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Southern, Western Meetings

— See Pages 3, 8 & 9



HELP SAFETY OFFICER — Richard P. Dutton, center, a chief institution safety officer at Harlem Valley State Hospital, receives \$450 from Anna Bessette, local Civil Service Employees Assn. chapter president, and John Deyo, CSEA field representative, to cover legal fees incurred when the hospital attempted to demote him. CSEA entered the case after Council 82, AFL-CIO, failed to represent him.

Bendet Asks Levitt For Explanation

Audit & Control Directive Issued For Coded Ethnic Identification

East Indians are now to be coded as "00," West Indians as "01" and American Indians as "05," according to a directive on letterhead stationery from the Office of the State Comptroller, Division of Audits and Accounts, to payroll and personnel officers of all state departments and agencies.

The ethnic identification, according to the instructions, calls for the code numbers to be entered at the time of an employee's initial appointment to state service.

The information, it is further explained, is not to be recorded by Audit and Control, and "therefore will not be reported on payrolls or other reports prepared and issued by the Department of Audit and Control."

There are six categories: White, Black, Puerto Rican, Spanish Surnamed, Asian American; American Indian and Other.

It does include certain guidelines for identification, such as specification that the Black race includes persons from the continent of Africa, the nations of Jamaica, Trinidad and islands in the West Indies. On the other hand, it has another category for people from the West Indian island of Puerto Rico. There is still another category that includes people from the West Indian island of Cuba with those of Spanish-surnamed people from Mexico and Latin America.

It does not specify how to handle situations such as an Irish-surnamed citizen of Mexico or Chile (both of which have sizeable Irish populations), or whether a black citizen of Cuban descent should go under "Black" or "Spanish Surnamed," nor does it distinguish if a Guatemalan Indian is to be considered as "Spanish Surnamed," "American Indian" or "Other," nor how to handle a person of Portuguese descent from Brazil, which is also part of Latin

America, or a Spanish-surnamed person from Spain, which is part of Europe.

The directive was discussed at a recent meeting of the New York City chapter of the Civil Service Employees Assn., where the estimated 100 delegates attending the meeting expressed their displeasure at the directive.

In response to the delegates wishes, chapter president Solomon Bendet, who also serves as president of the 20,000-New York City Region, has sent a letter to State Comptroller Arthur Levitt asking for an explanation of the

COALITION BARGAINING ON PENSIONS A QUALIFIED POSSIBILITY: WENZL

Theodore C. Wenzl, president of the Civil Service Employees Assn., in testimony last week in New York City before the Permanent Commission on Public Employees Pension and Retirement Systems, said that coalition bargaining might ultimately be possible.

He qualified the statement, however, by saying that cooperation by all parties concerned would be required in order to make the arrangement viable as well as practical.

"I feel that the period between now and December of 1974," the CSEA head said, "should be a time during which the parties can work out these agreements. This still leaves ample opportunity in order to meet the legislative deadline of April 1976."

Dr. Wenzl also pointed out that there have been no major pension changes in the last five

years based on collective bargaining agreements reached by New York City unions. On the other hand, he noted, CSEA has negotiated many retirement improvements within the same period.

The four-term president of the 210,000 public employees union made what will be the first of four appearances before the committee as it holds public hearings throughout the state this month.

He will present additional proposals on coalition bargaining on pensions, his office has announced, at meetings in Rochester, Nov. 13; Albany, Nov. 14, and Buffalo, Nov. 15.

Full text of his testimony is reprinted below.

TEXT OF WENZL TESTIMONY

"Mr. Chairman and distinguished members of the Commission. The subject of this hearing is a plan for negotiating pension benefits on a coalition basis. The coalition arrangement has worked in both private and public sector bargaining for some time. The question before us today is: 'Must we legislate practices that have been tried and proved effective, and, what factors should be used to determine the spectrum of negotiations?'

"I feel that negotiating retirement benefits on a coalition basis is a procedure that could be acceptable to CSEA. I feel quite strongly that our recommendation regarding the coalition arrangement for negotiations is a realistic and viable one.

"First, allow me to touch upon some of the background of coalition bargaining. Obviously, many changes in retirement and pension systems have been legislated over the years. The permissive features of many retirement plans have allowed local governments to adopt those plans that were negotiated within the framework of coalition bargaining on a state level. This has proved to be a satisfactory and workable arrangement. Most of the state's local government units are presently covered by the various retirement plans provided by the various alternatives afforded through the election of the various permissive options.

"As you know, legislation passed at the Extraordinary Session of the Legislature provided for (Continued on Page 14)

Inside The Leader

Westchester Endorses
17 Of 21 Winners

— See Page 3

Latest Eligible Lists

— See Page 15

Middletown Pact Ratified

— See Page 16

Binghamton Chapter To Discuss Contract

BINGHAMTON — Binghamton chapter of the Civil Service Employees Assn. will have a general membership meeting Nov. 16, according to chapter president Eleanor Korchak, to discuss the most recent contract between CSEA and the State.

Joseph Reedy, CSEA collective negotiating specialist, will be principal speaker, and will be available to answer questions from the floor, Ms. Korchak said.

The 7:30 p.m. meeting will be held in lecture hall 14 on the campus of the State University at Binghamton.



State Against City Transportation Bond Wins Big In City By A 56-44 Margin

Transportation Bond Proposition

DEFEAT of the Transportation Bond Proposition has created problems at all levels of government with respect to holding the line on

(Continued on Page 6)

Erie Prison Matrons Upgraded

BUFFALO — The Civil Service Employees Assn. has gained a three-grade pay raise and a title change for prison matrons employed at the Erie County Penitentiary, CSEA field representative Robert Young reports.

The salary upgradings, approved by the Erie County Legislature's Public Safety Committee and the County Budget Committee, increases seven matrons' salaries from \$7,164 to \$9,685. The head matron's salary will go up \$2,800 from \$7,832 to \$10,632. The matron's titles will be changed to correction officer, while the head matron's title becomes correction sergeant.

Young also reports that CSEA has negotiated

with the Erie County Legislature to raise the salaries of 90 correction officers employed by the County by one full grade and to raise the salaries of 75 probation officers working in the County by two full grades.

"Due to CSEA efforts in this matter," Young said, "the Public Safety Committee has recommended that the County Legislature approve an estimate \$500,000 in pay increases for the correction and probation officers."

CSEA has already met with the Legislature's Budget Committee concerning this upgrading and believes that final approval appears to be "just a matter of time."

FIRE FLIES

by Paul Thayer

Some years ago, on a steaming hot Monday morning, I picked up a man who had just left the quarters of Engine 59 in Harlem. He had been there for 24 hours and rolled with the company on every alarm during that period. His name was Eric Schmertz, the newly-appointed OCB mediator between the firefighters and the City.

I had been with him the day before for some hours during which he hung tenaciously from the back step of the pumper. Upon arrival at the fire, he grabbed the line and hauled hose down into smoke-filled cellars and garbage-filled back yards. He got the traditional "snotty nose" which every firefighter gets when he encounters a lot of smoke. As he waded through filth almost up to his knees, he learned the true meaning of a firefighter's job. He got no sleep because it was a busy night. Around 2 a.m. the company rolled to a second alarm.

It was one of the hottest days of the year. At the end of his stint I picked him up for the short run home to West End Avenue. His eyes were red, he was just plain beaten. He smelled as though he had been to a second alarm which he had.

We chatted a bit and I was glad to hear him wearily admit that the only possible way that a person could appreciate the awful aspects of a fireman's job, is to go through what the fireman goes through and see for himself.

He won great respect from the firefighters for his efforts to find out about their job and to this day remains their mediator when things get to the point where the firemen and their leaders cannot settle things among themselves.

During the Lindsay administration, I have seen four contracts negotiated and each one seemed to be more difficult than that which came before.

I believe if Eric Schmertz had had a free hand to conclude and wrap up the whole thing, matters might have taken a lot less time and the word "strike" would have been heard a lot fewer times than it has been of late.

I am not going to second-guess about the strike. City Hall had a sanitation strike, a police strike and now, for the first time in history, a firemen's strike. It doesn't seem to have bothered them one whit.

The tragic thing about the fire strike, however, is that it never needed to happen.

At around 3 or 4 a.m. on the day of the strike, Eric Schmertz came up with an offer which the firefighters accepted! All it needed was the O.K. of Herbert Haber and John Hamilton. The firefighters were happy because they never did WANT a strike. So here it was . . . practically

wrapped up.

Then about 6 a.m., according to those who were there, Deputy Mayor Hamilton walked into the building and things changed. Within a few minutes, the whole thing fell apart and blew up in their faces.

As the men went to the picket line and the cudgel was thrown down, everyone was heartsick. As the hours passed and the wind became stronger, the talk on the picket line was one of worry about what would happen if something really got going good. It would be good-bye block. The U.P.A. board was thinking the same way and finally at 11 a.m., they accepted compulsory arbitration, a disadvantage for them but a benefit for the people who were endangered.

A strange thing about the firemen striking — everybody gets so horrified and shocked. However, when it comes time to show him decency and respect in return for his life, City Hall goes to the ball game. On Sunday, November 4th, at midnight, the Milwaukee firefighters' contract expired. They were on the picket line at 12:01 a.m. In New York, the troops tried to be "nice guys." This time they waited five months before going to the picket line. If that is the language his royal magnificence understands, he found the troops in Blue knew how to speak it fluently.

There is talk that he is now thinking of running for Congress. His labor record . . . well is some beaut.



O.C.B. Labor Mediator Eric Schmertz (in helmet) gets some fine points in firefighting from Battalion Chief George Finerty when Schmertz spent 24 hours with the Harlem firefighters so he could better understand the problems of their job. He came close to preventing the historical firemen's strike.



MAN OF THE YEAR — State Industrial Commissioner, Louis Levine (left) receives a plaque in recognition of his being chosen "Man of the Year" by the Council of Jewish Organizations in Civil Service. Making the presentation last week at a special awards breakfast is Louis Weiser, Council president.



GOOD IDEA — Eugene Russell, left, a plumber and steamfitter at Downstate Medical Center (State University of New York) in Brooklyn receives a citation and check for \$25 from Larry M. Kram, personnel associate for employee relations, presented on behalf of the SUNY suggestion program. Mr. Russell, who came up with an "ingenious" way to repair the Walworth type A gate valve (a type of main water control valve) and thereby reduce the cost and shorten the repair time from several hours to about half an hour, also received a desk set.

Tramway Consultants

ALBANY — Gerald M. Buyce, of Ballston Lake, and William Gilbert, of Rye, have been reappointed to the State Passenger Tramway Advisory Council for terms ending Sept. 30, 1977. They receive \$60 per day up to \$1,000 per year for counseling on matters in connection with ski tows and other passenger tramways.

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Fire News

White To Mgt, Budget

James J. White was named deputy commissioner for management systems and budget, PDNY, last week by Fire Commissioner John O'Hagan. Before this appointment, Mr. White was an assistant budget director with the Bureau of the Budget.

Gardner Appointed

ALBANY — Warren Gardner, of New York City, an assistant press secretary to the Governor, has been appointed assistant to the commissioner in the State Division of Human Rights at an annual salary of \$32,000.

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INSTALL MCGOWAN, LENNON AS REGIONAL PRESIDENTS

Western Conf Succeeded By Buffalo Region 6

BUFFALO — Nostalgia was the byword at last month's meeting of the Civil Service Employees Assn. Buffalo Region (formerly Western Conference), as former officers stepped down for new officers.

Samuel Grossfield turned over the gavel as president of the Conference to William McGowan of the Western Seneca State School, winner of a three-man election for the post.

