

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVI, No. 20 Tuesday, August 12, 1975 Price 20 Cents

CSEA PUBLIC RELATIONS

## MHEA Meeting

— See Page 8



**THE PEOPLE SPEAK** — Russel Cheney, president of the Putnam County Civil Service Employees Assn. chapter informs union members of current status of contract situation prior to their voting strike action.

### BULLETIN

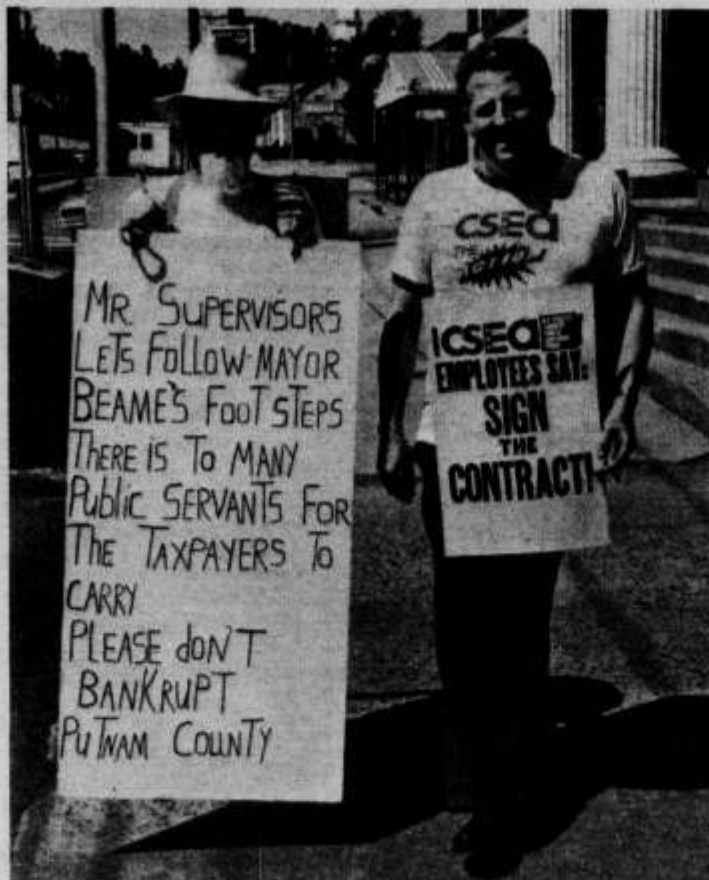
ALBANY — Civil Service Employees Assn. representatives were still meeting at Leader presstime to work out alternatives to Gov. Hugh Carey's announcement that Hudson State Training School would be closed Sept. 1. Approximately 100 Division for Youth employees work at the facility.

## Albany Kicks Off Political Action Drive

ALBANY — Following the directions of its State Division membership, the Albany Region of the Civil Service Employees Assn. has developed a Political Action Fund Drive Program that allows the participation of all State Division employees to the level they desire and has passed the basic concepts of the program to the other five CSEA regional officials.

"We have entitled the campaign 'Kick In To Help Us Kick Ends!' which basically captures the pent-up emotions of the frustrated State Division CSEA members in this Region and I

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**PUTNAM PICKET POWER** — The current inaction of the Putnam County Board of Supervisors to execute the agreement reached by Civil Service Employees Assn. and County negotiators—despite a PERB directive to do so—recently drew these two opposing picketers. Putnam County citizen William Weisner, left, donned a sandwich board last week to air his views, so Putnam CSEA member Robert J. Glinsman made sure the union side was represented, too. By the way, Mr. Glinsman is also a citizen-taxpayer of Putnam County.

## Putnam Workers Set Sept. 4 As Strike Deadline

By MARVIN BAXLEY

CARMEL — By a 118-1 vote, members of the Putnam County unit of the Civil Service Employees Assn. set a Sept. 4 strike deadline for settlement of their contract dispute.

The contract was presumed settled last February when agreement had been reached by negotiators for the union and the county.

The County Board of Supervisors has failed to implement the contract, despite an order last month by the Public Employment Relations Board to honor the previously reached agreement.

Since the Board of Supervisors intends to appeal the PERB decision, approximately 300 civil service workers in the county remain without a contract—the previous agreement having expired on Jan. 1 of this year.

Consequently, the general meeting of the chapter was called Aug. 7 to decide on a course of action to be followed.

Chapter president Russel Cheney had previously stated that, "If the supervisors refuse to honor the PERB decision, as

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## New Attitudes Forming Among CSEA Members

JOHN LOMONACO's name may not be a household word to everyone, but he was honored at a testimonial dinner last week for his long service to civil service as president of the Metropolitan Division of Employment chapter of the

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## CSEA Contract Suggestions? Rank And File To Have A Say

ALBANY — The Civil Service Employees Assn. will soon be alerting its State Division chapters of the need to start planning a program for upcoming contract negotiations.

In comments to The Civil Service Leader regarding these forthcoming major negotiations,

John M. Carey, CSEA assistant executive director-State, said, "CSEA State Division chapter presidents should be advised that they and their officers ought to begin immediately, and continue on a permanent basis, to survey their chapter membership on matters of interest and importance to be brought to the bargaining table by each respective negotiating team."

Mr. Carey also pointed out that "CSEA will prepare for negotiations immediately following the annual meeting in September

on salaries, health and dental insurance, discipline, grievances and all other general terms and conditions of employment.

"It is important that our chapters begin at once to get the feelings of the members of each chapter not only on broad subjects or negotiations but also those subjects that relate to each of the specific bargaining units.

### Put It In Writing

"It is suggested that each and every demand be presented in writing and submitted either to CSEA Headquarters in Albany, attention of John M. Carey, or put in the possession of chapter delegates who will attend the September meeting. These people will have the opportunity to make their presentation at sessions to be held separately for representatives of each of the bargaining units," Mr. Carey concluded.

The address of CSEA Headquarters is: 33 Elk St., Albany, N. Y. 12207.

### Inside The Leader

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## Hot Dispute Cooled; Broome Warmly Ratifies A Contract

BINGHAMTON — Hot summertime working conditions of the past—and the shorter work days caused by them—fueled the long, hot contract dispute that cooled this month when members of the Broome County chapter, Civil Service Employees Assn., ratified a contract with the county.

One of the main issues in the the 4 p.m. closings of county months-long pact dispute was offices during warm weather months. The practice had been

(Continued on Page 14)

CSEA PUBLIC RELATIONS



# Clerks, Stenos, Custodians, Others Sought In Nassau

MINEOLA—Fourteen positions with agencies in Nassau County are now open for filing. Salaries range \$6,599 to \$22,779 a year.

To qualify for **account clerk**, applicants must be a high school graduate and have one year of clerical experience involving financial accounts and records. Applications must be received by Aug. 22, with an examination scheduled for Oct. 4.

The following positions are open until Aug. 27 and testing will be held Sept. 27.

One year of experience in building cleaning and maintenance work; or six months' experience as a carpenter, plumber, electrician, painter, mechanic or other related maintenance work will qualify applicants for **custodian**. The position has a starting salary of \$7,223.

**Nursing instructor I** is open to individuals with a bachelor's degree in nursing or nursing education and two years' professional nursing experience. In addition, candidates must possess a registered nurse's license.

For **clerk II**, applicants must be a high school graduate and have two years' general clerical experience. High school graduation and two years' clerk-stenographer experience in a business office will qualify candidates for **clerk-stenographer II**. Both positions pay \$8,107.

To be eligible for **senior stenographer**, applicants must be a high school graduate with two years' clerical work involving the taking and transcribing of dictation. High school graduates with a year of clerical work may apply for **senior typist clerk**. The

positions are in Port Washington and Sewanhaka.

**Resources supervisor**, a \$12,421 position, is open to applicants who are high school graduates and have five years' experience as a credit investigator. Three years' experience will qualify individuals for **resources examiner**,

with a starting salary of \$9,174.

Graduation from a high school or business school or one year of work as a medical stenographer will qualify applicants for the \$7,671 position of **medical stenographer I**. **Electronic technician I/electronic technician** is open to high school graduates with four years' experience in servicing and testing electronic equipment.

To be eligible for **director of ambulatory care nursing services**, candidates must have a master's degree in nursing or a related field and eight years of progressive nursing experience in a home health agency. This position has a starting salary of \$22,779. The same qualifications will qualify candidates for **director of home care nursing services**.

