 - Increased meal allowance of \$5.
- Mail ballots to CSEA members will carry a notice of return deadline. Flaumenbaum noted that any member who does not receive a ballot in the mail may secure a duplicate at the chapter office.

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Civil Service Law & You

(Continued from Page 6)

There was a dissenting opinion by two judges in the Appellate Division who felt that there was nothing in the statute preventing the enforcement of the arbitrator's award. In fact, dissenting judges said that the statute authorizes consideration of issues before the arbitrator. The dissenters went on to say that the collective bargaining agreement between the parties stipulated a grievance procedure and arbitration as the method for resolving disputes if the parties could not

resolve grievances themselves. The contract further provided a rather elaborate procedure for the obtaining of sabbatical leave. The question before the arbitrator was whether or not the board of education had failed to live up to its contract. All the arbitrator did was direct the board of education to consider on their merits the applications for sabbatical leaves which had been filed on a timely basis prior to April 1, 1971. It was their opinion that the contractual right to have their applications considered and granted arose as soon as the applications were filed prior to the passage of Section 82. They do not interpret that section to mean that a contractual right to a sabbatical leave means

that the sabbatical leave had already been granted or given on a binding commitment basis. In fact, the dissenting judges said, "In the field of labor relations, arbitration is preferred as a procedure to settle controversies between employer and employee—to such an extent that it can be said that public policy underlies and re-enforces its use. Whether as of April 12, 1971, the effective date of the statute, a contractual right had come into existence was clearly within the competence of the arbitrator to decide and it is not for the courts to interfere with his decision." *Associated Teachers of Huntington, Inc. v. Board of Education, UFSD, No. 3, Town of Huntington, 338 NYS 2d 45 (Appellate Division, 2d Dept. Nov. 22, 1972).*

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This Week's City Eligible Lists

EXAM NO. 7584

FROM TO STOCKMAN

Health and Hospitals Corporation
This list of 20 names was established Jan. 8, 1973.

No. 1 — 91.7%

1 Carlton Bland, Harlem Hospital; Benjamin Levine, Queens Hospital Center; Victor W Novak, Brooklyn Central Laundry; Charles E. Evans, Morrisania Hospital; Gerald F. Masterson, Bellevue Hospital Center; Alfredo Torres, Harlem Hospital; Ruben E. Ortiz, Francis Delafield Hosp.; Jerry G Coaxum, Cumberland Hospital; Walter Wilson, Harlem Hospital; Juan Torres, Fordham Hospital; Eugene Noriega, Sydenham Hospital; Bernard Rothfeld, Kings County Hospital; Patrick M. Tobin, Fordham Hospital; William Baez,

Metropolitan Hospital; James McBroom, Harlem Hospital; Lowell Guzman, Harlem Hospital; Louis B Cotman, Harlem Hospital; Walter Nathaniel, Harlem Hospital; Alfonso L Hicks, Kings County Hospital, Stanley R. Ross, Harlem Hospital.

EXAM NO. 2571

PROM. TO FIRST ASSISTANT MARINE ENGINEER (DIESEL)

Environmental Protection Admin.
This list of one name was established Jan. 11 after technical-oral testing of the one candidate who applied. Salary is \$15,900.

1 Stanley W Karnik.

EXAM NO. 2174

TRANSPORTATION INSPECTOR

This list of 12 names was made public Jan. 11, following training and experience evaluation of 43 applicants who filed in November. Appointments may not be made until the list is established. Salary is \$8,600.

1 John L Evola, John M Prazeres, Benjamin Levine, Robert W Jones, Patrick Doheny, Bernard Natoli, Ronald O'Neil, Robert L Crivelli, James R Volpe, John P O'Neill, Gerald R Lovino, Leon E Gaillard.

EXAM NO. 2112
LETTERER

This list of 18 eligibles was established Jan. 11. Practical testing was held Nov. 22, 1972. Of the 33 applicants, 24 were called to the test and 18 appeared. Salary is \$6.00 per hour.

1 Salvatore Sassano, James Bordonaro, Willard F Derry, Phillip V Curran, George T August, John E Drummond, Lloyd A Storrs, Morris Kumm, James T McCarthy, Harold Yoskowitz.

EXAM NO. 2023

ASST. CHEMICAL ENGINEER

This list of 18 names was established Jan. 11, following training and experience evaluation of the 36 candidates who

filed in September. Salary is \$12,100.