And George Clark, president of the Erie chapter of the CSEA, vacated the co-chairmanship of the Conference's county organization for Victor

Dr. Wenzl Hails New Era At Southern Meeting

NEWBURGH — Nicholas Puziferri, Civil Service Employees Assn. Southern Conference president, passed the gavel to Southern Regional president James J. Lennon to mark the official end of the Southern Conference and the beginning of the Southern Region at a meeting in the Holiday Inn here Oct. 26.

President Lennon and the five other Regional officers were installed by state president Theodore C. Wenzl. Mr. Lennon then installed the Region's 30-member executive board.



Dorothy Hy, left, had a bet with Genevieve Luce about the winner of the election for treasurer of the Buffalo Region. The results are still undecided, since Ms. Luce was called James Luce on the ballot, but Ms. Hy, who promised Ms. Luce a bag of English walnuts if she beat Ms. Luce, pays off anyway. Ms. Hy was the victor in the disregarded election.

Marr, also of the Erie chapter. James Mangano has been the other co-chairman for the Conference.

During the business session, the membership gave support to the state's since defeated \$3.5 billion transportation bond issue, as Mr. Grossfield-backed Buffalo chapter president Frederick Huber's comments that support of the proposition by the CSEA puts the Association "in a better bargaining position" with the state.

The membership also made a point of planning to contact CSEA Albany Headquarters to coordinate presentations at hearings throughout the state of the State Senate committee on pensions.

"I have really enjoyed the past year," Mr. Grossfield said in thanking the members and his officers for their cooperation dur-

ing his tenure. He urged his successor to "proceed with the business at hand, which is always the present and the future."

Albert Sibillo, chairman of the Region's political action committee, also made a pitch for retaining political action clout in the CSEA.

"If we let this go down the drain," he said, "we might as well go back to being a tea and cake organization."

Dr. Theodore C. Wenzl, statewide CSEA president, installed the region's new officers at the evening dinner in the Clardon House Restaurant in suburban Williamsville.

Dr. Edwin Miranda, assistant director of Roswell Park Memorial Institute, was the principal speaker at the dinner.

Roswell Park chapter, headed

(Continued on Page 14)

Western Due New Election For Treasurer

ALBANY — Bernard Schmahl, chairman of the Statewide Special Election Committee of the Civil Service Employees Assn., announced that a special election for treasurer of the Western Region of CSEA will be held shortly.

The election has been ordered, based on a protest filed with the CSEA committee, due to the incorrect spelling of the name of one of the candidates on the original ballot used in the statewide election of officers in September.

The special ballot with the names of the two candidates, Genevieve Luce and Dorothy H. Hy, will be mailed from CSEA Headquarters on Nov. 14, 1973 and are to be received by 6 p.m. on Dec. 5, 1973, in the return envelope enclosed with the ballot.

Members who have not received a ballot by Nov. 19, 1973, should contact CSEA Regional Supervisor James Powers, at the Western Region CSEA Office, 4122 Union Rd., Cheektowaga, N.Y., telephone (716) 634-3540.

Ballots will be counted on Dec. 6, 1973, at CSEA Headquarters in Albany.



Outgoing Southern Conference president Nicholas Puziferri, left, prepares to turn over the gavel to his successor, James Lennon.

In an address, Dr. Wenzl cited the "troubled times" the world and the United States are passing through and said that CSEA can best help the situation by remaining strong and united. "If CSEA and other organizations remain strong, our Democracy will persevere," Dr. Wenzl said.

New Era

He also pointed out that the beginning of the Southern Region of CSEA opens a new era for CSEA members and all government employees in this area of New York State. "In the words of ancient royalty, King Southern Conference is dead, long live

King Southern Region." Dr. Wenzl said.

Mr. Lennon, who is now regional president and regional state vice-president of CSEA, discarded his prepared text and said he did not want to make a formal speech but only to thank those who have helped him since he began his career in CSEA, including many officers and members who are now dead.

In his prepared speech, Lennon noted that the motto of the Southern Region, now called Region III, will be quality representation, not quantity representation.

"I view the role of Region III as one of cooperation with CSEA with proper input for quality, efficiency and economical representation to the 35,000 plus members of our Region," he continued.

Those installed beside president Lennon included John Clark, Regional first vice-president; C. Scott Daniels, second vice-president; Richard Snyder, third vice-president; Patricia Comerford, treasurer, and Sandra Cappillino, secretary.

Final Meeting

Before the installation, Southern Conference president Puziferri held the final meeting of the Conference to clean up old business and transfer funds to Region III.

"The Southern Region may never be the biggest Region in CSEA, but I believe it will be one of the strongest," Mr. Puziferri said.

One major piece of old business remaining for the Conference was to hear and approve the report of the Conference's regional office committee headed by Conference second vice-president Lyman Connors.

The committee met seven times and presided over the setting up of the Southern Region office on Route 9 in Fishkill, Mr. Connors said. The office.

(Continued on Page 16)

Westchester Picks 'em — 17 Of 21 Choices Elected

WHITE PLAINS — Alfred Del Bello's upset victory for Westchester County Executive drew quick praise from John Haack, president of the Westchester chapter, Civil Service Employees Assn.

He noted the significance of the chapter's new role in evaluation and endorsement of candidates. In this generally Republican county, Democrat Del Bello was the winner by less than 3,000 votes out of nearly 290,000 ballots cast.

Bipartisan Choice

The Westchester CSEA has some 9,000 members, and a special election issue of the chapter's newspaper gave voting recommendations. Of the 21 county candidates endorsed in both parties, 17 won.

"We seek good government," said Mr. Haack, "and we're happy to demonstrate political clout in evaluating and endorsing candidates for county office. We knew that voters who met Del Bello would vote for him, and we helped our members meet him through our newspaper. Larry Jonke, our editor, produced an outstanding pre-election edition."

Interviews Held

The endorsements were recommended by the chapter's political

action committee and unanimously approved by the executive board. The committee arrived at its choices after a series of interviews with the top candidates.

Besides Mr. Del Bello, other choices of the chapter who won were Tom Delaney, sheriff; Evans Brewster, surrogate judge, and county legislators Edward M. Gibbs, Joseph M. Darby, Edward J. Brady, John L. Messina, Thomas F. Keane, Audrey G. Hochberg, William R. Crosbie, Andrew A. Albanese, Vincent R. Rippa, Leonard N. Spano, John B. Whalen and James McPoland. Carolyn Whittle and John DeRario, also endorsed, were leading by narrow margins in recounts at presstime.

Buffalo Dinner-Dance

BUFFALO — The local chapter, Civil Service Employees Assn., will stage a dinner-dance for the Christmas season Dec. 16 at the Buffalo Trap and Field Club. Starting time is 6:30 p.m.

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.

November

- 13—SUNY at Oneonta chapter installation: 6:30 p.m., Hobbit House, Oneonta.
- 15—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Ave., Albany.
- 16—Binghamton chapter meeting: 7:30 p.m., lecture hall 14, SUNY campus, Binghamton.
- 26—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghamton.
- 28—Buffalo chapter meeting: 6 p.m., Plaza Suite, Buffalo.
- 28—CSEA Board of Directors meeting: 33 Elk St., Albany.

December

- 14—Metropolitan Armories chapter holidays meeting and party: 5:30 p.m., Flushing Armory, Queens.
- 16—Buffalo chapter Christmas dinner-dance: 6:30 p.m., Buffalo Trap & Field Club.
- 19—CSEA Board of Directors meeting: 33 Elk St., Albany.

Cubley Continues

ALBANY—William H. Cubley, of Potsdam, has been reappointed a member and redesignated chairman of the council of the State University College at Potsdam for a term ending July 1, 1982. There is no salary.

Buffalo Chapter Meets

BUFFALO—The local chapter, Civil Service Employees Assn., will meet Wednesday, Nov. 28, at 6 p.m. at Plaza Suite. The unit also has announced its Christmas dinner-dance on Sunday, Dec. 16, starting at 6:30 p.m. at the Buffalo Trap and Field Club.

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THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

NEW YORK STATE COUNCIL OF SCHOOL DISTRICT ADMINISTRATORS (NYS-CSDA) PART 3

(Editor's Note: Dr. Bloomfield attended this conference and will report on speeches by Commissioner Ewald Nyquist and by State Director of Education Performance and Review Daniel Klepak later in the series.)

GROSSINGERS, N.Y. — VIEWS OF THE FUTURE WERE PRESENTED BY NYS-CSDA's Executive Committee Members To Arnold Bloom of the State Education Department. He interviewed them at a planning session prior to the annual meeting and reported the answers in SED's publication, "Inside Education."

President Herbert Bettinger, Superintendent of the Pittsford public schools, commented, "In looking ahead to some of the changes I see occurring in education — many of which have already started — I predict a much greater emphasis on the fundamental nature of the learning process rather than on content; greater utilization of programs; a more humanistic approach; and flexibility in tailoring programs to meet the needs of students and adults at any time in their life." Vice-president C. Sherwood Miller, superintendent of schools in Kenmore, agreed with Dr. Bettinger, adding, "A basic grasp of concepts is more important than cramming a student's head full of facts."

"School Buildings Themselves Will Be Far Different from the buildings we use today," Dr. Miller continued, "as the new educational programs will dictate flexible and open space that's easily convertible to small or large group use or even for use by students learning on their own."

Schooling And Education Would Be Different Too, according to Miller, who believes, "One thing that may minimize the importance of the building itself is the growing need for children and adults to be able to plug into the system at any time during their life if they want to — either for separate courses or for an entire program. This means buildings will be used more in the evening and during the summer, but it also means that a lot of learning won't necessarily be taking place in the school building at all. Students will be spending much more of their time in the community — learning at home by live education-



JACK BLOOMFIELD

al television or video cassettes or through correspondence courses; they will be in libraries, museums, business and industry, and other community agencies."

"We Just Can't Wander Aimlessly Into The Future," insisted past-president William Phelan, superintendent of schools in Suffolk County. "In a sense we have to slow down this whole reform process until we can better evaluate some of the changes that are being introduced. Education has been the victim of the violent turmoil in society in the past few years and we just can't continue to skyrocket into the future."

"I've Also Observed Some Changes In The Students we're dealing with," noted H. Theodore Scholefield, superintendent of Fallsburgh public schools. "The kids have slowed down. They're not so restless or so revolutionary now . . . Many students are taking college level courses right in high school or skipping their senior year entirely as they are admitted to college after their junior year of high school. Half of our seniors this year will be taking college courses."

"I Also See A Drastic Change Taking Place In The Curriculum as we are moving away from an academic-oriented curriculum to a much broader approach. We are placing more emphasis on career education — both for students and adults — so that we can meet the needs of the individual at any time in his life."

AS FOR PROBLEMS IN THE FUTURE, The Administrators Saw Many. Dr. Gordon A. Wheaton, superintendent of schools in Suffolk County and president-elect, said "The school plant itself will take on less significance as education becomes more community centered. The school calendar will be dropped as a rigid requirement . . ."

"One Of The Overriding Problems I See Is The Declining Public Confidence In Our Educational System," Phelan indicated. In his view, "too many people feel that schools should be run more on a business basis — that private industry should take over operation of our schools. I believe this would be disastrous — certainly from an educational point of view and even from a business point of view . . ."

"We Need To Plan our changes more carefully," commented Miller, "and charter an overall direction."

"I Couldn't Agree More Wholeheartedly," Scholefield added. "Change has been perceived on too small a scale. There have been few truly innovative ideas to bring about major changes in the basic shape or structure of education. We need a comprehensive overhaul, not piecemeal change."

(Next Week: Interview With Commissioner Nyquist and report on Dr. Nyquist's speech.)