Filing will close Aug. 15 for **director, bureau of management**—a \$21,060 position. To be eligible, candidates must have a master's in business or public information and seven years' experience in management information, data processing and systems analysis. No written test will be held, with candidates being rated on the basis of the training and experience.

For applications and detailed information applicants should contact the Nassau County Civil Service Commission, 140 Old County Road, Mineola.

**Someone Needs You — Blood is meant to circulate. Keep it moving, by donating. You may not be dying to give blood, but some day you may be dying to get it.**

## Berger Named Social Service Commissioner

ALBANY — Stephen Berger has been named commissioner of the State Social Services Department. He had been serving as acting commissioner since May. Mr. Berger, 36, became acting commissioner after the resignation of Commissioner Abe Lavine.

He was executive director of the New York State Study Commission on New York City from December 1971 to April 1973. He went to the Social Services Department early May as executive deputy commissioner after serving as the director of the Office of Planning Services in the Executive Department.

A Brandeis University graduate, Mr. Berger has also headed a private management consulting firm, directed studies for the Commission on Critical Choices for Americans, and worked as executive assistant to Cong. Jonathan B. Bingham (D-Bronx).

His new position pays \$47,800 a year.

## Reverse Pilgrim Discipline Case

BRENTWOOD — A grievance filed by the Pilgrim Psychiatric Center chapter, Civil Service Employees Assn., has produced an arbitration award that suggests that a disciplined employee should have been commended instead.

Pilgrim chapter president Julia Duffy said that "the arbitrator agreed with CSEA that the employee deserved commendation. Morale will be helped as a result of the CSEA victory in this case."

The ruling cleared the record of a therapy aide, Bruce Specht, and cancelled a \$75 fine levied against him. Management had accused Mr. Specht of acting improperly and failing to use good judgment when he restored order in a potential crisis situation with a patient by using a "loud, authoritative" voice.

Testimony showed that a three-member professional team, all females, had sent for a male therapy aide because they feared the patient might become violent. Mr. Specht knelt in the background silently until the patient rose to his feet and began to shout, according to the testimony, and then he quieted the patient by speaking in a loud authoritative voice.

The patient's threatening actions then ceased. The arbitrator said that it was because he was "apparently stunned by Mr. Specht's approach." There was no further difficulty with the patient.

"I note," the arbitrator ruled, "that the three professionals who were present did nothing

whatever to instruct Mr. Specht as to what he was supposed to do."

The legal defense of the employee was handled by CSEA Long Island Region I attorney Warren F. X. Smith.

## Donahue Takes Central Islip's Runoff Election

CENTRAL ISLIP — A new ticket headed by Danny Donahue swept a runoff Civil Service Employees Assn. chapter election at the Central Islip Psychiatric Center.

Mr. Donahue immediately called for unity as he pledged to "make CSEA what the members want."

He said that efforts will be made to secure the largest possible attendance at future chapter meetings so that all departments and titles will have the opportunity to express their views.

The newly elected slate includes: Eileen Gorski, first vice-president; Michael Montanino, second vice-president; Virginia Holmes, secretary, and Margaret Spinks, treasurer. Elected as directors are: Lynn Judge, Stanley Roberts, Paul Duttge, Salvatore Russo and Claire Hofmann.

Ms. Gorski had been chapter corresponding secretary; Ms. Hofmann was a director.

The runoff election had been ordered by the statewide CSEA special elections procedures committee after Mr. Donahue and past president Joseph Keppler had filed objections to the vote held in June.

The revote was conducted by the Honest Ballot Assn.

## State Correction Deputy Super Exam Is Set For Oct. 4

ALBANY — Qualified employees of the state's Correctional Services Department have until August 25 to file for deputy superintendent for reception and classification. The job is at the G-27 level paying \$21,545 a year.

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### NAME ZIPPER

Thomas A. Harnett, Superintendent of Insurance, has appointed Gerald Zipper as director of public affairs. Mr. Zipper is known primarily for his work in developing new product, marketing and promotion for equity-related insurance products.

**Civil Service Activities Association**

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**CIVIL SERVICE LEADER**  
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For Public Employees

Published Each Tuesday

Publishing Office:  
11 Warren St., N.Y., N.Y. 10007

Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year. Individual Copies, 20c.

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# Putnam's Strike Deadline Is Set For September 4

(Continued from Page 1)

they have publicly stated they would, then any action which may result shall rest upon the shoulders of the Percacciolo administration."

Mr. Cheney's reference to Joseph Percacciolo, chairman of the Board of Supervisors, was in reaction to the Board chairman's opposition to approval of the pact and his refusal to abide by his own previous commitment to call a Board meeting as soon as PERB had rendered a decision.

Putnam is one of seven counties in the Southern Region III of the Civil Service Employees Assn. The regional supervisor, Thomas Luposello, has likened the Putnam situation to that in neighboring Dutchess County.

"The situation in Putnam fits to a 'T' that in Dutchess County, where we recently conducted a successful strike," Mr. Luposello said.

Employees of Dutchess County had engaged in a five-day job action last month in order to force action on their contract, retroactive also to Jan. 1. An imposed settlement by an arbitrator was finally accepted by Dutchess CSEA members and the County Board of Representatives.

### Special Funds

Mr. Cheney, the Putnam chapter president, pointed out that the Supervisors pay Keegan and Keegan law firm \$1,000 plus \$100 an hour to handle a landfill case. He also listed several other instances where funds were made available for special purposes: a 412 percent increase for the County Attorney's Office, \$5,000 for the County Highway Superintendent, \$7,000 for the Clerk of the Board, \$6,000 for a Tax Map Department consultant, \$12,000 for a purchasing agent.

"And they give themselves a 7 percent raise," Mr. Cheney said, "without providing one cent for the workers."

Mr. Cheney also pointed out that each town within the county has given its employees a 10 percent increase, "and the county employees are asking for less."

Southern Region III president James Lennon predicted that other chapters in the region would rally to Putnam's support if the situation reached the



Putnam chapter president Russel Cheney, second from left, confers with CSEA field representative Larry Scanlon, Carolyn Hustis and Marie O'Dell, newly appointed head of chapter political action committee.

showdown stage.

His statement was based on support given to Dutchess County employees last month by other local government chapters within the region. These other chapters are Dutchess Educational Employees, Orange, Rockland, Sullivan, Ulster, Westchester and Putnam itself.

With 231 square miles, Putnam County is the third smallest county geographically, other

than the five boroughs of New York City, in the state.

Putnam, however, is in the Metropolitan New York City area and, despite its geographic limitations, is the 25th smallest in population among the 57 counties outside the City. Population of Putnam in the last census was 56,696 persons.

Approximately 300 employees are affected by the contract dispute.

## Koenig Winner In Monroe

ROCHESTER — Martin Koenig, who ran unopposed, has been re-elected to a second two-year term as president of the Monroe County chapter, Civil Service Employees Assn.

"There was no opposition to any member of the slate, which, I think, is a reflection of satisfaction for the job we've done," Mr. Koenig said.

He said about 800 mail ballots were cast, representing about 20 percent of the chapter's 4,000 members.

Elected for the first time were Jean K. McAvoy, first vice-president; Robert E. Bray, second

vice-president, and Harold Fanning, third vice-president. Re-elected were Patricia Plumeri, secretary, and Lucille Gysel, treasurer.

Elected for two-year terms on the chapter board of directors were Arlene M. Meng and Sam R. Morano. Re-elected to the board were Raymond B. Bauer, Dominic DeMaria and Clifford Roberts. Re-elected delegates for two years were Robert F. Falzone, Angelo J. Monteleone and Norman H. Schulz.

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



**UNIT RECEIVES CREDIT** — Edward Carlsen, left, a Lancaster School trustee and main speaker at the recent installation dinner of the Lancaster School unit, Civil Service Employees Assn., gave the unit "major credit" for his re-election as trustee over a local teacher-union-sponsored candidate. With Mr. Carlsen at the dais are, from left: Salvatore Mogavero, chairman of the CSEA County Division; his wife, Claudia, and Ruth Walker, Lancaster School unit president.

## Albany's Political Drive

(Continued from Page 1)

believe all other CSEA Regions," regional president Joseph McDermott explained.