1 Bernard Newberger, J Samuel Adler, Jesse Bellet, Melvin Lieberstein, Joseph C Fichera, Augustus K Lo, Kuan H Hoh, Michael A Coscia, Harvey C Cottrell, Pravin S Sheth, Urban E Pilgrim, Lawrence M Weiner, Ralph C Maggio, Stuart Lowenthal, Herman A Green, Victor J Catalano, John Raffel, Julius Isaac.

Irish-Am. Assoc.

The Irish-American Association of the Dept. of Sanitation will hold its regular meeting Jan. 18 at 128 West 17th St., Manhattan, at 7 p.m.

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 264-0423.

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.

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HOW? BY LETTING THIS TOP PROFESSIONAL READ THE SMALL PRINT IN THE BANK RULES FOR YOU! AND THEN SHOW YOU EVERY MONEY-MULTIPLYING LOOPHOLE THAT'S IN THEM!

Think carefully for a moment! Do you realize what the facts you have just read above really mean to you in terms of your future independence, security, and sheer luxurious trouble-free living for the rest of your life! Just this—

First, no longer do you have to settle for a starvation-level 5% or 6% on your savings... at exactly the same time that inflation is eating into those savings at the rate of 8% to 10% every single year!

Second, no longer do you have to take dangerous "fliers" in the stock market, or real estate market—just to get a few percentage points more back from your money—just to keep inflation from gobbling it all up! And always being threatened by the chance that the market could go "sour," and you would be forced to stand helplessly by, while 25% of your money... 50% of your money... even 75% of your money went right down the drain!

All those terrible risks—and all those starvation-returns—are a million miles behind you now! Because, from this moment on, you can have absolute safety that not one cent of your money will ever be lost... at the same exact time that you get a return of up to 23.5% on that money—all of which makes most of Wall Street's vaunted "growth stocks" look absolutely pale by comparison!

OVER 200,000 MEN AND WOMEN LIKE YOU HAVE ALREADY PROVED THE FIRST BEGINNING STEPS IN THIS REVOLUTIONARY NEW "GET RICH SAFELY" PLAN! NOW AT LAST THE FULL DETAILS—THAT DOUBLE THEIR RETURN—ARE RELEASED TO YOU!

Yes, perhaps right now—today—you are one of these over 200,000 "Smart Savers" who are now getting 9%... 10%... even 13% on their money... all because they had the foresight to purchase Martin Meyer's previous best-selling book that showed them exactly how to do it!

When this book came out three years ago, it caused an overwhelming sensation in banking and financial circles all over America! Because this book tore away the veil from the way banks really work! And showed the average man and woman how they could use the banks' own "hidden rules" to force those banks to give these "Smart Savers" TWICE AS MUCH INTEREST as their uninformed neighbors were getting!

Yes! Up to TWICE as much interest—and all from a single weekend's fascinating reading! But—what the author of this book himself didn't even realize then—was that even the "impossibly" high 9%... 10%... even 13% was still just the beginning.

Because once the door to higher, and still higher, interest rates was forced open, then bank officials themselves quietly divulged to the author other EVEN MORE LUCRATIVE mechanisms that his original Plan had missed!

And so, one money-multiplying "trick" was piled on top of another! And then another! And then another! And then still another! Ingenious, perfectly sound, almost completely unknown little devices... that raised the absolutely safe return on the average saver's money to 15%... 17%... 19%... even 23.5%! Like this....

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How to make the banks pay for one full week of your vacation each year, without their having the slightest idea that they're doing it!

How to turn your savings account into a checking account, where the bank continually pays you interest on checks you've already written but haven't yet cleared (but for which you've received the merchandise)!