Teachers Told To Ignore Tenure Policy

The City University faculty union is directing the 16,000-member instructional staff not to comply with a tenure quota policy adopted by the Board of Higher Education late last month.

The policy sets a 50 percent limit on those eligible for tenure, or job security, after five years' probation. Any tenure recommendation in a department that has already filled that quota requires specific justification through special procedures.

In an advisory distributed on CUNY's 20 campuses, the Professional Staff Congress directs all faculty personnel committees to "continue to base their personnel decisions on the contractually established criteria, i.e. on merit alone."

"No other 'justification' or 'specific justification' should be asked of the individual candidate or be devised and transmitted by the committees as the basis for any personnel decision," the union notice states.

The union also says, "If quotas are going to be applied illegally they should be applied illegally without the collusion of the instructional staff."

University administrators, including Chancellor Robert J.

Kibbee, author of the quota policy, have maintained that the limitation is necessary so that the university can remain flexible in meeting the pressures of changing student bodies and new curriculums.

They also argue that when a department becomes heavily tenured, opportunities for younger teachers are limited.

The thrust of the union position is to put the onus of quota implementation on the college presidents and the chancellor.

The policy also calls for senior faculty committees to be set up by the presidents to screen tenure recommendations from departments that have reached the 50 percent quota, but the union is recommending that faculty members refuse to serve on such committees.

The union contends that the quota policy is illegal in that it requires an unspecified "justification," other than individual merit, for tenure recommendations in departments where the quota has been filled.

Such "justification" is in the hands of the college presidents, who select the special review committees and are free to reject those committees' recommendations. This presidential power,

the union holds, places faculty members at the mercy of the administration.

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TUESDAY, NOVEMBER 13, 1973

Taylor Law Restrictions Impede Labor Peace

There seems to be at least one way to stimulate the economy that neither the President nor the Governor have ever included in their "State of" messages.

This money-making bonanza is, very simply, restrictive laws — of which New York's Taylor Law is only one — that prohibit public employees the right to strike, and impose severe penalties if they do. This provides a wonderful opportunity to keep money in circulation . . . at least for the hosts of attorneys required to defend or prosecute all the victims or violators of these laws.

Think of the thousands of court cases where each individual member can be tried — unless, of course, the member elects to be penalized by an edict.

Contract disputes are not a problem unique to New York City or to New York State. In the City, the firefighters called off the first strike in their history after only 5½ hours, because weather conditions were so hazardous that the safety of the city was at stake. In Milwaukee, however, the firefighters strike has continued for days.

Earlier this year, there was an alleged job action by large segments of the Civil Service Employees Assn., particularly in Mental Hygiene facilities. In recent years there have been highly publicized situations involving policemen, postal employees, sanitation workers, teachers, transportation workers.

In the case of the Civil Service Employees Assn., the state unilaterally penalized many CSEA members for whatever reason they may have had to be absent from work during the alleged strike. The union elected to stand by its members, and defended hundreds of them against what proved to be groundless charges.

It is expected that the Taylor Law will be used against the City's firefighters.

Even though the individuals may be cleared of the charges, it does not really redress the damage that has been done by arbitrary loss of wages at the time the penalty was imposed. It must be remembered that most public employees are modestly paid for their services to begin with. A loss or cutback in their salaries, even temporarily, can inflict severe hardships.

All the money for attorneys' fees — as well as their time — could be better spent to begin with in providing better conditions for the employees, rather than in defending them.

Surely the government, which is elected by the people, and the public servants, who earn their positions through the Merit System, should be provided with a better set of rules by which negotiations may be held.

There is so much energy being wasted in the world today. And one of these is the waste of human energy in trying to wade through predicaments imposed by outmoded laws.

Once again, it seems evident that the Taylor Law only represents an improvement over previous laws, but is still not the answer. We certainly hope that the Legislature increases its efforts to work out a system that will be less concerned with penalties, and more conducive to preventing these labor disputes from reaching the point of desperate showdowns. We need prevention, not punishment.

Don't Repeat This!

(Continued from Page 1)

transit fare increases and with respect to modernization and improvement of railways and highways throughout the state.

Theodore W. Kheel, labor mediator, as policy chairman of the Citizens Coalition for Transportation, did a masterful job in developing the forums for enlisting widespread public support for the Bond Proposition. This is reflected in the fact that the Proposition carried New York City by a vote of 683,388 to 536,037, in contrast to defeat of a similar proposal in the City two years ago by a vote of 633,682 for and 786,816 against. In the upstate areas the Bond Proposition was defeated by a majority of 400,000, contrasted to a majority negative vote of 800,000 in 1971.

The vote in the City favored the Transportation Bond Proposition by a 56-44 margin — the same margin by which Mayor-elect Abraham D. Beame carried the City.

Rejection of the Bond Proposition resolved nothing. Prospects for gasoline rationing and limitations on automobile use resulting from the Arab embargo on oil shipments to the United States will make the transportation problems of the state more critical than ever. The next session of the State Legislature is certain to be enlivened by a great variety of proposals for dealing with the crisis.

There is little question but that the fare will go to 45 or 50 cents on the City's subways and buses by January 1. The tragedy is that there will be no funds available for modernizing and improving the subway system, so that the risk of accidents is likely to become more serious.

Mayor-elect Abraham D. Beame

At age 67, Mayor-elect Abraham D. Beame has done more for the older generation since Enzo Pinza successfully wooed Mary Martin in South Pacific. At the outset, the major claims against him by his opponents were Mr. Beame's age and presumable lack of vigor for handling the second toughest job in the United States. After two primaries and one election in five months and after trudging through 20,000 miles of city streets, Beame appears calm, relaxed and ready to tackle the monumental problems that confront his administration.

A Democratic Year

No doubt Republicans will search some grains of solace in the election returns, but it clearly was a Democratic year, highlighted by the election of a Democrat, Yonkers' Mayor Alfred B. Del Bello, as Westchester County Executive. Among other triumphs chalked up by the Democrats are control of the Rockland County legislature, the mayoralty in Rochester, a strong showing in traditionally Republican Suffolk County and in various other parts of the State.

Mayor Del Bello's stunning victory in Westchester, which never before elected a Democratic County Executive, will propel him to the forefront of Democratic thinking next year when they search for a candidate for Governor. This is a prospect that must give pause to New York City Mayor John V. Lindsay, OTB president Howard Samuels and other aspirants for the nomination.

The Del Bello victory also pro-



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.

Law's Liberal Interpretation

(Part Two of a Two-Part Article)

In deciding that the statute of limitations was not a bar to the proceeding which was discussed in some detail in this column last week, the court said: "It is abundantly clear that the statute of limitations was never to be used as a sword. The cases are legion which hold that the statute of limitations may not be utilized as a defense where the wrong is a continuing nature." The court went on to say that the action of the Retirement Board in accepting the recommendation of its Medical Board without making its own independent investigation and determination was contrary to reported decisions in the Appellate Courts.

Petitioner, however, did not rely solely on the invalidity and the improper determination made on May 14, 1968. When he filed his second application for disability retirement on Sept. 15, 1962, pointing out the progressive deterioration of his physical being and his mental self, he set forth sufficient new factual material so that his application which was filed within the two-year requirement of the Retirement Board should have been reconsidered. The court cited a case in which a petitioner applied for service-connected disability pension in 1951 for an injury he sustained in 1914. That application was granted, and it was affirmed in the New York State Court of Appeals.

IN THE COURT'S opinion, disability pension provisions are to be construed liberally. The determinations of the city agency obviously are subject to appeal, and it is the duty of the courts to set aside arbitrary and unfounded administrative holdings. In the circumstances of this case, where there has been a steady deterioration of petitioner's health, and the wrongdoing of the agency in making an improper determination is a continuing one, the interests of justice will not be served by dismissing the petition. Accordingly, the petition in this case was granted. *Fiore v. Board of Education, Retirement System of the City of New York*, 347 NYS 2d 478.

IN A RECENT decision of the New York State Public Employment Relations Board, the question of subcontracting was dealt with as the subject of an improper employer practice. In that case, the employer decided to eliminate jobs of four employees. The Board held that the elimination of those jobs was motivated by an anti-union bias. One of the things that was considered was the timing of the action taken by the employer.

In that case, a meeting of the employer was held following a demand for recognition. At this meeting, the respondent employer considered for the first time seeking an independent contractor to perform the work previously done by the four employees whose jobs were to be eliminated. The Board relied on the facts: (1) that the decision to contract out the services was made following the demand for recognition; (2) the decision to eliminate the positions was made before bids were sought or received from contractors; (3) the analysis of comparable costs of services was not reliable in that there was no comparison of the standards of work, and in fact, some of the work performed was not the same.

THE BOARD STATED, "There is no question but that if the decision to contract out custodial services had been made in order only to effect savings, it would not have constituted an improper practice. However, the evidence in the record establishes that the decision to contract out custodial services was made to avoid dealing with the charging party, and thus, to frustrate the rights of these employees to organize for the purpose of collective negotiations."

It appears from the decision, in this case, that if the employer were to take the same action at the beginning of its next fiscal year it would not run afoul of the Taylor Law. *In the Matter of Board of Trustees, Half Hollow Hills Community Library*, 6 PERB 3043.

jects dramatically on the state political scene the person of Max Berking, the Westchester County Democratic leader. This may create problems for Joseph Crangle, the party's state chairman. Last year, Mr. Berking won a Congressional seat for Representative Ogden Reid, and with Mr. Del Bello, Berking proved once again that he is a winner. In politics, as in other areas of human endeavor, nothing succeeds like success.

CSEA Hdqs. Seeks Ass't. P. R. Director

ALBANY — Anyone with six years of newspaper, magazine or public relations experience, including one year in a supervisory capacity, can apply for an assistant director of public relations opening with the Civil Service Employees Assn., Inc. headquarters here. Salary is from \$16,520 to \$19,072.

Candidates should have their experience in a large private or public organization which regularly involved writing, editing and public contact responsibilities. College credit for journalism and writing courses may be substituted for some of the above experience.

Applicants must also be in sound health and good physical condition. A physical examination will be required. Residency within easy commuting distance of Albany is required and a driver's license is desirable.

The CSEA is a non-profit membership corporation composed of over 200,000 state employees and employees of political subdivisions in the state. It is organized for the purpose of improving working conditions of its members.

The position of assistant p.r. director involves complex publicity and public relations work and contact with members of the media as well as officials of state and local government, unions and organizations. This includes news releases and articles for the Civil Service Leader, preparation of flyers and pamphlets, speech-writing, preparation of and/or participation in radio and television interviews, advising CSEA officials and staff on p.r. issues and training chapter officers in developing publicity programs at the local level.

Requests for applications should be sent to the attention of the Personnel Office, Civil Service Assn., Inc., 33 Elk St., Albany, N.Y., 12208. Completed applications and additional pertinent information regarding education, training, previous employment and samples of writing should be returned to the same address.

Letters To The Editor

Editor, The Leader:

Could you please tell me the maximum age for retirement for state civil service employees in the custodial and clerical classifications?

Editor's Note: According to the New York State Retirement System, the maximum age for retirement for all state civil servants is 70, with the exception of those elected to their position.

City Eligible Lists

EXAM 1216 CUSTODIAL ASST

This list of 5,421 eligibles, established Nov. 7, resulted from testing for which 9,737 candidates filed. Salary is \$6,700.

No. 1 — 110%

1 Robert Vasquez, Ellsworth Hill, Jose A Rodriguez, Miguel A Perez, Luis M Gonzalez, Joseph E Mitchell, Cedric E Pusey, Alonzo Shepard, Oscar S Gonzalez, Nathaniel Samuels, Charlie T

Daniel, George P Sears, Major Champion, Willie L McCutchen, Alfred Garnett, Jerome C Hilton, Joseph Seymour, Eduardo Bon, Arnold L Hector, Rudy Gonzalez.