"Basically, this is a fund drive to gain the one thing all politicians on every level understand: political clout — money!"

### "Insult Offer"

"Shortly, the State Administration will be passing out the insult offer that the Governor made and the Legislature forced us to accept. When the state workers see that check and realize that CSEA was telling the truth all along, we want to provide them with a channel to vent their anger in; a channel that will turn the tables on the politicians.

"So we have come up with 'Kick Ends' campaign. Members can kick in five dollars or one hundred dollars and pay for an opening kick off or a touchdown.

whatever they want.

"They will be gaining two additional benefits from participating in this campaign: first, a tax exemption equal to the amount they contribute, and, second, the knowledge that the CSEA Albany Region will be acting in their best interests this November, and every November, in evaluating all political candidates based on their reputation of serving the needs of the public employee fairly and justly," Mr. McDermott concluded.

Twenty thousand flyers are being distributed in the Albany Region and a similar campaign is beginning in the Buffalo Region.

Albany regional officials estimate that returns could run from \$100,000 to \$250,000.

BUY U.S. BONDS

## 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. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

### AUGUST

- 12—Official opening of Suffolk chapter and Region I satellite office: 3:30 p.m., 350 Vanderbilt Motor Parkway, Hauppauge.
- 13—Orange, Ulster and Sullivan Counties Retiree chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 16—SUNY at Fredonia chapter picnic: College Lodge.
- 16—Town of Huntington unit picnic: 12 p.m.—dusk, Crabmeadow Beach, Northport.
- 22—Marcy Psychiatric Center chapter general meeting: 7 p.m., Burrstone Restaurant, New Hartford.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.
- 28—Rochester chapter annual summer party: 6:30 p.m., Logan's Party House, Scottsville Rd., Rochester.

### SEPTEMBER

- 5—Education Department chapter clamsteam and steak roast: 12:30 p.m.—9 p.m., Lanthier's Grove (two miles north of Latham Circle), Rt. 9.
- 6—Saratoga County Educational Employees chapter clamsteam: 10 a.m., Krause's Half Moon Beach, Crescent.
- 7—Onondaga County chapter clambake: 1-6 p.m., Henderwadels Grove.
- 13—Suffolk County chapter picnic: 11 a.m.—5 p.m., Southaven County Park, Yaphank.
- 13-14—Brooklyn Developmental Center chapter mini-weekend: Latin Casino, Cherry Hill, N.J.
- 24—Nassau County School Crossing Guards unit meeting: 8 p.m., Mineola police headquarters building.



**VESTAL CONTRACT** — Officers of the Vestal Central School unit, Civil Service Employees Assn., and representatives of the Vestal Central School District have signed a new contract agreement covering non-teaching employees of the district. Members of the negotiation committee and school district officials who signed the agreement are, front row from left: Timothy Bonick, assistant superintendent of schools; Ursula Hambaick, and Peter SeJan, unit president. At rear, from left: Robert Warner; Merle Cage; Rita Krisko; Sam Miller; John Tarsia, and Nick Mancini.





**BROOKLYN PC INSTALLATION** — Officers of Brooklyn Psychiatric Center chapter 402 of the Civil Service Employees Assn. were installed last month by CSEA vice-president Solomon Bendet, head

of the New York City Region II to which the chapter belongs. From left are treasurer Ann Meiolo, representative John Dowd, representative Sallie Jones, representative Gertrude Holly, second vice-president Neil Dun-

can, CSEA public relations associate Randolph Jacobs, president Joan Shaw, Mr. Bendet, first vice-president William Cunningham, representative William Sage, representative Joseph Wolcott and Mental Hygiene delegate Joseph Romano.

## Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man		
(Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	varies	varies
Vartype Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

## State Holds Tax Clerk, Claims Examiner, Hospital Personnel, Printer & Other Examinations

ALBANY — A variety of open-competitive positions now exist in various departments of state government. Salaries in the statewide offices range from \$7,024 to \$31,255.

In the Department of Taxation and Finance positions as chief clerk surrogate, head clerk surrogate, principal clerk surrogate and senior clerk surrogate exist. For the chief clerk six years of clerical experience in a law office, surrogate court or other governmental agency is necessary. For head clerk five years; for the principal clerk four years; and for senior clerk three years are needed. One year of the above experience must be in work involving transfer and estate law, estate administration of fiduciary matters.

For the \$9,029 position of medical record librarian, candidates must be certified as a medical record technician or have two years of medical record librarian experience. The jobs exist in various statewide facilities of the Mental Hygiene and Health Department.

Five years' experience in production and estimating positions in a printing firm, will qualify candidates for the \$10,714 job as printing audit assistant. College education with a major in graphic arts may be substituted for up to one year of experience. In addition, a position as printing audit supervisor, is open with the Audit and Control Department. To qualify, candidates need eight years' experience with a large volume printing concern.

The experience must include three years in an administrative position.

Positions as compensation claims auditor and senior compensation claims examiner exist with the State Insurance Fund. For the \$10,714 position of claims auditor a college degree and 24 undergraduate or graduate credits in accounting will qualify applicants. The claims examiner job, paying \$13,404, is open to candidates with six years' experience in the examination, investigation or adjustment of insurance claims. College work may be substituted for up to two years of experience.

In the hospital field, positions as hospital nursing surveyor, hospital administration consultant and senior hospital administration consultant are available. The nursing surveyor position is open to applicants with a registered nurse license, a degree in

nursing and three years' experience. For hospital consultant, candidates must have a master's degree and three years' experience; and for senior consultant a master's degree in hospital administration and five years' of experience, one of which must be as an assistant administrator of a hospital is necessary.

In the Office of Parks and Recreation there is a vacancy for principal environmental analyst, a \$21,545 a year position. To qualify candidates must have a bachelor's degree in forestry, biology, engineering, physics or chemistry and have had four years' experience in evaluation of actions which might have an impact on the environment. Graduate training in any of the fields may be substituted for up to two years' experience.

Some positions as research analysts are available.

See page 12 for filing details.

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**ANNOUNCER:** Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

**SPEAKER 1.** A manufacturer of dental supplies in Manhattan needs a **MACHINE SHOP FOREMAN** or **FORELADY** with at least five years' experience. Will be production supervisor on automated small parts products. Must have experience producing jigs

and fixtures. Will also be responsible for machine maintenance. The salary is \$13,000 a year.

2. A **SALESPERSON** for giftware is also in demand. Will sell imported giftware. Do stock and ordering. Retail experience is required along with a general knowledge of European porcelain and crystal. This job is also in Manhattan and pays from \$125-\$160 a week depending on the applicant's experience and ability. No weekend work.

3. A children's center in the Bronx reports that it's looking for a **HOME ECONOMICS TEACHER** with a Master's degree. Must have at least three years experience teaching this subject. Will work with emotionally disturbed adolescents. This position pays \$12,870 a year.

4. There's a job waiting for an **EXECUTIVE SECRETARY** in Brooklyn. Must have two-five years of business experience and be able to type at least 70 words a minute and take steno at 90. Will have administrative duties. Hours include two nights and Saturdays. The job pays \$165-\$190 a week plus overtime for work over 40 hours.

5. A painting contractor in Manhattan wants a **PAPER-**

**HANGER.** Applicant must have at least five years' experience and be a first class worker. This is a steady job and pays \$5 an hour. Salary could go higher, depending on experience.

6. Up in the Bronx, there's an opening for a **BUTTON** and **BUTTONHOLE MACHINE OPERATOR.** The employer says he will take someone with a little experience and train to sew buttons and do other work around the shop. The pay is \$2.50 an hour.

7. On Long Island, there's an opportunity for a **PRINTING PRESS PERSON** who can operate a Royal Zenith Press. The salary is \$175 a week and up, depending on the worker's experience.

8. Also on Long Island, this position for a **TRAVEL AGENT.** Will arrange travel reservations, plan itineraries, verify arrival and departure times. The job calls for someone with one-two years of experience and pays \$125 a week and up.

9. Back in the City, a Brooklyn new car dealer wants an **AIR CONDITIONING MECHANIC** to work on cars. Applicant must be a fully-experienced Class A mechanic. Will do tune-ups and transmission work. Must have

own tools and driver's license. The job offers a salary of \$244 a week.

10. A medical library in Manhattan is interested in locating a **LIBRARIAN** who has a Master's degree in library science and at least five years' experience in a medical school library or a large hospital. The salary ranges from \$16,000-\$18,000 a year and will depend on the applicant's experience.