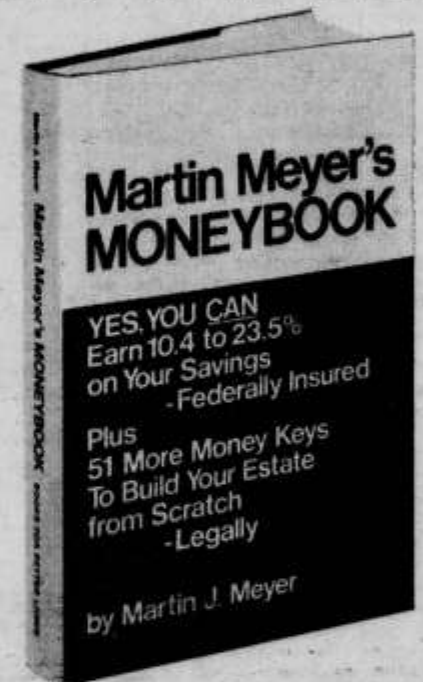
How to get, not only FREE checks for everyday use, but also FREE traveler's checks when you go on vacation!

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Letters To The Editor

Place After-Work Info In Employee's File

Editor, The Leader:
Please ask the members of CSEA, Inc., what their feelings are about the situation related below.

In a work area, a meeting of CSEA employees was held after work hours. The employer placed

incorrect information about the purpose of this meeting and what was alleged to have happened at the meeting into the personnel file of one of the employees present.

What is your opinion?
NAME WITHHELD
Rockland County

vice workers. The pension of just one of the fat cats equals the pensions of about two and a half ordinary employees.

You, the editors of The Civil Service Leader, and the negotiating team, and the public relations people of the CSEA should put this to the public, so that we may, at least, know about it.
NAME WITHHELD
Hempstead, L.I.

Says Pension For One Fat Cat Is Double That Of Ordinary Employee

Editor, The Leader:
When are you and the Civil Service Employees Assn. going to start showing us taxpayers these big political welfare recipients for what they are worth? We want to see who is getting the goodies—not the policemen or firemen who risk their lives every day for us; and not the poor sanitation men who handle all their filth, from baby pampers to dog feces, who are exposed to every germ mentionable; nor the underpaid so-called blue-collar.

Show us the biggies who get fat pensions after 20 years. They want the rest of us poor slaves to work until we are 65 years old and then not get half-pay after taking options. Some want to deduct social security benefits. If there is going to be a cutback, let the biggies be included.

Articles in the daily newspapers report that about 30,000 fat cats are on the payroll, and there are about 188,500 civil ser-

One Eye Perfect, But Wonders If Bad Eye Disqualifies Him

Editor, The Leader:
In the January 2, 1973, issue of the Civil Service Leader, a letter to the editor enquired as to the vision requirements for becoming a patrolman in the New York City Police Department. The fact that I have so learned that the vision requirements are at least 20/30 in each eye has caused me to address this letter to you in hope of receiving an informative reply.

I am in perfect physical health and have 20/20 vision in my right eye, but 20/100 in my left eye. I do not wear nor need glasses and I see perfectly with both eyes open on all occasions for all activities. I know that having one eye better or worse in vision than the other eye is quite common among many people, and I would like to know whether or not such a person as myself would be precluded from physically qualifying for the New York City Police Department on this basis. I would also like to know whether the vision requirements for the New York City Fire Department are similar.

NAME WITHHELD
Massapequa

(Ed. Note: The stringent vision requirements for the New York City Fire Department are the same as those for the Police Department: 20/30 in each eye, eye-glasses or contact lenses not permitted. You would, therefore, be disqualified for appointment to either of these departments. These standards also apply to the Transit Authority and Housing Authority Police Departments.)

Cancel 17 City Exams

The City Civil Service Commission last week voted to cancel 17 exams from its tentative examination schedule for the remainder of fiscal 1972-73. The canceled exams are:

Open competitive — broadcast traffic assistant, principal chief dietitian, secretary (Chief Medical Examiner's Office) and senior physicist.

Promotional — chemist (toxicology), chief fire marshal, director of medical services (welfare), labor management practices adjusted (Spanish-speaking), microbiologist, principal institutional inspector, senior announcer, senior auditor of accounts, supervising fire marshal, supervising fire marshal (uniformed), supervising pharmacist, supervising public health sanitarian and supervisor of school lunches.

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Order 4 Exams

The City Civil Service Commission has ordered four exams to be held: senior dispatcher (taxi and limousine); promotion to supervising boiler inspector; Housing and Development Administration; pharmacist, and psychologist. The Leader will report filing periods and details when they are available.

Custodial Ass'ts.

The positions of custodial assistant and senior custodial assistant have been classified by the City Civil Service Commission in the Alternative Career and Salary Plan, with annual salary ranges of, respectively, \$6,300-7,800, and \$6,100-7,200. New salary for the senior level is currently being negotiated in collective bargaining.