No. 21 — 105.20%

21 James E Woodford, John Amato, Earl S Dunn, Carl Cataldi, Reginald F Mitchell, Sebastian Damico, Charles Wallace Jr, Jose Rodriguez Jr, Frank J Williams, George E Jackson, Thomas H Brisbane, Adalberto Badillo.

Oliver O Jenkins, Gregory Williams, John S Ditalia, Leroy Buckner, Steve Kearse, Ronald A Young, Michael T Dubritz, Floyd E Jackson.

No. 41 — 104.70%

41 Carlos Montalvo, Howard Bogen Jr, Salvatore Oddo, Joseph J Tiffert, Donald W Graves, Arthur C Patterson, Garland Brown, Ben Torres, Jimmy L Manning, Angus Whitlock, Jose Berrios, Bernard A Brennan, Jose A Roman, BGonzalez I, Jose A Roman, Gonzalez Ismael, Malcolm C Jemmott, John J

Clark, John K Vargas, Theodore Bright, Joseph A Capellini, Varleck K Dillard.

No. 61 — 104.20%

61 Sammie Glover, Nicholas Panariello, Charles Badger, David E Goldstein, Donald K Hanna, John Clifford, Jr, Raymond Gomez, Arturo Rosario Jr, Ruffin Green, Milton Evans, William Hill, Oliver Palmer 3rd, Orlando D Parker, Henry W Gordon, Coretheus Williams, Edward M Duffy, Ralph Pagano, James Lyles, Louis Vargas, Lawrence

(Continued on Page 10)

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CSEA president Theodore C. Wenzl, right, installs new officers of Buffalo Region 6, from left: second vice-president Robert Smith, first vice-president Genevieve Clark, president William McGowan, secretary Judy Burgess and third vice-president June Boyle. A special election has been ordered for treasurer, due to a misprint on the original ballot.



Outgoing Western Conference president Samuel Grossfield, left, accepts region's gift for his services from Edward Dudek, outgoing Conference first vice-president.



Paul Kyer, associate editor of *The Leader*, congratulates Samuel Grossfield on a job well done as the Conference's president for the past year.

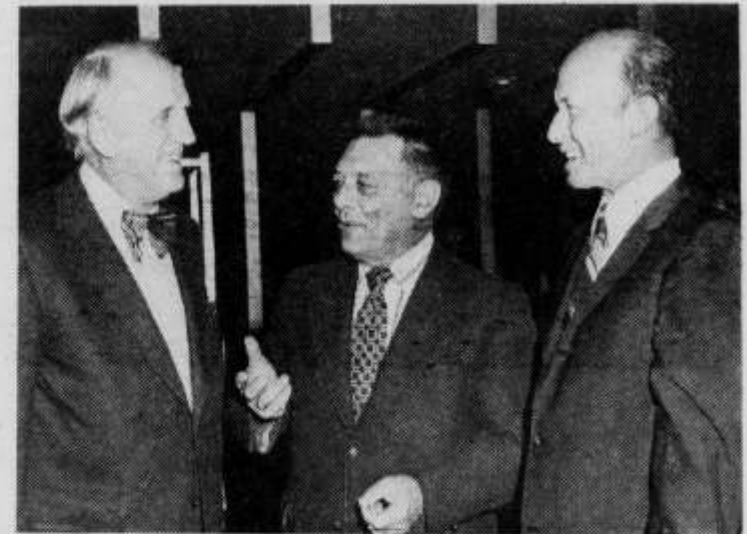


Margaret MacVicar, of host Roswell Park chapter, registers representatives from SUNY at Fredonia chapter: Sara Sievert, signing in; Frances Granata, sitting; Maryann Bentham, Stephen Tizzano and Marion Anderson.



John Adamski, former Western Conference, left, gets a kick out of proceedings, while Frederick Huber, Buffalo chapter president, listens intently.

Buffalo Region Gets Ready To Carry On Where Western Conf Left Off



Theodore C. Wenzl, left, chats with fellow statewide officers Thomas McDonough, center, and Jack Gallagher.



Harold Boreanaz, president of Erie County Health unit; Samuel Mogavero, president of Erie Educational chapter, and Robert Young, CSEA field representative, listen to Samuel Grossfield bid goodbye as Conference president.



Robert Stelley, president of host Roswell Park Memorial Institute chapter, welcomes delegates.



George Clark, right, outgoing co-chairman of the Western Counties Workshop, shakes hands with Victor Marr, incoming chairman, while James Mangano, outgoing co-chairman; Jean Freeman, left, incoming vice-chairman, and Dorothy Hy, re-elected secretary-treasurer, watch.



Statewide CSEA president Theodore C. Wenzl, left, installs new officers for Southern Region 3, as outgoing Southern Conference president Nicholas Puzzierri, seated, watches the oath-taking ceremonies. Southern Region leaders, from right, are president James Lennon, first vice-president John Clark, second vice-president Scott Daniels, third vice-president Richard Snyder, secretary Patricia Comerford and treasurer Sandra Cappillino. The installation took place last month at the Holiday Inn in Newburgh.

Picture This: Southern Region Installs



LEFT: New first lady of the Southern Region, Eleanor Lennon, left, gets a few words of advice from her predecessor, Marge Puzzierri.



Outgoing Conference treasurer Rose Marcinkowski has corsage pinned on by Donna Garrand, in tribute to her years of service as Conference officer.



LEFT: Robert Day of Overbrook, and John Famelette, president of Dutchess Educational chapter, were interested observers during meeting.

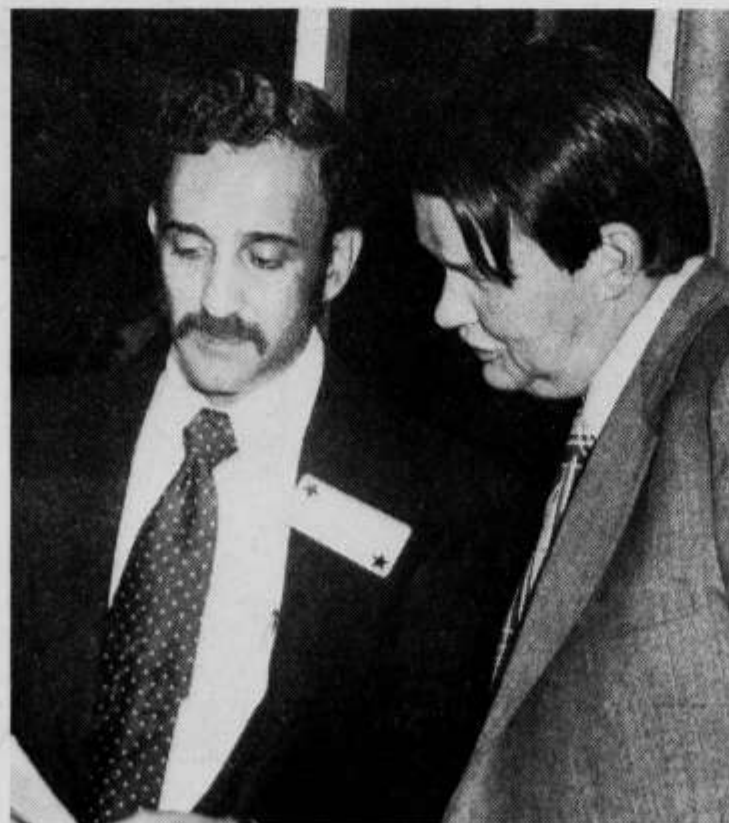
(Leader photos by Ted Kaplan)



CSEA director of local government affairs Joseph Dolan.



Outgoing Conference second vice-president Lyman Connors.



Southern regional director Thomas Luposello, left, shows some facts and figures on CSEA strength in the area to Ellis Adams, president of Dutchess County chapter.



Ulster County chapter president Harold DeGraff listens to outgoing Southern Conference third vice-president Arthur Bolton, representative from Sullivan County.

Eligibles

(Continued from Page 7)
Houston.

No. 81 — 103.80%

81 Joe L Lewis, Willis G Fowler 2nd, Arthur Carec, Isaac Organ, Michael B Morello, Ramsey Woodson, Vernon C Watson,

Wilfredo A Machiavelo, Joseph Sherman Jr, Nicholas Ferro, Samuel Fisher Jr, Willie Peterson, John A Fuller, Phillip P Stropoli, Daniel Rodriguez, Clifton Thomas, Tomas Rosado, David R Thompson, Clifton Medley, Leonard L Luster.

No. 101 — 103.40%

101 Samuel Johnson, John W

Riley, George L Reynolds, Gregory McCants, Bruce E Doughty, Juan Richardson, William R Brookins, Imael Velez, Joseph L Diaz, Roger Gaby, Simon Colon, William Ducos, Stephen Epperon, Anthony E Scarano, Richard C Matthwes, Rocco A Peramisco, Paul J Delahunty, Harvey Lowell, Ross T Rogers, Orell

Clay.

No. 121 — 103.0%

121 Timothy D Lytle, Reginald L Ligon, Eddy L Rivera, Cyrus Mitchell, Neville L Brown, Paul T Serge, Agla J Heard, Edward L Aiken, Dario Padilla, Andrew Vilacha, Willie J Faison, William McNair, John Cuccia, Wilfredo A Cruz, Joseph P Scan-

lon, James F Haffey, Mason Nerly, James M Coleman, Heriberto Arroyo, McKinley Shepherd.

No. 141 — 102.70%

141 Jimmie Everett, George F Malizia, Carmine Proto, Clarence McClain Jr, Vincent Mingrone, Felix Nunez, Samuel Johnson, William H Jackson, Ernest E Thompson, Adolphus Johnson, Robert Wilson, Dennis Vessup, James Harty, Robert S Mitchell, Diego W Cordero Jr, Reinaldo Santana, Samuel V Sierra, Richard M Reaves, Andrew Badagen, Eugene Williams.

No. 161 — 102.50%

161 Willie Brown Jr, Lavern English, Shedrick McCormick Jr, Charles A Houston, Joseph J Pellel, Robert Gurley 2nd, Eugene E Wilcher Jr, Jerry W Kaalund, William H Daniels, Linwood E Miller, Francisco Olivera, James E Morgan Jr, Jesse L Zanders, Howard Carter, James E Sloan, Stephen Harris, Milford S Atkinson, Terrence Pritchard, Sidney E Pierce, Joseph W Had-derson.

No. 181 — 102.10%

181 Kenneth Dove, Arthur Sackes, Wilton Pabon, Isaac W Carrington, Joel E Crute, L C Howard Jr, Charles E Hohn, Harold R James, Paul A Lee, Norman N Wiener, Eugene Cepeda, Andrew W Becton, John D Bowers, Alfred D Smith, George H Collymore, Jay Leibin, William J Stallings, Frederick Kelley, Jose M Rodriguez, Pedro R Vega.

No. 201 — 101.80%

201 Stanley A Ming, Andres Thomas Jr, Robert Pippins, Luis A Orozco, Payton James, Frederick Sapio, James G Defairia, Jorge Berrios, James Council, Herman Folk, Robert E Taylor, Toussaint Dent, Carl Vitanza, Andrew B Upson, Anthony Goines, Edward L Jenkins, Francis D Bernard, Rufus N Lewis, Alan B Rhodes, Roderick A Watley Jr.