11. In Queens, the help wanted sign is up for a **METAL FABRICATOR.** Must have two-five years experience as an ironworker second class. Will fabricate, repair and erect structural metal. Applicant must be familiar with burning and welding of carbon steel and stainless steel. Must know blueprints. The pay is \$6.00 an hour.

12. If you're a **CLERK-TYPIST,** this Brooklyn vacancy maybe what you've been waiting for. It calls for someone who can type 40-50 words a minute, answer phones and do filing. And the pay is \$125 a week.

13. Now a couple of Westchester jobs. The first opening is for a **PURCHASING AGENT** who is experienced buying in the chemical field. Applicant must have

a degree in chemistry. Salary \$1,000 a month.

14. A **COLORIST** is also in demand in Westchester. Will develop and match color concentrates for plastics. The employer wants someone with two-five years experience in this kind of work and will pay \$170 a week.

15. Today's final listing is for an **ASSISTANT BUYER** in Manhattan. The job calls for a BA in marketing and some experience in the line. Buy accessories or ready-to-wear. No nights or Saturdays. The salary is \$115-\$126 a week.

**ANNOUNCER:** The phone number again for New York City jobs is 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

## Commerce's Alice Smith Is Honored

ALBANY — Alice I. Smith, a former member of the Department of Commerce chapter, Civil Service Employees Assn., was cited recently upon her retirement after 18 years' State service.

Ms. Smith, who has worked for the past 12 years in the Commerce Department, also served in the Agriculture and Markets Department and the Tax and Finance Department.

Chairman for the luncheon was Carol Stone.

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Member Audit Bureau of Circulations  
Published every Tuesday by  
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Publishing Office: 11 Warren Street, New York, N.Y. 10007  
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-8Eekman 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher  
Paul Kyer, Associate Publisher  
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Charles A. O'Neil, Associate Editor  
N. H. Mager, Business Manager  
Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127  
ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474  
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350  
20¢ per copy. Subscription Price: \$4.11 to members of the Civil Service Employees Association, \$9.00 to non-members.

TUESDAY, AUGUST 12, 1975

Don't Repeat This!

(Continued from Page 1)  
Civil Service Employees Assn. Mr. LoMonaco is now retired, and his successor as chapter president, William DeMartino, is a man who had been active in the private-sector union movement before he entered public service. Mr. DeMartino is one of many of the younger generation coming into positions of authority in CSEA. This past summer he was also elected as a regional vice-president and as a member of the statewide CSEA Board of Directors.

Another case for the younger generation is illustrated by the election of Robert Lattimer as a statewide CSEA vice-president. Mr. Lattimer displaces Joseph McDermott for the distinction as the youngest CSEA vice-president. Both men could be more described as third-generation leaders than as second.

The movement of younger members into places of union leadership is only part of the evolution now taking place in the Civil Service Employees Assn.

Possibly even more indicative of the organization's change of attitude is the attention being given to political action this year.

CSEA, with its quarter-million membership, entered the political forays for the first time three years ago. As a whole, it has had an outstanding record in backing winning candidates.

But, to be honest, political action as a movement was more a case of the leadership's effort to heighten the membership's political awareness.

This time, though, the political talk is emanating from the rank and file. There is a demand for action at the local, regional and statewide levels. And, there is one overriding issue that the people are talking about:

Whether members of the Legislature supported the fact-finders' compromise recommendation of a 6 percent pay increase for state employees on the third-year re-opener of their current contract, which runs through March 31, 1976.

At this moment, the feeling is that everyone who voted for the \$250 one-time bonus is on CSEA's unfriendly-to-labor list.

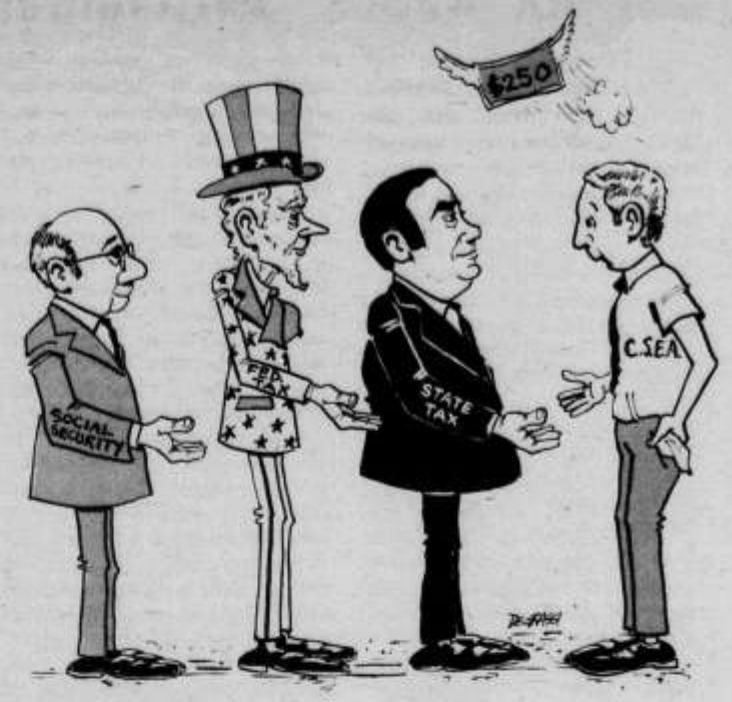
Of course, by the time the next election takes place, there will have been a new contract agreement, and some of those regarded as anti-Civil Service will have an opportunity to make amends.

While the winds of change are blowing for CSEA, it must also be remembered that many of its established leaders were re-elected this summer.

What the Albany politicians need to keep in mind, then, is that these experienced leaders survived, because they know how to read the mood of the membership. Adding their savvy to the militancy of the younger leaders and the sense of urgency now being felt by the rank-and-file members will result in a greatly changed union from the one that faced the Rockefeller and the Wilson Administrations and the first months of the Carey Administration.

It would be foolish of either the Administration or the Legislature to interpret the acceptance of the \$250 bonus as a sign that CSEA members are docile and controllable. There

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Proper Pay Rates

In a recent case, the Supreme Court, Special Term, Albany County, issued a decision regarding proper rate of pay of a civil service employee whose position had been reallocated to a higher salary grade between the date he resigned from his position and the date he was reinstated to the same position. The petitioner in this case commenced his service with the Department of Correctional Services as a Correction Officer, SG-12 in June 1956. He served continuously until October 1967, at which time he resigned. Petitioner requested and was granted reinstatement to his position and was appointed a Correction Officer SG-14, effective Feb. 28, 1974.

**PETITIONER MADE** an inquiry regarding the method that was used in arriving at the basic salary at which he was to be paid upon reinstatement. He was advised by the Department of Audit and Control that he was credited with all salary benefits that were granted during his absence that did not require an employee to be an incumbent. Thereafter, petitioner instituted a contract grievance pursuant to Article 7 of the collective agreement between the State of New York and the Security Unit employees grieving the determination of his basic annual salary upon reinstatement. It was petitioner's contention that upon reinstatement he was eligible to receive salary increments as set forth in the salary schedule established for his new position based upon the number of years of service in his new position added to the years of service in his former position.

**PETITIONER ARGUED** that such credit for prior service is authorized under Section 131, subdivision 4 of the Civil Service Law. Therefore, petitioner claimed he was entitled to be placed at the first longevity step of the salary schedule, based on the number of years' service in his former position. However, the grievance, which was not subject to binding arbitration, was denied by the Office of Employee Relations.

**PETITIONER THEREFORE** commenced an Article 78 proceeding. The court, in affirming the determination of the Office of Employee Relations and the Department of Audit and Control, pointed out in its decision that Section 131, subdivision 4 of the Civil Service Law refers to and has application to reinstatement to "similar grade positions" and reinstatement to a position "in the same salary grade." The court continued by saying that the position of Correction Officer was reallocated from SG-12 to SG-14 between the time petitioner resigned to the time petitioner was reinstated. Therefore, the court stated that "as a result of reallocation, petitioner was not reinstated to a position in

(Continued on Page 10)

## A Matter Of Money

**W**ARS make such interesting reading. Nearly everyone is expert at them, since the primary criterion is to rally round the home side, much like a ball team. The foes are easily identifiable, and the lives of the folks at home go on pretty much the same.