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City Eligible Lists

EXAM NO. 9120

MOTOR VEHICLE OPERATOR

This list of 1,264 names was made public Jan. 4, but no certifications or appointments may be made until the list is officially established. Of the 4,768 applicants who filed during March of 1971, 2,322 appeared for the written test on May 1, 1971. Salary starts at \$7,925.

(Continued from last week)

No. 61 — 93.8%

61 John P. Schaezle, John J. Brennan, Robert J. Batewell, Pames D. Conaty, Jack R. Newman, William A. Shire, Denis P. McCarthy, Robert S. Ferrara, Henry Mencher, Jack Mohedano Jr., John B. Jack, Eugene M. Young, Robert H. Schreiber, John H. Keeseey, John H. Wiggins, Abraham Turetsky, Joseph K. Riotta, John W. Kavanagh Jr., Joseph A. Devany, William Glickman.

No. 81 — 92.5%

81 Henry J. Klesche, Gunnar K. Sjolander, Abraham Wilson, James Mahoney, Carlo Somma, Paul Gomberg, Clarence Moorehead, Mitchell Schram, Jack Marcus, John J. McNeill, Jack Stoller, Angelo Favara, Alfred W. Weidier, Richard P. McLaughlin, John A. Monahan, Irving Krasner, Henry Stewart, James C. Fitzgerald, Sam Majonis, Edward T. Brennan.

No. 101 — 92.5%

101 Robert J. Hasselbach, Seymour Feldman, Hazel D. Cherry, Bert Gundy, Thomas M. Dunn, Clifford E. Ritch, Stanley L. Aronoff, Robert P. Crimmins, Richard A. Pope, John P. Loiacono, Charles B. Guella, John J. McKeon, Joseph J. Ricciardo, Peter Stern, Stanley L. Israel, Brian J. Wood, Sidney H. Bamberg, Ronald Mayersohn, Louis Font, Wilfred Bailey.

No. 121 — 91.3%

121 Dennis P. Fitzgerald, Louis Roseto, Ralph J. Damato, Martin Rubin, William J. Muller, John P. McDonnell, Alexis Martinchuk, John P. McCabe, Samuel Sailor, Louis Breiman, Timothy J. Hamilton, Dennis J. Challinor, Joseph Raiola, Jerome M. Levy, Paul W. Bell, Gaetano Guerra, Ronald J. Pattillo, Robert H. Grant, Anthony Orefice, Michael D. Carara.

No. 141 — 90.0%

141 Richard J. Sica, Nicholas T. Fitzgerald, Edward Palumbo, Edward Schaler, Michael Buttino Jr., Salvatore Lamonica, William Raimond, Lester H. Cohen, John A. Romano, George A. Johnson, John R. Laforgia, Arthur L. Armstrong, James P. Murphy, Lee Carbone, Fred Esposito, Walter Plattner, Thomas Delquaglio, Joseph S. Cavallo, Phelanzer Purcell, Bert J. Politoski.

No. 161 — 90.0%

161 Robert J. Zahn, Jaime A. Torres, David Suvall, Mitchell Smith, Roy Knee, John Carpinelli, David L. Bertolas, Alexander Smith, Peter Kondartino, Joseph A. Bertolino, Arthur Waxstein, Ralph R. Spagnola, Justin S. Fell, Fred Perry, Raymond Hess, Carl V. Caputo, Joseph H. Smith, Norman N. Rotter, Gerard S. Eugenio, Paul A. Buonocore.

No. 181 — 88.8%

181 Joseph L. Gallitto, Herman Goldstein, Rita M. Odell, Vincent C. Grimaldi, Lonnie S. Dawson, Christopher Bortnowski, Robert S. Frank, Felix Oleaga Jr., Charles J. Veneziano, Anthony Renda, Richard M. Alfano, Cornelius Mullane, Louis Pierce, Leo J. Hickey, Kevin J. Dooley, Howard Delecuw, Wendell L. Carter,

James V. Quinn, John Tarrago, Robert L. Motz.