No. 221 — 101.40%

221 William H Lucas, Victor M Contes, Angelo Andrew, Vincent L Barney, Charles French, Walter R Crafton, Harrison Webb, Maurice B Vankeuren, Robert O Cole, Richard E Lewis Jr, Wayne Cherry, David L Gooden, Benjamin F Palmer, Harry C Jones, Levi J Evans, Thomas E Montford, Wilbert Causer, Maurice J Tongue, Russel Burvick, Herman L Lilly.

No. 241 — 101.20%

241 Gregory R Boyd, Diego Encarnacion, Augusto Antonetti, Alfredo Martinez, Frank J Agrella, Joseph P Passaretti Sr, Rogelio Melendez Jr, Eugene Burton, Benjamin M Jordan, Mario Inzianne, Randolph A Holmes, Ruben D Felipe, Alton A Duconge, Edward A Stephens, Elliott Soto, Henry Bonet, Walter T Hawthorne Jr, Joseph Nelson Jr, Norberto Colon, Nathaniel Butts.

No. 261 — 100.90%

261 Andrew B McMillan, Gill E Coley, Eddie Long, Samuel W Fuentes, Nathaniel Currin, Fred Revell, Junior Vivas, Edward Grant Jr, Jose L Lallave, James H Redd, Milus E Datuery, Walter Tröche, Williard Davis Jr, Thomas M Epps, Hayward L Brown, Andrew A Randazzo, George H Wilson, Brantley Hargis Jr, Cedric E Pusey, Thomas E Bass.

No. 281 — 100.60%

281 Joseph Raffone, Dominick W Crocitto, William R Weaver, Julio Delgado, Henry E Hinton, George Adams, John Soccodato, Arthur J Reilly, John D Hinds Jr, Walter M Paige, William G Brinkley, Milton Williams, Marvin A Culler, Theodus Saunders.

(Continued on Page 12)



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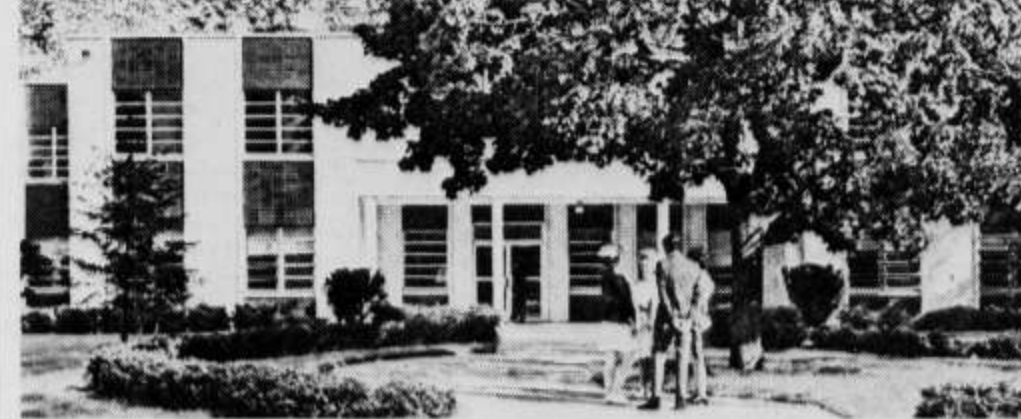


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Auto Mechanic

The city Dept. of Personnel reports that 1,743 candidates for auto mechanic will be taking written open competitive exam 3050 Nov. 17.

Eligibles

(Continued from Page 10)

Frank Hubbard, Samuel Fraiser, Glenn L Robinson, Frederick Davis, William McElveen Jr, Pedro J Rios.

No. 301 — 100.40%

301 Luther Williams, Harvey Horne, Hasbrouck Williams, Gaspar J Depace, Roy J Cogswell, Cristobal Figueroa, Luis A Natal, William A Francis Jr, Bennie Mitchell, Wardell G Cannady, Victor Iacona, Otho Henderson, Herman Islar, Robert J Ma-

hon. Daniel A Bouadana, Robert Marzan, Jerome Stephens, Richard Schriefer, Sidney W Jaskson, Peter N Ferraro.

No. 321 — 100.0%

321 Louis Smith, William F Rehberg, Erwin Gil, William Tracy, Stephen R Merz, Darnley N Green, Robert E Guppton, Henry Zambrana, William Davenport, Julio Rodriguez, Alonzo Newton, Richard A Harris, John A Rodriguez, Hector Rodriguez, Samuel Concepcion, William H Gibbs, Ralph Ruggiero, Marvin Shepard, Francisco Vazquez, Samuel W Melaon.

No. 341 — 100.0%

341 Michael J Altomare, Larry W Moore, Hector Lugo, Sidney Sims, Pablo L Pecerril, Raymond Adorno, Rafael Ruiz, Thomas L Cobb, David W Robinson, John T Brewer, Kenneth Ball, James

W Jones, Dane J Keith, Jose A Caban, Julio Quijano, Edwin Rivera, David Robinson, James A Neal, Billy C Harris, John A Colucci.

No. 361 — 100.0%

361 Frank P Petrella, Ramon Correa, Robert E Overton, James Stone, James T Perry, John T Csakany, Major Addison Jr, Darrow Davis, Carl L Switzer, William McOverton, Manuel Montanez, Richard Roberts John A Allen, Pasquale Martuscelli, Caesar Alarcon, Carmelo Diaz, Jeffrey O Callif, Dominic D Daniele, Thomas Fenderson, Carmine P Buscemi.

No. 381 — 99.70%

381 Goldman H Johnson, William Wilson Jr, Thomas Delario, Robert Kearney, Phillip T Spicer, Charles R Milton, Keith C Fitzhugh, Antonio Rios, Edward Darnley Jr, Gerard N M Moore, Gerald Hardy, Danny W Dawson, Ellington Adams, Joseph D Stefano, Walter Blackwell, Marion Foster, Archie Lindsay, Earl Whitake, Thomas J Pressie, Richardo J Patterson Jr.

No. 401 — 99.60%

401 Alan Bryant, Sam Zavattieri, Onofrio Rella, William A Davis, Anselmo Ortiz, George Klos, Edward M Korber, Leroy Bradford, Frederick W Gray, Robert Valle, Juan Arce, Manuel Valentin, Wilfred M Riffas, Martin P Cotinero, Donnell T Williams, Herbert Washington, Percy K Brooks, Lenora Darling, Nicholas T Ciasco, Nelo Pitoc.

No. 421 — 99.6%

421 Gerald J Carlson, Melvin E Brathwaite, Fisher Caddy Sr, James D Murphy, Calvin Melford, Gary Smith, Joe Moten Jr, Frank Urgolites, Salvatore Rella, Karl Marshall, Thomas M Pesce, Nicholas J Reina, John P Posillipo, Domenico T Fazio, David S Hicks, Lawrence Tyler, David S Baker, Philip T Hockaday, Manuel J Mulero, Edward Taylor Jr.

No. 441 — 99.40%

441 Gilberto Cruz, Ralph Acevedo, James Brown, Reginald E Doby, Leo H Williams, Walter Pride, Frank Cupertino, Domingo Colon, Jesse Stith, Daniel Williams, Johnnie Coleman, Paul Valentin, Thomas Horne, Charlese Abraham, Wesley L Williams, Vincent P Salerno, Eduardo Correa, Enoch Bishop Jr, Morris Wade, Henry J McNeil.

No. 461 — 99.40%

461 Dennis Capers, Michael Thomas, Lionel Griffith, Leon Aikens, James E Murray, Alexander Thornley, Patricio Colon, Eddie Davis, Franklin L Davis, Robert J Brady, Efrain Caraballo, Thomas J Faherty, Frank Lee, Ernest L Hicks, Vernon R Haynes, Santiago Feliciano, Robert A Laurita, James L Scarano, Francisco Marrero, William Edwards.

No. 481 — 99.30%

481 Clifford Warren, Joseph S O'Brien, Ray Hill, Elijah R Wodley, John E Whetstone, Fredrick Frost, Arthur C Pinson, Ralph C Guardascione, Edward F Holmes, Alan S Kronenfeld, Brian P Baynard, Joseph J Perrone, James Gioacastro, Angel Gonzalez, Larry Phillips, Felipe Berdeguez, Wilfredo Cepeda, Ignacio Rodriguez, James J Saunders, Anibal Ortiz.

No. 501 — 99.20%

501 Henri L Davie, Frank C Deluca, Arnold A Diggs, Miguel Bach, Michael Rutigliano, James Sutton, Sylvester Mackey, Henry Porterfield Jr, Ralph V Raia, Jerry Gordon, Valentin Lopez, Felipe Martinez, John R Lee, Lincoln D Johnson, Michael J

(Continued on Page 13)

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Pub Hlth Dir (Adult Hygiene)	\$19,589-36,620
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Sr. Phys. Therapist	10,750
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This Week's New York City Eligible Lists

(Continued from Page 12)

Harris, Mario J Napolitano, Hector Martinez, Gerald G McCullough, Francisco Centeno, Joseph Somersie.

No. 521 — 99.0%

521 Keith D Sowell, Alton Johnson Jr, Crawford L Hinson, Angelo Catalano, Jose M Oquendo, Daniel Funn, Wilfredo Vega, Joseph M Vessa, William J Ramage Jr, Alfonso Ridley, William Martinez, Larry Steele, George Love, Ronald Fazio, Angelo Sofia, Claude O Peterkin, Vincent J Hodges, John E Hawkins, William J Palin, Frederick Freeman.

No. 541 — 98.90%

541 Walter E Webber, Rufus Coleman, Clifford H White, Frank Morales, Herbert L Neals, Jose L Soto, John Zerillo, George W Herbert, Jerome Fletcher, Harold D Gill, Robert L Wesley, Jose Cadiz, David L Hyatt Jr, Rodney Clark, William Canidate, Rehoboth S Yisrael, Gregory L Register, William Rogers, Wilson Mercado, Juan A Cruz Jr.

No. 561 — 98.80%

561 Larry Tucker, Leon A Justice, Roosevelt Brown, Peter J Deprima, Manuel Melendez, Francis Lutchmansingh, Macon Evans, Robert L Rolling, Stephen Heusel, Edward Snelling, Michael A Powell, Julius Mattocks Jr, Benjamin J Amato, James Wilson, Donnie O Willis, Luis R Zubieta, Daniel Serrano, William J Moffatt, Willard Bethel, Edward Navarro.

No. 581 — 98.80%

581 Melvin L Ellis, Marion A Cobb, Robert E Anderson Sr, Carl Clark, Melvin R Hunt, Tommie Samuels, Theodore L Jordan, Delander T Wilson, Thaddeus F David, Bobbie L Rose, Richard Damasco, Christopher Hill, Joseph D Pataky, John A Pullins Jr, Sye Williams Jr, Benjamin E

Moore, Albert Needham, Frank Webb, Gerard Curro, James H Mapp.

No. 601 — 98.80%

601 Robert L Watson, William A Townsend, Ralph -Dunmeyer, James Geigel Jr, James L Flannagan, Edward W Quinn, Theodore Wade, Jorge L Cruz, Efrain Gonzalez, Jerry Chang, Michael L Colligan, George T Kline, Warren B Mitchell, Ronald Bemby, Eugene A Bompers Jr, Scott Meyers, Anthony Nuzzi, Willie Griffin, Benny M Butler, Jerry D Browning.

No. 621 — 98.60%

621 Edward D Jones Jr, Juan A Vargas, Richard A Turner 3rd, Eugene Melenders, Kenneth E Jones, Andres R Fontanez, Raymond Middleton, Ildefonso Cruz, S M Brown Jr, Carmine J Gallazzi, Luther Wilkins, James W Thompson, Sidney D Dunston, Bernardo Guzman, Edwin R Matos, Bernard Morefield, James Carter, Herman L Green, Ferdinand Yulfo, Paul Lucas.