Not so with economics. Hardly anyone understands the subject, and when a carefully constructed house of cards gets wobbly, panic sets in. The folks at home are directly affected, and their frustrated efforts to get out from under only shake the foundations all the more.

Consequently, you have politicians, who are mostly lawyers, trying to deal with economic problems that even the so-called experts cannot reach agreement on.

A current case in point is the situation in New York City, which is teetering on bankruptcy, seeking aid from New York State, which is pleading poverty, while the Federal Government turns a deaf ear—Congressmen being too busy, naturally, with essential issues like voting cost-of-living pay raises for themselves. (Come to think of it, that's what the New York State Legislators did for themselves last year, although the Legislators overestimated the inflation rate somewhat. No matter, they swallowed their pride and accepted the 57 percent pay increases anyhow.)

On the homefront, meanwhile, we witness state, city, MAC and bank officials still bumping heads in their attempts to resolve the fiscal crisis in the Big City.

Richard Nixon, where are you now that we need you?

## One For The Workers

**R**EVERSAL by an arbitrator's decision of disciplinary charges against an employee at Pilgrim Psychiatric Center on Long Island should boost the morale of public employees who are tired of being treated like the enemy instead of as civil servants.

The employee, a therapy aide, had been disciplined and fined \$75 for failing to use good judgment.

The arbitrator's ruling cleared the record and cancelled the fine, and, in effect, acknowledged that the employee's action had restored order in a potential crisis situation.

The union president at Pilgrim, Betty Duffy, commented on the decision: "The arbitrator agreed with CSEA that the employee deserved commendation. Morale will be helped as a result of the CSEA victory in this case."

This individual situation is, of course, a victory for the Civil Service Employees Assn., which provided legal services to the accused employee. More importantly, though, it is a victory for all public employees who are criticized after-the-fact for action that they thought was appropriate.

## Questions & Answers

**Q.** My mother recently died at 69 after a long illness. If I pay our family doctor, who was treating her, can I apply for the Medicare medical insurance payment?

**A.** When someone who has Medicare dies, special rules apply to the medical insurance payment. If your doctor accepts assignment, Medicare will pay

him. If he won't accept assignment, the payment can be made to whoever pays the bill. You will need to file two forms and proof of payment. The forms are Request for Medicare Payment and Statement Regarding Medicare Payment for Medical Services to Deceased Patient. You can get both at any social security office.



# Suffolk Needs Switchboard Operators

HAUPPAGUE—The Suffolk County Civil Service Department is accepting applications for junior civil engineer trainee, switchboard operator, family planning aide, and public health nursing director. The positions have salaries ranging from \$6,058 to \$19,032 a year.

There are no residency requirements for these posts, but appointment preference may be given to Suffolk County residents.

There are no minimum education or experience requirements for switchboard operator (exam 15-237). A written exam will test knowledge, skills and abilities in such areas as public relations, including telephone procedures and etiquette; English grammar, word usage and vocabulary, and filing.

Family planning aide (exam 15-233) is open to candidates with one year of experience working in a para-professional capacity in a health clinic. The written test will cover the use and

effectiveness of various birth control methods; counseling patients on common family planning and health problems; and office practices and arithmetic computations.

A bachelor's degree in civil engineering will qualify applicants for the position of junior civil engineer trainee (exam 15-238). Those appointed will serve a one year probationary term before permanent appointment. Highway drainage design factors; mathematics as applied to civil engineering; basic construction procedures; and cost engineering will be included in the written test.

For all the above positions, applications must be postmarked no later than Aug. 13. The testing is scheduled for Sept. 20.

A master's degree in nursing or related fields which includes courses in nursing administration, and nine years' nursing experience will qualify applicants for public health nursing director (exam 15-239). Candidates

must also possess a registered professional nurse license.

The Sept. 27 exam will test knowledge of administration, program planning, organization and administration of training programs and social factors related to patient care. Applications must be postmarked by Aug. 27.

## Don't Repeat This!

(Continued from Page 6)

were many factors that went into the decision—and the situation that bred those factors will be starkly different next time.

Negotiations for a new contract for state workers are due to get under way within the next few months, and, this time, both sides will know where the lines are to be drawn—and when to draw them.

Buy American!

# Letters To The Editor

## Positive Comments

Editor, The Leader:

Some positive, personal, constructive comments on the decision of the Civil Service Employees Assn. Executive Committee to honor the rank-and-file vote over the Strike Issue.

This is one of the many honorable things the CSEA has done in recent years. If rank-and-file members have no say in decision-making in a truly democratic manner, they are not truly represented.

Many labor unions are simply automatic structures, serving leadership rather than the rights and needs of their members. They are personal power structures like those forces they fight against. This is one good reason for NOT joining the AFL-CIO labor structure and NOT allowing them to bamboozle New York State Civil Service employees to get hooked into strong-arm tactics which ignore rights and needs of both public and membership.

CSEA's traditional practice of "internal democracy and majority vote" should be maintained whatever the situation. An honest count of ballots is very important! I have known cases where members were not even allowed to vote—much less speak up at a meeting.

Whatever is accomplished by strong-arm tactics and misuse of power is hardly worth all the conflict in labor disputes. CSEA will never suffer for being honest and democratic. Its reputation has gone up in my estimation and makes me proud to be a member.

While I am aware of many valid reasons for striking, I am happy when the membership is consulted.

The Taylor Law appears to be an unjust piece of legislation, more to keep control in the hands of the elected representatives than to serve the needs of the people at large, especially the laboring class. It fosters arbitrary decision-making, not in the interest of the general public. It certainly does not serve well the interest of Civil Service employees. There is no redress.

I think it highly insulting for civil servants to be forced to cut back in wages and even lose their livelihood while the Legislature increases its own budget and salaries in the face of a bad economic situation. When have we heard of a cut in salary from the top down? It is always from the bottom up. "Lulus" and "no show" jobs increase my discomfort to the point of anger.

Whatever the situation and howsoever justifiable one's cause, it is always the best policy to follow legal procedures until such time as an unjust law is changed. I hope injustice will be taken out of the Taylor Law soon.

I commend the CSEA for its no-strike decision and for not going the way of all flesh, emphasizing individual rights to the detriment of the rights of everyone else.

Chaplin Timothy Stockmeyer  
Creedmoor Psychiatric Center  
Queens Village

## Urge USES Credits

Editor, The Leader:

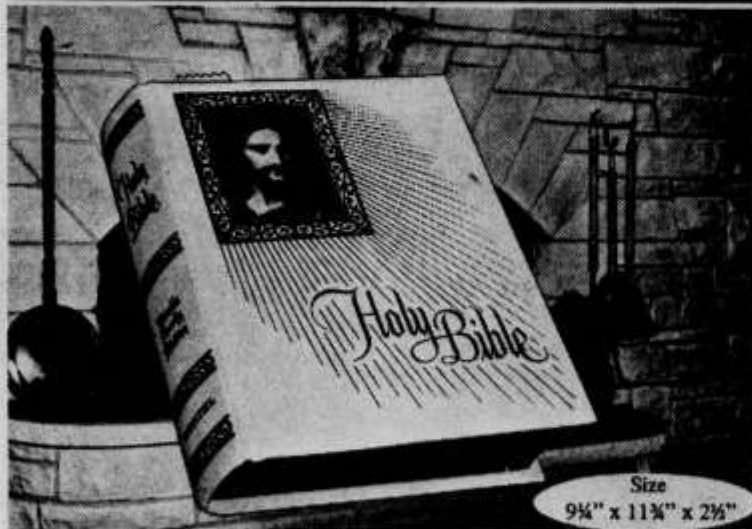
I want to urge as many people as possible to contact their state legislators in behalf of New York State employees or retirees who were employed before, during and after World War II by the U.S. Employment Service before that agency reverted to the New York State Employment Service.

State retirement credit should be given to those individuals who entered public service with the USES; legislation could permit such current or retired employees to purchase retirement credit with the State Retirement System for time served in the USES. The procedure would be similar to that allowed World War II veterans for their military experience.

Such legislation would encourage early retirement, provide fair treatment for people initially employed by USES, save the state considerable money and provide additional annual allowances to eligible retirees.