No. 201 — 88.8%

201 Albert Cifone, Albert Di-
giaro, Kurt O. Spiegel, Julian
Klecan, James Manuel, Joseph
M. Moscatiello, Howard A. Spiegel,
Frank Fontana, William Fierson,
Philip C. Lauria, Ben Scuderi, An-
thony D. Pugliese, John J. Har-
nett, Salvatore Ciccolella, Eugene
F. McKeever, Eugene J. Lyons,
Nathan Grill, George Rivera,
David H. Zvenia, Albert A. Rizzo.

No. 221 — 88.8%

221 Raymond J. Browne, Alfred
Dinatale, Wilson Lasalle, Frank
J. Basile, Martin H. Kaufman,
Richard E. Cross, William J.
Clancy, Michael J. Gray, Joseph
A. Nasti, Laurence T. Whitteo.

Ernest McWilliams, Warren G.
Gray Jr., Michael S. Wenger, Al-
fonso Ciccarello, Benjamin Gar-
cia, Vincent Brescia, Roy M. Mor-
en, Mitchell G. Kostalos, William
J. Hanson, William J. Maloney.

No. 241 — 87.5%

241 Anthony D. Raia, Joseph H.
Montagino, Larry I. Samuels, Vic-
tor P. Ebbro, Marvin D. Cochran,
Kenneth P. Klenk, Angelo J. Ales-
si, George F. Visalli, Clifford M.
Woodford, Alfred F. Bachert, Jo-
seph J. Verga, Fred M. Birkenfeld,
Daniel J. Sullivan, Walter J. Cum-
mings, Robert C. McCormack,
Steven Viener, Marco A. Soricelli,
Marcus Goldberg, Salvatore
Enca, Saul M. Gaskin.

No. 261 — 87.5%

261 Raymond Reyes, Angelo L.
Tardio, Thomas J. Ritchie, Calvin
E. Samuels, Stephen Dinardo,
James A. Connolly, Arthur Pittas,

Peter A. Cottone Jr., Vito A. Giam-
brone, John J. Deinhardt, Donald
W. Balas, Daniel J. Laveglia, Ed-
ward A. O'Keefe, Jack Poggerale,
Walter P. Knoblock, Louis Spano,
Anthony A. Bellom, Joseph S.
Greenfeld, Hyman Halter, Eli
Blank.

No. 281 — 87.5%

281 Manuel Espana, Roosevelt
Moses, Michael I. Hecht, John R.
Colman, Edward M. Stewart,
Thomas Soto, Carmine F. Cullari,
Richard B. Mooney, Anthony Tuz-
za, Nicholas Andreocci, Walter
Heinemann, Louis Silverstein,
Joseph A. Jacondino, Walter
Smith, Sam Seltzer, William G.
Casey, William H. McCormick,
James W. Sottile, Dennis Klaus,
Lee A. Rosenthal.

No. 301 — 86.3%

301 Vito Violante Jr., Arthur F.
Kissel Jr., John F. Laws, Emanuel
S. Mazza, Joseph F. Smith, Milton
B. Shepard, William Clements,
John A. Lemmond, Melvin Lorber,
Frank V. Demarco, Kenneth H.
Levine, John T. Martin, John J.
Fasano, Michael E. Lewis, Nicho-
las A. Perrotta, Melvin Mazin,
Sidney Kaplan, Joseph Dinowitz,
John J. Walker Jr., Louis R. Lo-
mangino.

(To Be Continued)

LEGAL NOTICE

SUPREME COURT OF THE STATE
OF NEW YORK, COUNTY OF NEW
YORK, GEORGES PAYOT, Plaintiff
against HAROLD C. McCOLLOM, JR.,
Defendant Plaintiff designates New York
County as the place of trial. The basis
of the venue is location of property
levied upon. Summons Plaintiff resides
at County of Windsor State of Vermont
To the above named Defendant

You are hereby summoned to answer
the complaint in this action and to serve
a copy of your answer, or, if the com-
plaint is not served with this summons,
to serve notice of appearance, on the
Plaintiff's Attorney(s) within 20 days
after the service of this summons, exclu-
sive of the day of service (or within 30
days after the service is complete if this
summons is not personally delivered to
you within the State of New York);
and in case your failure to appear or
answer, judgment will be taken against
you by default for the relief demanded
in the complaint. Dated, July 10, 1972
Perkins, Daniels & McCormack, Esq.,
Kurt E. Johnson, Esq., of Counsel, At-
torney(s) for Plaintiff, 30 Rockefeller
Plaza, New York, N.Y. 10020, Office
and Post Office Address Tel. 212-CI
7-3400 TO: HAROLD C. McCOLLOM,
JR. The foregoing Summons is served
upon you by publication pursuant to an
Order of Hon. IRVING H. SAYPOL,
a Justice of the Supreme Court of the
State of New York, dated the 27th day
of December, 1972, and filed with the
Complaint and other papers in the Office
of the Clerk of the County of New York.