No. 641 — 98.50%

641 Thomas A Taylor Jr, Pedro Santiago, Wayne D Carter, Theodore H Gillette, Vincent F Napolitano, Andrew Harper, William Bullion Jr, Luis D Diaz, William J Gyomkoski, Hagood Bowles Jr, William C Sayers, Ricardo Vivas, James Connor, Harry Young, John Lee, John W Smith, Ruben G Diaz, Weaver Brantley, Teddy Stephens, Leonard S Beecher.

No. 661 — 98.50%

661 Lance R Cerullo, Nicholas Nicholson, John E Brown, Gustave Wills, Leroy Richardson Sr, Depriest Ross, Angel S Crespo, James A Todd, Wilfredo Vandespool, Anthony Ballard, Mathew Pringle, Julius Rivers, Jerry Jacobs, Arsenio Vargas, Tony Troyano, Alfred Benjamin, Hiram Fi-

gueroa, Raymond Alicea, Michael Jackson, Angelo Segarra.

No. 81 — 98.40%

81 Vincent G Bohanan, Ronnie J Savarese, Eusebio Santana, Glendo Neal, Arthur L Gary, James M Malloy, Marcos A Torres, James Bailey, Joseph N Scott, William Hart, James A Haywood, Andre Davenport, Harold Bowen, Jose V Valentin, Alfonso Turrisi, Jose A Colon, George P Conception, Louis C Esposito, Ian L Ochshorn, Anthony D Isaac.

No. 701 — 98.40%

701 Dennis P Lawson, Harold Broadnax Jr, Gennaro R Distasio, James Lueders, Roland R Rouse, James Colon, Glen E Lassiter, Keith A Brummund, Nathaniel Edey, Larry P Monaco, Johnnie Newsome Jr, Ernest White 3rd, Gilbert E Vellilla, Tony Washington, Louis Chabonier, William Roman, Vincent Costantino, Erickson King, James P Austin, James A Williams.

No. 721 — 98.40%

721 William Rivera, Albert Robinson, Clark T Brown, William Durant, Theodore B Hayes, Daniel J Ditunno, Ulyesse Edwards, William Welcome, Bruce W Davis, Paul G Harper, Dominick Tesoriero, Edgo Lewis, John H Heyward, Clarence Crawford, Gerald S Dove, Jesus Soto, Jesus Rodriguez, James Warford, James Jones, Calvino E Castro.

No. 741 — 98.30%

741 Charles D Cox, Rudy Ewin, Benjamin Ramirez, Joel Hooks, Fred D Cooke, Charles Cameron, Emilio Narvaez, Oliver Ford, Michael Grant, Charles M Samuels, Joseph Way Jr, George Jackson Jr, Harold F Brown, Riza Lleshi, Alpheus Reid, Larry Gilmore, Paul J Graham, Jackie Blount, Eliud Merced, Frederick Lewis,

Luis F Rivera, Michael Garcia, David C Smallwood, Angel L Garcia, Salvatore Friscla, James H Jones, Reginald D Glenn, Anthony Gatto, Hezekiah Miles, Walter Parker, Gerlando Gucciardo, James Riggins, George R Mackey, Ronnie Marks, Andre McDonald, Charles P Mapp, Nelson L Jones, Clyde W Neal, Phillip J O'Brien, Ruben Diaz.

No. 781 — 98.30%

781 Robert M McCormack, Robert Hernandez, Jose Valle, Reinaldo Perez, McKiley Waters Jr, Bolsey Jenkins, Rafael Blanco, Richard J Switzer, Roderick L Dames, Ronald Fishel, Joseph Szaz, John Miranda, James C Buie, George L Sigeti, Roy A

Reynolds, Roberto Morales, Luigi Dibiase, James B Woodley, Juan Aponete, Jeffrey B Lev.

No. 801 — 98.10%

801 Arthur L Patterson, Miguel A Martinez, Herbert Maisonet, Oscar O Solivan, Ray Robinson, Antonio Caban, Luis J Morrell, Vincent P Cimmino Jr, James F Smith, Richard Willson, John Arena, Reginald Pierce, Brent McMillan, Stanley Stewart, Esteban Miranda, Clarence E Bridges, James E Grimes, Rubin Sutton, Walter Nesbit, Dominick A Ventre.

(Continued Next Week)

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Edward C. Dudek, left, president of the State University of New York at Buffalo chapter of the Civil Service Employees Assn. distributes scholarship checks. Dr. Robert I. Ketter, UB president, fourth from left, and Professor Howard Strauss, right, chairman of the scholarship committee, look on. The winners, from left, are Robert Sheeha, Josephine Panowicz, Deanna Fuller, June W. Boyle and Kathleen Berchou. David Calabotta, the sixth winner is not pictured.

Six Win Buffalo Scholarships

(From Leader Correspondent)

Six scholarships, two to chapter members and four to children of members, have been awarded by the State University of New York at Buffalo chapter of the Civil Service Employees Assn.

Winners of \$50 scholarships were the two members, June W. Boyle, a cashier, and Kathleen B. Berchou, an account clerk.

Winners of \$100 awards were:

Josephine Panowicz, a senior psychology and special education major at D'Youville College, and daughter of Stanley Panowicz, an employee at UB's physical plant unit.

Deanna L. Fuller, a UB senior physical educa-

tion major and daughter of Emmett B. Fuller, also from the physical plant unit.

David Calabotta, a freshman biology major at Loyola University at Montreal, and son of Dolores C. Calabotta, a stenographer in the School of Dentistry.

Robert Sheeha, an electrical technology student at Erie Community College, and son of Howard A. Sheeha, a laboratory mechanic in the Department of Mechanical Engineering.

Edward C. Dudek, chapter president, Dr. Robert I. Ketter, UB president, and Professor Howard Strauss, chairman of the scholarship committee, presented the scholarships.

Wenzl Testifies On Pensions

(Continued from Page 1)

the continuance of retirement negotiations for local governments until June 30, 1974, if such benefit did not require the approval of the Legislature. The Legislature thus recognized the validity of the plan established for local negotiations outside the City of New York.

Likes Method

"I feel that this method of negotiating, possibly within a coalition arrangement, should be allowed to continue. It allows for bilateral negotiations and permits a local government employer to adopt a specific retirement plan.

"Since 1967, the New York City office of collective bargaining has allowed the negotiating of retirement benefits to be done on a coalition level. The bargaining on pensions for various groups of New York City employees has been conducted on a coalition basis. There are other unions in the private sector that have used the coalition method in their bargaining processes. The potential for success for coalition negotiations cannot be denied.

"However, let us look at the practical side of the question. How can a coalition of negotiators for the various unions sit down and negotiate changes in the different pension systems with the many diversified interests and needs of its membership? This is the most serious problem we have before us today. The Select Committee on Pensions recommended three basic categories for differentiation of retirement plans: hazardous occupations, emergency occupations, and all other public employees. There was a further distinction made of the third category by breaking out all teachers. Let me confine my remarks now to the third category, since this is where the majority of my union's membership is apparently placed under current assignments.

One System

"It appears to us that there could be one unified retirement system for all public employees in New York State with different plans for those with unique occupations. I feel that ultimately negotiations for employees in the New York City plans and for employees of New York State can be conducted on a coalition basis. However, the recommendation by Mr. Straus that all pensions and benefits be implemented by introduction into the Legislature of a single bill is, in my opinion, not practical. If this bill were to be defeated, a separate bill encompassing a portion of the pensions could then be introduced by one of the parties, and the implementation of the negotiations would be

frustrated. I do agree with Mr. Straus' comments regarding the necessity for flexibility.

"In light of the fact that the Commission has stated in its report that Mr. Straus' recommendation does not represent its final views, I feel it is worth mentioning, at this point, the criticism that has been voiced against CSEA for its negotiations of the pension revisions, one of which was the theory of coalition negotiations for retirement benefits. Many of our critics, mainly those from the New York City area, have stated that we had given away pension benefits that they had negotiated. The fact of the matter is that there have been no major pension changes in the last five years based on collective bargaining agreements that were reached by any of these New York City unions. CSEA has negotiated many retirement improvements within that period.

"Therefore, I feel compelled, at this time, to reiterate my position and that of our organization on our recently negotiated contract, as it pertains to this hearing.

"CSEA agreed to pension revisions during our negotiations that closed the door on many of so-called abuses. At that specific time, we were the only major union negotiating for a new contract. We felt that the revisions that we negotiated were definitely not of a harmful nature to our membership's legitimate interests. Realistically, we could foresee the criticism that would be heaped upon us for negotiating anything other than specific improvements in the Employees' Retirement System; but we feel that our position was a responsible one to our membership. Contingent upon our acceptance of the retirement revisions was the application of these revisions to all other public employees in New York State.

Since these revisions were given a virtually universal application to all employees in the state, even though the application was not completely equal in some situations, we feel that the position that we must take on this matter is that of general application.

"In conclusion, I would say that in order to make the coalition work, it is going to require the cooperation of all parties concerned in making an arrangement that is a viable as well as a practical one. I feel that the period between now and December of 1974 should be a time during which the parties can work out these agreements. This still leaves ample opportunity in order to meet the legislative deadline of April 1976."

Binghamton Meet Nov. 26

BINGHAMTON — The Binghamton Area Retirees chapter of the Civil Service Employees Assn. will meet here at 2 p.m. on Nov. 26 at the American Legion, Post 80 Clubhouse, 76 Main St., according to chapter secretary Florence A. Drew.

Hudson On Council

ALBANY—Carl C. Hudson, of Niskayuna, has been appointed to the Council of State University of New York at Albany for an unsalaried term ending July 1, 1978.

Creedmoor Hearing

ALBANY — The Senate Committee on Mental Hygiene will hold a public hearing Nov. 16 at 10 a.m. at Creedmoor State Hospital auditorium in Queens. State Senator Frank Padavan, who sought the hearing for his district, said it will examine current programs related to adult foster care patients released from mental institutions. Also to be discussed are proposals for changes in licensing and certification of homes that care for these patients.

Hand Reappointed

ALBANY—The Governor has reappointed James R. Hand, of Ossining, as a member and chairman of the State Commission on Legislative and Judicial salaries for a term ending July 1, 1976. At the same time, members Joseph V. Brocato, of Snyder, and Edward Peck Curtis, of Rochester were reappointed to similar terms. Members receive \$100 per day up to a maximum of \$7,500 a year.

Western Conf

(Continued from Page 3)
by Robert Stelley, was host chapter for the meeting.

Edward Dudek, president of the State University at Buffalo chapter and education committee chairman, presided at a Friday evening panel discussion that included Mr. Grossfield, Mr. McGowan and Thomas C. Christy, CSEA field representative.

Ethnic Coding

(Continued from Page 1)
creed, color, or place of national origin could be used in violation of the anti-discrimination laws and also to evade the mandate of the State of New York Constitution regarding appointments on the basis of merit and fitness.