Murray Schubert  
Delmar

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CSEA State Executive Committee chairman Thomas H. McDonough acknowledges applause from audience as he and other dignitaries are introduced. From left are CSEA Mental Hygiene representative and MHEA consultant Nicholas Puzifferri, CSEA Mental Hygiene representative and MHEA fourth vice-president Salvatore Butero, Mr. McDonough and Mrs. George Buckholtz, wife of the director of Syracuse Developmental Center.

# Pass Pro-CSEA, Fact-Finder Resolutions At MHEA Meet

By CHARLES O'NEIL

ORISKANY—Several score members of the Mental Hygiene Employees Assn., which met here recently, approved one resolution supporting the Civil Service Employees Assn. in any future representation battle and a second one expressing displeasure with the rejection by Gov. Hugh L. Carey of the fact-finder's report on state worker salary increases.

The MHEA is composed of employees who staff psychiatric and developmental centers around the state.

Officials of at least two unions have said they intend to challenge CSEA for representation rights of state workers. One is the American Federation of State, County and Municipal Employees (APSCME) and the second is the New York State Public Employees Federation (NYPEF), a conglomeration of the United Teachers Assn., the Building Trades Council, Laborers International, Service Employees International and Teamsters Local 237. With the exception of the Teamsters local, all are affiliates of the AFL-CIO.

Sponsors of the second resolution pointed out that it was the Governor himself who directed the wage issue be brought before the fact-finders. He then rejected their suggested 6 percent wage boost for the third year of the CSEA-State pact and substituted a one-shot \$250 bonus instead.

The MHEA members also dispatched a letter to CSEA Albany Headquarters suggesting that one item in the coming union-State contract talks ought to be the inclusion of state workers under the State Disability Law. At present, coverage is extended only to workers in private industry and business. They also suggested that sick leave with half-pay become mandatory for all four CSEA bargaining units.

Most MHEA members also hold CSEA membership.

A newsletter, to be edited by Audrey Smith, will shortly be appearing in the mailboxes of MHEA members. Ms. Smith has been handling public relations and publicity for the Association. It remains to be decided whether the publication, to be called the MHEA Newsletter, will be published two, three or four times annually.

At a morning session at Trinkaus Manor chaired by MHEA president Irene Hillis, James Julian of the CSEA Utica satellite office conducted a question and answer session with the Mental Hygiene employees. Mr. Julian repeated prior warnings from CSEA leaders, including union president Theodore C. Wenzl, not to mail back representation cards from unions challenging CSEA.

"Some people send them back saying they're not interested or so that the other union will have to pay the postage for a 'no,'" Mr. Julian pointed out. However, he added, in some cases the cards are scale weighed to determine their number and no attention is paid to what may be written on them.

"The only thing to do with them is to rip them up," Mr. Julian said firmly.

Business completed, the MHEA members had some time for recreation. Events included a trip to a nearby quarry to search for semi-precious stones, a visit to the Revere Copper & Brass Co.'s factory store, a boat trip and tour of a restored Erie Canal village and museum near Rome and others.



Mental Hygiene Employees Assn. officers pose together for group picture. From left are social chairman Frank Costello, Marcy PC; consultant Nicholas Puzifferri, Rockland PC; fourth vice-president Salvatore Butero, NYS Psychiatric Institute; third vice-president Eileen Cole, Craig DC; second vice-president Theodore Brooks, Syracuse DC; first vice-president Richard Snyder, Wassala DC, and president Irene Hillis, Willowbrook DC.



MHEA social chairman Frank Costello served as master of ceremonies for the meeting at Trinkhaus Manor in Oriskany as head table officers and guests and Mental Hygiene delegates gather to officially wind up their quarterly meeting.



CSEA treasurer Jack Gallagher and his wife, Arlene, were among guests who were introduced at dinner ending three-day MHEA conference.

## Two-Year Labor Studies Registration Under Way In Albany

ALBANY—Registration is now under way for the two-year labor studies program conducted by Cornell University's Capitol District School of Industrial and Labor Relations and Russell Sage College.

The program, consisting of 12 10-week courses, will begin Sept. 9. Courses are held at Russell Sage College one evening a week from 6:15 to 9:30 p.m. The campus is located at 140 New Scot-

land Ave., Albany. The material covered includes labor history, labor law, collective bargaining, contract administration, arbitration, communication skills, basic economics, basic psychology, urban problems and contemporary trends in American society.

Each evening two subjects are covered. The school year is divided into three 10-week terms with recess periods between terms.

Upon satisfactory completion of the two-year course, participants will be awarded a certificate in labor studies from Cornell University and 21 college credits from Russell Sage College. The credits can be applied toward an associate or baccalaureate degree at Russell Sage. The Labor Division of Empire State College will grant credit to labor liberal arts graduates after they matriculate for a de-

gree with Empire State.

The program is open to working adults who have a high school diploma or who can demonstrate that they have the equivalent basic skills and knowledge of a high school graduate. Attendance at 80 percent of the classes is required.

The tuition for each 10-week

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

term of two courses is \$60. There is a one-time registration fee of \$10. The cost of the complete two-year course of 12 subjects is \$370. Enrollment is limited and students will be admitted on a first-come-first-served basis.

Registration forms are available by writing to: Capitol District Labor Studies Program, Russell Sage Evening Division, 140 New Scotland Ave., Albany, N. Y. 12208.



## Rochester Sets Aug. 28 Party

ROCHESTER — A family-style dinner, raffle and door prizes, music by the Bill Chambly Quartet and free beer will highlight the annual summer party for members of the Rochester chapter, Civil Service Employees Assn., and their guests.

Sylvia Ebersold, chapter social chairman, said the party will begin with a happy hour at 6:30 p.m., Thursday, Aug. 28 at Logan's Party House, Scottsville Rd. Dinner will be at 7:30 p.m.

Tickets will be \$2.50 per person and reservations must be made by Monday, Aug. 25. They are available from chapter officers and representatives.

Serving with Ms. Ebersold on the summer party committee are Betty Outermans, Elka Korff, Ruth Mead and Stuart White.



**GOOD OLD SUMMERTIME** — The Niagara-Orleans Country Club was the scene of the recent picnic of the Niagara County chapter, Civil Service Employees Assn. The chapter's new officers were installed during the event which was held in fine weather under flawless skies. Above, from left, are James Powers, CSEA Western Region VI supervisor; William Doyle, Niagara County president; Sam Mogavero, chairman of the CSEA county division; Theodore C. Wenzl, CSEA president; David Broderick, Niagara County treasurer; Dorothy Hy, chapter secretary and chairman of the picnic, and Nell Gruppo, Niagara chapter executive vice-president.

## Rochester Leader Urges Protest Over Fund Cuts To N.Y. Employment Dep't.

ROCHESTER—Members of the Civil Service Employees Assn. across the state should protest the recent federal reduction of funds for the State Employment Service, according to the president of the Rochester CSEA chapter.

"We should work our damnedest to get those funds restored, because the cutback has meant layoffs, transfers and a severe reduction in services to the public," said Samuel Grossfield.

Mr. Grossfield said his chapter has contacted two area Congressmen, Republicans Frank Horton and Barber Conable, who have helped to get approval of fund restoration legislation through the House.

He said Mr. Conable and Mr. Horton presented the Rochester chapter's argument to Secretary of Labor John Dunlop, who said Mr. Grossfield, "is one of the

several in the Administration who has failed to consider that New York has been in the forefront of providing services for the unemployed."

Other chapters were urged by Mr. Grossfield to contact Secretary Dunlop.

"Dozens of employees in the Rochester Employment Service Office were transferred to the State Unemployment Insurance Office, but the unemployed are not being helped to find jobs there," he added.

Mr. Grossfield said John Gar- (Continued on Page 14)

CIVIL SERVICE LEADER, Tuesday, August 12, 1975

### The Shop Steward's Role

# The Steward: Guardian Of The Contract

(Editor's note: The following is extracted from the pamphlet, "Shop Steward's Guide," published by the Civil Service Employees Assn. Copies are available from CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.)

Stewards, once elected by their fellow employees at their work locations or appointed by the local president, are the official employee representatives.

Because of the important position the steward holds, he should keep constantly informed of all activities and problems in his respective area, and at the same time, maintain a close relationship with the chapter or unit officers. He should know the contract inside and out, how grievance machinery works and what is and is not a legitimate grievance.

The steward's main duty is to police the contract. You know as well as we do that sometimes employers try to overlook or twist certain provisions in the contract.