The object of this action is for en-
forcement of a judgment rendered
against you in an action entitled Georges
Payot vs. Harold C. McCollom, Jr., and
Manufacturers Hanover Trust Company
of New York, in the Windsor County
Court, Windsor County, State of Vermont,
PERKINS, DANIELS & McCORMACK
Kurt E. Johnson, Esq., of Counsel
Attorneys for Plaintiff
30 Rockefeller Plaza
New York, N.Y. 10020
212-CI 7-3400

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JOHN FAMELETTE

Famelette Asks More State Aid For Small Schools

State aid for small school districts was called for by John Famelette at his installation as the first president of the newly chartered Dutchess County Educational Employees chapter of the Civil Service Employees Assn. Famelette, who also serves as president of the Poughkeepsie

City School District unit, said, "As president of this chapter, I will organize all school districts in Dutchess County. I will try to seek additional school aid for districts such as Poughkeepsie and other small cities throughout the State. "I will seek aid in this matter,"

he continued, "from other education chapters throughout the State of New York." Other new officers of the chapter are Hugh Crapser, first vice-president; Fillmore Hosier, second vice-president; Clyde D. Martin, third vice-president; Al Shaut, recording secretary;

Leonard Maure, corresponding secretary; Gary Marquette, treasurer; John A. Famelette, Jr., delegate and Andrew Rogers, alternate delegate. The installation on Jan. 11 in Arlington Junior High School was conducted by CSEA field representative Lois Cunningham.

Charge Thruway Authority With Improper Practice For 'Evading Meaningful Talks'

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has filed an improper practice charge against the NY State Thruway Authority declaring that the Authority has refused to negotiate on certain unsettled provisions of a work contract for employees in Thruway Unit 2, professional, supervisory, technical employees.

Negotiations on this contract had been reopened when CSEA members in Unit 2 had voted down a tentative agreement last year.

The improper practice charge states that the Thruway Authority had taken "unilateral action" by not paying its Unit 2 employees an increment normally due in January of each year.

The CSEA charge also contests the Authority's right to remove individuals from the bargaining unit without first discussing such action with the certified bargaining agent.

"Increments in the past have been paid to all Thruway employees in January of each calendar year," according to CSEA collective bargaining specialist Paul Burch. "The employees object to the Authority's attempt to change the anniversary date for payment because they feel that it will mean less money to them in the long run," he said.

Named To Comm.

ALBANY — The State Commission of Investigation will continue under the chairmanship of Paul J. Curran, who has been reappointed and redesignated for a term ending April 30, 1973, by the Governor. At the same time the Governor also reappointed Edward S. Silver to the Commission for the same term. Salary for each is \$30,021.

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

In addition to the unfair-labor practices charge, CSEA has requested a fact-finder from the State Public Relations Board. CSEA claims that negotiations are not complete. They charge the Thruway with "evading meaningful talks concerning the length of the contract, job security, tuition assistance for college courses and basic salaries increase."

CSEA Slaps Schenectady City And OTB With An Improper Practice Charge

ALBANY — The Civil Service Employees Assn. has filed an improper practice charge against the City of Schenectady and the Schenectady Off-track Betting Corporation for allegedly setting up an employer-dominated puppet union to represent the local Off-Track Betting System employees.

The charge, filed with the State Public Employment Relations Board, came about when the so-called independent Off-Track Betting Employees of Schenectady Union submitted an eleventh-hour request for inclusion on the ballot in an upcoming representation election in which CSEA would have been competing only against a choice of no representation.

It appears, according to CSEA, that the papers submitted by the new union were prepared in the office of Schenectady's assistant corporation counsel, Michael J. Palmiotto, since they were notarized by Ruth Grenoble, who is Palmiotto's secretary.