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Latest State And County Eligible Lists

EXAM 35155
PROM TO PRIN CORRECTIONAL CLERK
 Test Held May 12, 1973
 List Est. Aug. 22, 1973

1 Pergola D Yonkers	93.6
2 Costello S Hannacrois	92.2
3 Spencer J Warsaw	89.0
4 Randall J Warsaw	84.9
5 Precious K Wappingr Fls	84.9
6 Petake J Elmira	84.5
7 Graves E Auburn	83.3
8 Napolitano O Wallkill	79.2

9 Weiss S Catskill	78.4
10 Fazzary S Watkins Glen	78.3
11 Cunningham M Mahopac	75.5
12 Stone J Wappingr Fls	75.1
13 Lyons A Albany	74.0
14 Donbar V Attica	73.2
15 Crawford C Newburgh	71.5
16 Moody A Saranac Lake	71.3

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EXAM 35153
 Test Held May 12, 1973
 List Est. Aug. 28, 1973

1 Danza W F Rochester	91.6
2 Cullen B NYC	90.8
3 Stefan R A Teaneck NJ	89.8
4 Baldwin B M Bayside	89.8
5 Gier G Westbury	88.7
6 Crawford D Staten Is	88.3
7 Eisler S Bronx	87.7
8 Pemberton D M Brooklyn	87.6
9 Waters R Madison NJ	87.2
10 Vergo J G Cheektowaga	87.1
11 Corcoran V J NYC	87.0
12 Mahorney J Bronx	86.8
13 Sosa G H Brooklyn	86.7
14 Gilbert A I Pomona	85.3
15 Sly J F Old Bridge NJ	85.3
16 Winston B I Elmhurst	85.3
17 Sempie R Uniondale	85.2
18 Seligman E NYC	85.1
19 McCarthy R D Kings Park	84.3
20 Mandarino J Staten Is	84.4
21 Mal R A Grahamsville	84.0
22 Bartolot J Bronx	83.9
23 Bush E C Hyde Park	83.3
24 Babi J T Niagara Fls	82.8
25 Thompson M NYC	82.6
26 Kagan K I Jamaica	82.5
27 Hunter R C Brooklyn	82.4
28 Whipple M A NYC	82.4
29 Goodman R Bronx	82.4
30 Sutherland JJ NYC	82.3
31 Miller W Bronx	82.3
32 Goldstein M Bronx	82.2
33 Melville W C NYC	82.1
34 Fornasio E Jamaica	82.1
35 Herzog L A Bronx	81.6
36 Loutsis K Staten Is	81.4
37 Chait L H Far Rockaway	80.8
38 Vahay T P NYC	80.8
39 Merling P Brooklyn	80.8
40 Lazzari L Brooklyn	80.8
41 Burford R N Babylon	80.8
42 Rohloff D F Brooklyn	80.7
43 Lynn R W W Sayville	80.6
44 Benenati J Brooklyn	80.6
45 Warren E Greenwich	80.6
46 Polley D C Buffalo	80.6
47 Sullivan T Bronx	79.5
48 Ross H Brooklyn	79.4
49 Rosario A NYC	79.4
50 Corigliano J NYC	79.3
51 Forman C S NYC	79.3
52 Oster R V Jackson Hts	79.3
53 Tuohy J J Brooklyn	79.3
54 Adler S G Bronx	79.2
55 Steinhoff W C Huntington Sta	79.2
56 Polansky G NYC	79.1
57 Esterman R M Pt Jffran St	78.9
58 Kram L NYC	78.8
59 Burroughs M L Bronx	78.2
60 Caruana R Williamsvil	78.0
61 Fortenzer M G Voorheesvil	77.9
62 Day M A Hackensack NJ	77.9
63 Turner R F NYC	77.9
64 Boston J P NYC	77.8
65 Millar D Larchmont	77.8
66 Brody E Z NYC	77.8
67 Seidel F NYC	77.8
68 Barron R Bladell	77.6
69 Brattier R NYC	77.6
70 Reis A Bronx	77.3
71 Lewis R W Brooklyn	77.3
72 Howard J P Brooklyn	77.3
73 Lipson L Brooklyn	76.5
74 Reynolds C Buffalo	76.5
75 Reynolds J NYC	76.4
76 Tacke E R I J City	76.4
77 Curti T A Garden City	76.4
78 Cooper S H Elmhurst	76.4
79 Eller P New Rochelle	76.4
80 Heller R NYC	76.3
81 Goldick N Monsey	76.3
82 Giordano V B Brooklyn	76.3
83 Begelman W Bronx	76.3
84 Kass M H Brooklyn	76.3
85 Grundmayer E A Yonkers	76.1
86 Nitzsche J M NYC	76.1
87 McEwer J G NYC	76.1
88 Mahoney J M Yonkers	75.6
89 Fitzpatrick D J Flushing	75.6
90 Murphy T J Albany	75.4
91 Dougherty W M Cutchogue	75.3
92 Schreiber K NYC	75.1
93 Dent B A Teaneck NJ	75.1
94 Bohm T J Staten Is	75.1
95 Feigenbaum C Ossining	75.0
96 Stanton C J South Salem	74.9
97 Rau W M New City	74.9
98 Darmer R E Peekskill	74.9
99 Denning P N Bergen NJ	74.8
100 Sterdt P P NYC	74.8
100A Phillips J NY	74.2
101 Berman M NYC	74.8
102 Hanna D H Wappingr Fls	73.6
103 Lobisco A Auburn	73.5
104 Scott J E Stamford Ct	73.4
105 Hubschman T J NYC	73.3
106 Wilson J W Westmoreland	73.3
107 Seid N A Franklin Sq	73.3
108 Labelle F P Brooklyn	73.2
109 Larke F E Levittown	73.1
110 Zanghi F Niagara Fls	73.1
111 Raiano M H Brooklyn	73.1
112 Blundell J Brooklyn	73.1
113 Sullivan J L Brooklyn	73.1
114 Quino R NYC	72.9
115 Karsten B B NYC	72.1
116 Anastasi B Riverdale	72.1
117 Schenkman J Albany	72.0
118 Biggins L Riverdale	72.0
119 Sullivan E Brooklyn	71.9
120 Macaluso L Depew	71.9
121 Edelson S Bohemia	71.9
122 Contento E Brooklyn	71.9
123 Lewis C E Bronx	71.8
124 Haynes W E NYC	71.7
125 Schonberg R N Coram	71.7
126 Trent R E Hackensack NJ	70.9
127 Lilly H E Brooklyn	70.5
128 Deldatch J Yonkers	70.4
129 Saunders M NYC	70.4
130 Camacho J A Yonkers	70.4
131 Scotto D Brooklyn	70.3
132 Rodriguez D Bronx	70.1
133 Aiemian E NYC	70.1

2 Lass R J Watervliet	92.8
3 Bloomfield D K Brooklyn	92.6
4 Oliver J D Troy	90.9
5 Rosenberg B M Bronx	89.9
6 Schapiro R Bronx	89.7
7 Rock J E Brooklyn	88.6
8 Cunniff E Cohoes	88.4
9 Burton D J Albany	88.3
10 Puige J Ronkonkoma	87.9
11 Teeter F Albany	86.9
12 Tucker L Woodside	86.9
13 Kerwin D J Troy	86.8
14 Tomoe S M Rochester	86.8
15 Greenberg M Bronx	86.7
16 Zeichner J Brooklyn	86.7
17 Ross L B Bronx	86.6
18 Howard O D Albany	86.3
18A Greene L M Cobleskill	85.7
19 Conboy J F Rochester	85.6
20 Cunningham F P New Rochelle	85.4
21 McElligott C Woodside	85.3
22 Grabo H A Scotia	85.3
23 None	
24 Blackman J C NYC	83.9
25 McGovern D NYC	83.9
26 Sussman Y J Cohoes	83.7
27 Sanderson E E Greenbush	83.5
28 Hill R W W Seneca	82.5
29 Viall C F Albany	82.5
30 Langenbach J L Kenmore	82.5
31 Schader K A Flushing	82.5
32 Monks P Valatie	82.4
33 Thomas M Shirley	82.4
34 Ferry L Rochester	82.4
35 Teeter P H Albany	82.3
36 Marciano E Newark	82.3
37 MacPherson H NYC	82.2
38 None	
39 Arrabito C Troy	81.9
40 Schwab R N Java	81.7
41 Laferera J Brooklyn	80.8
42 Fitzpatrick M Albany	80.2
43 Fitzpatrick E J Albany	79.5
44 Burzynski S J Albany	79.5
45 Sauerbrey J Rego Park	79.4
46 Hall R H Albany	79.4
47 Michil D Albany	79.3
48 Wentworth A J Bronxville	79.3
49 Bongiovanni R A Hicksville	79.3
50 Wood K E Red Hook	79.3
51 Malver T J NYC	79.3
52 Toal G S Brooklyn	79.2
53 Werth W E Oakfold	79.1
54 Steinbrenner R Tonawanda	78.5
55 Bernstein J E NYC	78.4
56 Matson G NYC	77.7
57 Casey J H Rensselaer	77.7
58 Johnson B Alamoort	77.7
59 Berkowitz P C Kew Gardens	77.7
60 None	
61 Malino J E Plainview	77.1
62 White A H Selkirk	77.0
63 Nary T J Delmar	76.5
64 McCarthy H NYC	76.5
65 Meador M Delmar	76.4
66 Ozbout J Slingerlands	76.4
67 Leiner M Brooklyn	76.4
68 Shotland J Great Neck	76.2
69 Buchy B R NYC	76.2
70 Taillie P M Mumford	76.2
71 Moylet J J Sunnyside	75.1
72 Harper J E Springfield Gdn	74.9
73 Wellman L C Gallupville	74.8
74 Kinney J Cohoes	74.6
75 Ford J H Albany	73.9
76 Kozay S D Cresskill NJ	73.5
76A Dunn J J Hillsdale	73.5
77 Maher C J Elmhurst	73.4
78 Toal C A Brooklyn	73.3
79 Jacobs R H Delmar	73.3
80 McKeon J F Albany	73.2
81 Welsh S A Pittsford	73.2
82 Vanwicklen B J Schenectady	73.2
83 Tyrrell M L Bronx	73.2
84 Gelli J H Far Rockaway	73.2
85 Hanrahan M K Latham	73.2
86 None	
87 Rattner E Rego Park	72.1
88 Manson S NYC	72.0
89 Benson H C NYC	71.9
90 Lubitz S A Bay Shore	71.8
91 Bell G G Edison NJ	71.7
92 Vivona S V Staten Is	71.7
93 Maguire M Bronx	70.4
94 Finlay R Jamaica	70.3
95 Miller D P Brooklyn	70.2
96 Danzig N NYC	70.0

3 Gardam B D Rochester	87.8
4 Sadler L W Hempstead	86.7
5 Welikson R Brooklyn	84.9
6 Zwickler W Island Park	84.3
7 Petrella C Rochester	83.2
8 Marbo P E Meadow	82.2
9 Diute J Binghamton	81.2
10 Fondel W M Bronx	80.5
11 Clair R M Liverpool	80.4
12 Streck V K Albany	80.2
13 Dirschedl B M Buffalo	79.7
14 Smith J P Hollis	79.2
15 Foster M S NYC	79.2
16 Roberts E Laurelton	78.9
17 Potoker C Jackson Hts	78.9
18 Conway E G Albany	78.3
19 Miller J H Postenkill	78.2
20 Weintraub B L Forest Hills	78.1
21 Ockrin J NYC	77.8
22 Mazol M I Mineola	77.4
23 Sokolosky H Kirkville	77.0
24 Bogias N Syracuse	76.9
25 Dirschedl C A Albany	76.6
26 Harris M K Flushing	76.1
27 Brown E Jackson Hts	75.6
28 Stoller B L I City	75.5
29 Podhorzer A Brooklyn	75.5
30 Wallace T Troy	75.4
31 Olenick B Staten Is	75.3
32 Richard S Ravenna	75.3
33 Bryant M L Brooklyn	75.0
34 Evans J A Albany	74.4
35 Treiser E Rego Park	74.0
36 Vinti F M E Rockaway	74.0
37 Morrison M New Hyde Pk	74.0
38 Roth B Brooklyn	73.6
39 Rosenblum A Albany	73.1
40 Wasserman M Jamaica	72.8
41 Concedo E Brooklyn	72.7
42 Kaplan J L I City	72.7
43 Koch D J Skanateles	71.9
44 Reynolds A Mt Vernon	71.4
45 Froebel P N Tonawanda	71.2
46 Block R Brooklyn	70.5
47 Langness I NYC	70.4
48 Melowski J Waterford	70.4
49 Schubert J Brooklyn	70.2