If we, as CSEA members, let any provision of the contract be ignored or violated by the employer, we are not living up to the obligations we assumed when we negotiated the contract. Remember, it is up to us to see that the contract provisions are enforced.

#### Policing Contracts

How do you police a contract? The first step is to know it thoroughly. Read it carefully and keep a copy on hand at all times. If you have any questions about its provisions, ask a qualified CSEA representative. Unless you know what's in the contract, you can't tell another employee if he's right or wrong about it. And you can't talk to management if you think something is wrong.

Keep up to date on any arbitration decisions or new interpretations of the different clauses in the contract.

#### Grievances

As a steward, you will be asked to handle grievances brought to you by your fellow employees. To do this, you must be familiar with your grievance procedure.

To determine whether an employee's problem is a real grievance, ask yourself these ques-

tions:

- Has the contract been violated?
- Has the employer acted unfairly?

If the answer to either question is "yes," you have a real grievance. You should consult the grievance procedures to determine your next step.

Remember, don't promise victory to the aggrieved employee. Even if you and the employee think the grievance justified, there may be other aspects that will enter the case and effect its outcome.

#### Put It In Writing

Grievances should be handled only after they're written down. The written grievance, signed by the member, backs you up when you argue the case. Also, the member takes more care in stating the facts when he or she has to sign them.

The difference between winning and losing an appeal could depend on the completeness and accuracy of what is on the grievance form. As you write out a grievance, remember, it may be

handled by CSEA representatives who may only know what you tell them about the case. Write carefully and follow the same procedure with each grievance that you handle.

#### Keep A Record

Written grievances can be used to check on whether your employer is living up to the contract. Records of past settlements can form the basis of future settlements. The record shows which types of grievances are usually won and which are usually lost. This kind of record keeping can help to fill in the gaps and loopholes when a new contract is to be drafted.

#### Extra Hints

When you are dealing with management, remember these pointers:

- Good faith and fair play: Make a sincere effort to see the other side of the story without losing sight of your own position. Consider each case on its own merits. Avoid horse-trading on cases. Don't brag about your victories; give the other fellow a chance to save face because you

may need, some day, to also save face. If you intend to appeal a decision at any level, let management know of this.

- Use a positive approach: When you are facing management, know your facts and your rights and stick to them. You are fully protected by your contract in what you are doing. Keep your head, temper and sense of humor. Be positive and friendly in your approach.

- Stick to the facts and stick to the point: Don't get sidetracked on issues that are really irrelevant to the case.

- Be a good listener: Don't talk too much. Listen well. Often you will pick up information helpful to your case by listening carefully to management. When you must disagree, do it with dignity and not anger.

- No empty threats: Don't make threats that you and management both know that you can't carry out. Bluffing is a short-sighted and dangerous tactic for a shop steward to use.

- Keep a united front: Never disagree in public with your

CSEA associates. When a difference of opinion arises, ask for a recess in the meeting and settle your differences in private.

- Follow through: Get a definite answer from management. If the answer is unsatisfactory, you can always appeal—but you must get some sort of answer on which to base the appeal.

- Don't stall: If you have an unpopular decision to make, make it promptly. Delay causes unrest and distrust.

- Keep up with your cases: Don't lose track of a grievance when it leaves your hands after an appeal. After it has been turned over to CSEA officials, keep the person you represent informed as to what is happening to the case. Nothing annoys a member more than feeling that his or her case is being neglected.

#### Taylor Law And Others

It's up to you as the CSEA shop steward to be aware of the main provisions of laws affecting you and your fellow employees. Workers have sometimes lost their legal rights because they were not informed, and failed to file claims as required. Employees will look to you for knowledge about the laws. If you feel a law is being violated, report it to CSEA. Be sure you are on firm ground before telling workers or taking the matter up as a grievance.

#### What To Look For

- Look for any violation of the contract.

- Look for out-of-title work. Except for emergency situations, out-of-title work is illegal. This is one of the most common contract violations.

- Look for instances of any abuse from supervisors and/or foremen.

- Look for advance posting of job openings on bulletin boards.

- Look for cases, except under abnormal conditions, where employees do not get their correct coffee break and lunch times.

#### A Final Word

Remember, you are not alone. If you have a problem that you feel you cannot solve, contact your chapter or unit president or the CSEA field representative and seek assistance.



**HOW DOES YOUR GARDEN GROW?** Two members of the State University at Buffalo chapter, Civil Service Employees Assn., are sharing a garden plot in a three-acre SUNY tract near the Amherst campus. About 50 people — students, teachers and SUNY staffers — maintain 30 gardens at the site. Above, Ginger Moronaki waters the crop while Barbara Kauffman wields a hoe. The two green thumbs have already tasted the red and white radishes provided by the garden and are shortly expecting to enjoy the garden's ripening green beans, tomatoes, peppers, onions, carrots, cucumbers, pumpkins, cantaloupes and corn.



# Connelle Sets Date For Trooper Exam

ALBANY—Superintendent William C. Connelle of the New York State Police has announced the scheduling of a written competitive examination for the position of trooper to be held Sept. 20 at 15 locations throughout the state.

Any person wishing to take the examination may obtain an application from any State Police station or by writing to the Director of Personnel, New York State Police, Building 22, State Campus, Albany, N. Y. 12226.

Applications must be post-marked no later than Sept. 3. When the completed application is received, applicants will be advised when and where to report for the written test and receive an admission card to the test location.

Candidates must be at least 20 years old on the date of the examination and must be between the ages of 21 and 29 at the time of an appointment. The maximum age of 29 may be extended up to six years for military service.

The basic requirements for a trooper include a high school or equivalency diploma, United States citizenship at the time of the examination, residency in New York State at the time of an appointment, a valid New York driving license and a year's driving experience, and sound physical condition as determined by a medical examination prior to appointment. A conviction for

a felony is an automatic bar to an appointment.

The 4,000 applicants scoring highest on the written test will be eligible to compete in the next phase of the examination process, the physical performance test. The next steps in the examination procedure are an oral interview and a background investigation of fitness.

A competitive list will be established on the basis of a composite score of the results of the written test, 65 percent of the final score, and the physical performance test, 35 percent of the final score. Veteran's credits will be added to the final score as required by law to determine the final eligibility list.

No appointments of troopers will be made before next April and the number eventually made will be determined by budget authorizations by the Legislature.

Locations for the written examination include Albany, Bay Shore, Binghamton, Buffalo, Elmira, Glens Falls, Middletown, New York City, Olean, Plattsburgh, Rochester, Syracuse, Utica, Watertown, Yonkers and other locations as determined by the volume of applications.

# Latest State And County Eligible Lists

**EXAM 35-707**  
SR PRL AUD CK SR UNDRW CK  
Test Held March 22, 1975  
List Est. May 28, 1975

- Nolan Martin G NYC .....89.7
- Berrafato Frank Jamaica .....87.8
- Hibbert M A Bronx .....84.9
- Smith Dwayne NYC .....84.8
- Ryan Carol J Troy .....83.9
- Deusch B M Brooklyn .....80.2
- Ford Sheri L Brooklyn .....78.2
- Shack Lavinia E Brooklyn .....77.2
- Kuflik Rhoda B Brooklyn .....75.0
- Marshall V I NYC .....73.5
- Theodore Brady Brooklyn .....73.5
- Glushes John J Brooklyn .....70.7
- Sanders Maxine NYC .....70.6
- Higgins Grace P Rensselaer .....70.3