WHAT'S THE GOOD WORD? — It's "settled with gains" for Town of North Hempstead CSEA unit as, from left, unit president Alex Bozza, Town Supervisor Michael Tully Jr. and Nassau chapter president Irving Flaumenbaum examine new contract.

In its official charge, CSEA holds that this "is a reasonable inference that the papers submitted . . . were prepared in the office of the Corporation Counsel of the City of Schenectady . . ." and that this, in turn, "constitutes evidence of aid to an employee organization in direct violation of . . . the Taylor Law."

A spokesman for CSEA said, "This is, at best, a form of direct aid to an employee organization by the employer, which is contrary to the State's Taylor Law or, at worst, a direct attempt to influence the results of the upcoming representation election among these OTB workers."

According to the CSEA spokesman, the first hint of "something unusual going on" was when "this brand new, previously unheard-of union" suddenly appeared only four days before the scheduled election for bargaining rights asking that its name be added to the ballot. This happened Jan. 11, only a few days following the official PERB announcement setting Jan. 15 as the date for the election and listing only two voter choices on the ballot — representation by CSEA or no union at all.

A Connection?

CSEA's suspicions were fully aroused upon discovery of the alleged connection between the new union and the Office of the Schenectady Assistant Corporation Counsel, following which it filed its charge of improper practice.

Nevertheless, CSEA has agreed to the addition of the OTB Employees of Schenectady Union to the ballot for Monday's election. CSEA sources are confident that the results will show them as the easy winner of the right to represent the approximately 50 employees involved at the bargaining table.

Schenectady Employees OK 2-Year Pact

SCHENECTADY — A new two-year contract for Schenectady County employees, retroactive to Jan. 1, 1973, was ratified recently by the Schenectady County chapter of the Civil Service Employees Assn.

Contract provisions include: • Across-the-board salary increases totaling 8 percent for most county employees.

• A 25-year retirement plan effective April 1, 1973, and a 20-year retirement plan effective April 1, 1974.

• Blue Shield dental care for employees at no cost to individual employees effective July 1, 1973.

• An additional longevity step equal to the yearly increment after 15 years of continuous employment.

• A revised grievance procedure concluding with binding arbitration.

• Payment of 12 cents a mile to county employees who use their personal automobiles for county business.

CSEA chapter president Lawrence Serrell expressed satisfaction with the terms of the new contract.

Nels Carlson, CSEA collective negotiating specialist, assisted Serrell and the CSEA negotiating team throughout contract talks with the County.

Rosenbaum Appointed

ALBANY — Republican State Chairman Richard M. Rosenbaum, of Rochester, has been appointed to the State Mental Hygiene Council for a term ending Dec. 31, 1975. Members receive \$1,500 annually.

To Athletics Post

ALBANY — Former San Francisco Giant Manuel A. Gonzalez, of the Bronx, has been named to a \$110 per day post on the State Athletic Commission for a term ending Jan. 1, 1975.

More Donors Listed For Welfare Fund



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- F. Sutherland, J. T. Lawruk, P. Sanfilippo, A. R. Gadson, G. L. Medler, G. Riviezzo, M. A. Gardner, V. T. Mangum, J. F. MacDonald, E. Coughlin, R. W. Lishman, M. V. Welch, C. Madden, J. Zebrowski, R. E. Frakes, P. A. Sanders, S. Molinelli, M. Skidmore, V. E. McGrath, D. Tiedeman, M. J. Michaels, L. Galvin, R. Miller, N. Himmelfarb, L. F. Veith, J. Rogoff, S. Seldin, N. Washington, A. E. Paradise, H. Zagoloff, MD, J. W. Satcher, B. M. Frank, S. Vecchio, D. H. Chapin, N. C. Ricker, W. J. Straub, N. Musumarra, P. F. Costrine, F. T. Woelber, J. D. Freeman, M. L. Montalbano, M. E. Starks, D. C. Albergo, L. A. Peters, P. B. Kearney, A. D. Ostendorf, O. C. Vega, W. Johnson, E. Griffiths, M. J. Scosa, A. Henry, R. E. Jochens, J. J. Bogen, J. B. Moslow, D. Gopal, MD, J. A. Schwalbenberg, J. T. Anderson, C. Visochi, L. Nahum, V. Donaldson, H. Joslin, D. Wood, O. V. Speranza, R. Washington, A. G. Pasquali, R. V. G. King, Y. L.

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