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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

EXAM 35192
PROM TO ASST MECHL SPEC WRITER
 Test Held April 14, 1973
 List Est. Aug. 29, 1973

1 Heslin G Saratoga Spg	86.7
2 Bannit R Albany	85.5
2A DeSousa M Albany	84.9
3 Raftogiannis J Rensselaer	84.5
4 Bashant L Rensselaer	79.9
5 Haverly R Delmar	78.5
6 Larsen S Latham	76.5
7 Stin J Albany	74.5
8 Meistlin G Averill Pk	73.0
9 Caladim N Albany	72.9
10 Larsen R Latham	72.5

EXAM 35142
PROM TO ASST MECHL CONSTR ENGR
 Test Held May 12, 1973
 List Est. Aug. 22, 1973

1 Edwards J Dobbs Ferry	75.3
2 Simons C Ravenna	70.0

TRAFFIC & PARK SERGEANT
EXAM 35169
 Test Held June 16, 1973
 List Est. Aug. 29, 1973

1 Koch R E Westbury	92.6
2 Marris T C Bayport	88.7
3 Smith L N Bellmore	88.6
4 Wahl F R Mastic	88.1
5 Desio F P Kenmore	86.7
6 Filarecki D J Sanborn	85.6
7 Peloezer O C Niagara Fls	85.4
8 Mahoney L F Sanford	84.4
9 Marino R A Islip Ter	84.0
10 Tesik J J Garnerville	82.9
11 Aronen J W Huntington	80.9
12 Fitzerald T J Lindenhurst	80.4
13 Krack F Copiague	80.3
14 Dugos J Grand Island	80.1
15 Cisev M W Jackson Hts	79.8
16 Graf J L Richmond HI	79.5
17 Brennan J P Levittown	79.1
18 McLaren R Smithtown	79.0
19 Lee W J Huntington Sta	78.8
20 Sutcliffe R K Buffalo	78.5
21 Mezger W Manorville	78.2
22 Wright E L Niagara Fls	78.1
23 Byrne P K Floral Park	77.9
24 Bowser W H Ft Montgomery	77.4
25 Cabral B D Lindenhurst	77.4
26 Francisco T C Niagara Fls	76.9
27 Niklas J J Ctl Islip	76.5
28 Murray O P Kings Park	76.2
29 Turak G A Pt Jeffran St	75.4
30 Baron F Stony Point	75.4
30A Hunt J S Newburgh	75.3
31 Nash C H Haverstraw	75.2
32 Carrwright W G Levittown	74.9
33 Schaefer L J E Rockaway	74.7
34 Niland H P West Islip	74.7
35 None	
36 Brentson L Smithtown	74.3
37 Petersen R Baldwin	74.1
38 Smith T Albertson	73.9
39 Kennedy J M N Merrick	73.9
40 Knetsch W Highland Mts	73.9
41 Tiernan G Bay Shore	73.9
42 Bender R P East Islip	73.4
43 Woodhead A Niagara Fls	72.7
44 Harrieger R D Lackawanna	72.5
45 Delaney E Hicksville	72.3
46 Geldermann R Lindhurst	71.8
47 Johnson L R Hollis	70.9
48 Coviello O J Highland Mts	70.8
49 Mazza V Ridgewood	70.3
50 Porcelli R New Hyde Pk	70.3

EXAM 35100
POS IN SOC SRVS PRGM ADMN
 Test Held June 30, 1973
 List Est. July 16, 1973

1 Golden I Albany	93.4
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OFFICERS READY — The Rochester State Hospital chapter, Civil Service Employees Assn., installs its new lineup of officers. Front row, from left, are Arthur Robinson, treasurer; Belle Sprouts, first delegate; Calvin Cooper, acting president; Helen Hall, second vice-president; JoMay Falls, food service representative, and Marie McMaster, MHTA female. Back row, from left, are George Creats, MHTA male; Mary Lou Oberg, office worker representative; John Hally, maintenance representative, and Marion Wolfe, second alternate delegate.

Pre-Surgical Consultation Now A Benefit In Albany

(Special to The Leader)

ALBANY — A new surgical consultation plan, negotiated by the Civil Service Employees Assn., is now available in the Albany area to state and local government employees covered by statewide and GHI health insurance options.

This new benefit allows a member of one of these plans to arrange for a pre-surgical consultation at no personal cost through the State Department of Civil Service, if elective surgery has been recommended by a personal physician. Elective surgery refers to operations which are not of an emergency nature.

The surgical consultation plan allows State and local govern-

ment employees to receive a second professional opinion when surgery has been advised, a procedure which was often precluded in the past because of prohibitive costs. Doctors themselves generally welcome another expert opinion.

If an employee wishes to take advantage of this benefit, he or she must call area code 518 GL7-3198. A nurse in the program will discuss the case and send the employee a simple form to complete. When the form is returned, an appointment will be made for the employee with a qualified consulting physician in the Albany area.

Employees outside the Albany area may participate in the plan if they wish to travel to Albany. Their travel expenses, however, will not be reimbursed.

According to John Carey, CSEA coordinator of state negotiations, the booklet describing this plan in detail will soon be sent to all CSEA chapter presidents. "If an employee wants to take advantage of this immediately," he said, "he can call the surgical consultation plan office."

Carey added, "This program adds a highly important health benefit to those CSEA has already won."

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

Cohoes CSEA Is Ticked Off At Time Clock

(Special to The Leader)

COHOES — The Cohoes City Hall unit of the Civil Service Employees Assn. has filed a grievance against the city administration for failing to negotiate a new attendance policy, time clock punching, which the city is attempting to institute unilaterally.

The City of Cohoes has purchased four time clocks and has set one up for City Hall employees. The other three were installed in the city police station and two fire stations. Employees at all four locations were told of this new procedure in May, but the clocks, originally scheduled for a July installation, were not installed until mid-October.

James Cooney, CSEA field representative, said that the CSEA unit considers the clocks both a waste of money and of employee time. "Punching a clock doesn't make anyone work any longer or harder." In fact, Cooney noted, "it makes clock-watchers out of hard workers."

"CSEA believes this new policy is both a breach of the past-practices clause of its contract with the city," said Mr. Cooney, "as well as a change of working conditions, also covered by the contract."

Oneida Delegation
Identification of the Oneida County delegation to the recent Syracuse Region, pictured in last week's edition of The Leader on page 16, was incorrect. The names were listed in reverse order, and should have been, from left, Lewis Eddy, Loren Youngs and Roger Sallimando.

Hikes For All In New Pact In Middletown

MIDDLETOWN — The Middletown city unit of the Civil Service Employees Assn. has ratified a one-year contract agreement with the City of Middletown.

The tentative agreement calls for a new 8-step increment scale of \$300 for all weekly and hourly employees; a \$650 raise for all employees; four weeks vacation after 14 years of service; an extra day's pay for the sanitation men working six days during summer double collection; 2½ times pay for holidays and 1½ times pay for Saturday for sanitation workers if the dump is open; 1½ times pay for work before 7 a.m. and after 3:30 p.m.; a guaranteed 40-hour work week for hourly-paid employees; and 40 percent pay for accumulated sick leave under the same provisions as in the present contract.

All employees will be placed on their appropriate steps of the new increment scale. Previously, the increment scale was limited to three steps and restricted solely to annual-salaried employees. As a result of this change, about 30 percent of Middletown employees will get raises of about \$2,000. Only about four percent will be limited to the \$950 minimum raise plus increment.

According to Jose Sanchez, CSEA field representative, "The Middletown agreement shows great progress toward equitable pay for all city employees."

The tentative contract agreement now awaits ratification by the Middletown city council.



HANDS ACROSS THE WATERFRONT—Harold Krangle, president of the Waterfront chapter of the Civil Service Employees Assn., congratulates committee members in the first photo, for their successful efforts in organizing the chapter's second annual dinner-dance, attended by nearly 100 people. With Mr. Krangle, left, are

Binghamton, State Join To Win Woman's Fight For Leave Pay

BINGHAMTON — The Civil Service Employees Assn. legal assistance program came to the rescue of a senior medical worker with the Broome County Department of Social Services.

The employee, Kathleen Nemer, had been asked by her husband's employer, IBM, to attend a business luncheon at which her husband was to be honored for an invention he developed while an IBM employee.

Request Denied

The County denied Ms. Nemer's request for half of a personal leave day, but she went anyway. The County refused to pay her for it.

Broome County chapter president Jack Herrick and grievance committee chairman John Tangi saw the matter through to a Step 3 grievance procedure, which failed to solve the problem. Appealing to the State Association for assistance, CSEA regional attorney Sanford Tanenhaus was brought into the picture.

A Public Employment Relations Board arbitrator was named and a hearing set for Sept. 13. But the day before the County suddenly reversed itself and dropped the matter, also agreeing to pay any arbitration fees incurred.

Another Case

Mr. Herrick cited another example of the CSEA's fighting for its members in the case of a County employee, Yvonne Palumbo, who requested a personal leave day to attend an orientation session at her son's college campus, Oswego State University.

Metro Armories Meeting

Metropolitan Armories chapter of the Civil Service Employees Assn. has scheduled its annual holidays meeting and party for Dec. 14, according to chapter president Alfred Knight. It is slated for 5:30 p.m. in the Flushing Armory, Queens.

Initially, Broome County personnel director Kenneth Meade denied the request, contending that her presence was not mandatory. Mr. Meade added that he was also invited to the same session, since his own son was a student at the same school, but he did not plan to attend.

The Broome County chapter took up the fight and at Step 3 assistant county attorney Dan Gorman and Hugh Goodrich, representing the county, reversed the county's original decision.

According to the opinion handed down, attendance at the session was, in the thinking of the employee, mandatory and since the meeting was of a business nature and not social, the employee was within her rights to attend on a personal leave day.

Southern Region

(Continued from Page 3)

headed by Regional field supervisor Thomas Luposello, is now open five days a week from 9 to 12 a.m. and 1 to 5 p.m. The telephone number is (914) 896-8180. The stenographic position in the office is now held by an office temporary until a permanent stenographer is appointed.

The Conference office committee recommended that the Region hire a Grade 4 stenographer and that a research and political action analyst and a public relations analyst, both grade 18, be hired for the office as prescribed in the restructuring rules.

The Regional president was also advised to continue the Regional office committee and have it review and consider the needs of satellite offices and the possibility of setting up new offices in the counties of the Southern Region.

It's Free Parking, Buffalo Told

BUFFALO — Frederick Huber, president of the Buffalo chapter of the Civil Service Employees Assn., told a recent chapter meeting that the CSEA had won the parking lot dispute with New York State.

Huber reported that free parking will be available for state employees in state-owned lots at least for the remainder of the CSEA's three-year contract with the state.

Grace Hillery reported at the meeting that she has applied for a charter for a new Buffalo Retirees chapter of CSEA.

Erie County Sheriff Michael A. Amico was the principal speaker at the meeting in the Plaza Suite Restaurant. He talked on drug control and told the members the state's new laws have curtailed drug activity in Erie County.



chairman Rosalie Fiore, Paul Gallucci, Connie Zingaro and Virginia Bartsch. In the second photo, in a show of unity for their determination to win union recognition by the Waterfront Commission, are Mr. Krangle, chapter secretary Louis Ayila, CSEA field representative Edward Scherker; chapter vice-president Lawrence McPherson.