**EXAM 27-468**  
DIRECTOR OF NURSING  
Test Held February, 1975  
List Est. May 30, 1975

- Tourville Mary Newburgh .....73.0

**EXAM 27-483**  
DIRECTOR OF CORRECTIONAL DENTAL SERVICES  
Test Held February, 1975  
List Est. May 30, 1975

- Grey Harold S Albany .....93.0
- Brown Raymond R Lyons .....73.0

**EXAM 27509**  
FORESTER  
Test Held January, 1975  
List Est. May 30, 1975

- Collier Jonas C Coxsackie .....97.3
- Stevens Paul A Saranac Lake .....96.7
- Deitz Warner C Ray Brook .....95.8
- Holz Jacob P Saranac Lake .....93.3
- Craft Roland E Coudersport .....92.7
- Wharton Donald S Glens Falls .....87.1
- Serna Jovenal S Mt. Vernon .....83.9
- Rich James M Cortland .....81.8
- Wahl Thomas H Warrensburg .....81.0
- Lesniewski F B Schenectady .....80.1
- Sanders Philip Frankfort .....80.1
- Cooper Wayne W New Paltz .....80.1
- Blyskal Michael Allegany .....79.2
- Schwab Richard Lafayette .....78.7
- Hohmann William Windsor .....78.2
- Farley Byron J Latrobe .....77.5
- Hopke Roy D Bay Shore .....77.4
- Trotta Paul Pelham .....77.3
- Rommel Richard Binghamton .....77.2
- Fenlon Brian D Copenhagen .....76.9
- Ochs David L Rochester .....76.5
- Bacon John N Haanibal .....76.0
- Morey Benjamin Liverpool .....75.6
- Richards Terry Syracuse .....75.5
- Jones Wayne W E Syracuse .....75.5
- Lavoy Bruce M Tupper Lake .....75.3
- Hastings John T Warrensburg .....75.2
- Judycki Donald Utica .....75.0
- Stout David D Delmar .....75.0
- Kelcher Hugh T Berkeley .....74.8
- Papero James R Paul Smiths .....74.2
- Pitt James L Bath .....73.6
- Fay Stephen C Salamanca .....73.6
- Kasprzyk K J Strykersville .....73.0
- Shults Daniel L Bath .....73.0
- Jones Donald P Lake Placid .....73.0
- Schweitzer D JJ Centereach .....72.9
- Stawowy Stan Albany .....72.8
- Hasenstab M J Syracuse .....72.8
- Bodenhausen C E Kirbyville .....72.8
- Conrad C R Pinole .....72.8
- Sciortino Frank Whitesboro .....72.6
- Andrix James R Northumberland .....72.5
- Warner John F Savannah .....72.5
- Herberger R A Millbrook .....72.3
- Heater alter W Cortland .....72.2
- Laspisa Joseph Ballston Spa .....72.2
- Jarvis Richard Saranac Lake .....72.2
- Butkas Albert W Petersburg .....72.0
- Cullen James B Sherburne .....72.0
- Schultz Mark E Oukland .....71.9
- McClelland V Keene Valley .....71.5
- Melching John B Ft Devens .....71.4
- Jordan Robert A Sinclairville .....71.3
- Serfes George Orange Park .....71.2
- Dull Charles W Alexandria .....70.9
- Gearwar C G Syracuse .....70.8
- Regan George N Tonawanda .....70.8
- Hanley Joseph R Ravenna .....70.7
- Zensen Fred E Lansing, Mich. ....70.7
- Schlenker James Silverdale .....70.6
- Robbins Mary K Durham .....70.3
- Creveling J O Syracuse .....70.3
- Massey Robert A Lansing .....70.2
- Hatch James A Bangor .....70.2
- Folfe Thomas B Lowville .....70.2
- Harrington C A East Syracuse .....70.2
- Waldron David J Kenmore .....70.0
- Bender Joseph M Syracuse .....70.0
- Linnane James P Scillwater .....70.0
- Pernal Edward Syracuse .....70.0

**EXAM 35-599**  
ASSOC ACCT ASSOC AUDITOR  
Option A  
Test Held Jan. 18, 1975  
List Est. April 28, 1975

- Nebel Seymour Far Rockaway .....92.6
- Galinsky Harris Schenectady .....91.5
- Banasek William E Syracuse .....90.6
- Ullman Anita S Laureton .....89.9
- Ward Charles A Albany .....89.7
- Frazier James H Westbury .....89.2
- Dahlgren Terry Depew .....89.2
- Angersmi Joseph Ballston Spa .....88.9
- Ellis Edmund A Copiague .....88.7
- Thorne Joseph F Elmor .....88.4
- Wexler Melvin G Rosedale .....88.0
- Zdyb Joseph W S Cheektowga .....88.0
- Berry Norman B NYC .....87.9
- North Robert F Niagara Fls .....87.2
- Schuyler James E Syracuse .....87.2
- Tucker Richard Binghamton .....87.1
- Lepson Herman Brooklyn .....86.9
- Kaplan Melvin Brooklyn .....86.2

- Duggan Gerald T Latham .....85.7
- Goldman Alvin H Elmere .....85.2
- Semeika Ivars Elmhurst .....85.2
- Dee Raymond T Rochester .....84.9
- Mandell Horace NYC .....84.0
- Galligan F W Brd Channel .....83.9
- Ellis Laurence Brooklyn .....83.8
- Sloan Frank Jamaica .....83.7
- Gordon Irid J Saratoga Spg .....83.5
- Phillips Howard Kenmore .....83.5
- Parisi Frank J Schenectady .....83.0
- Edwards Clara F NYC .....82.5
- Vazquez A H NYC .....82.1
- Grover Irving Brooklyn .....81.4
- Cummings K Albany .....80.9
- Krahula Joseph Ballston Spa .....80.9
- Fallon Ebel E Bellerose .....80.9
- Watson Wallace Troy .....80.8
- Hallenbeck R F Schenectady .....79.9
- Roderick P Bronx .....79.9
- Stillman Murray Brooklyn .....79.7
- Ablett John E W Coxsackie .....79.2

(Continued on Page 11)

## Cassidy Vows Fight To Stop Yonkers School Pay Slash

WHITE PLAINS—"Our agreement is not a mere scrap of paper" was the angry retort of Ray Cassidy, president of the Westchester County chapter, Civil Service Employees Assn., to an action by the Yonkers Board of Education last week.

The Board had voted to reduce to 4 percent a previously negotiated 5 percent salary increase for the Yonkers Non-Teaching employees. The Board apparently was pressured into making the move due to a reduction in its own budget, by the City Council of Yonkers, of approximately \$7,000,000.

However, Carrie Cava, president of the Yonkers Non-Teaching unit, CSEA, said that the Board's unilateral action was violative of a signed agreement providing for a 5 percent salary increase effective July 1, 1975.

and a 5 percent increase effective March 1, 1976.

The agreement was adopted by the Board of Education on July 8 and was ratified by the union members on July 21.

Mr. Cassidy said that every means possible—including court action—would be utilized to fight the Board of Education. "They have engaged in a contemptible abuse of power," he said.

A CSEA spokesman said that the union would probably move first to bring the issue before the Public Employment Relations Board.

## Civil Service Law & You

(Continued from Page 6)

the same salary grade, but was reinstated to the same position at a higher salary grade."

THE COURT CONCLUDED by saying that the Department of Audit and Control charged with the responsibility of issuing decisions in this area pursuant to 2 NYCRR 1-1, properly decided petitioner could not gain full benefit of reallocation since petitioner was not an incumbent of the reallocated position (Civil Service Law, Section 132, subdivision 1) and upheld their decision to give petitioner the benefit of his earned increments as they related to SG-12, thereby placing petitioner at a corresponding salary step in SG-14. Dye v. Northrop, 368 N.Y.S. 2d 445.

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# Latest State And County Eligible Lists

(Continued from Page 10)

40 Ligon Hugh C Brooklyn	78.8	5 Fisher William Clarence	99.0	45 Edenhofer R G Akron	96.0	85 Lajoie Paul R Cohoes	94.0	125 Noble Thomas B Castile	93.0
41 Gilbride John J Albany	78.7	6 Becht Joseph A N Tonawanda	99.0	46 Dietrich Paul H Staten Is	96.0	86 Guadagno Frank Middle Vil	94.0	126 Postawa Raymond Mastic Bk	93.0
42 Burns John M Elora	78.6	7 Melnyk Stephen Pt Jffrsn St	99.0	47 Moore Donald D Clayville	96.0	87 Knau Ronald J Elmhurst	94.0	127 Roberts Vincent Bronx	93.0
43 Palmer James R Mechanicvil	78.0	8 Wortmann S A Merrick	99.0	48 Hepkins Donald Angola	96.0	88 McKeough R J Brooklyn	94.0	128 Pisseri Francis Maspeth	93.0
44 Mulligan George Albany	78.0	9 Husing David E Westbury	98.0	49 Stypick John S Niagara Falls	96.0	89 Kelly Peter J Farmingdale	94.0	129 Latham David N Islip Ter	93.0
45 Wilson Willard Latham	78.0	10 Mallia John J NYC	98.0	50 Larson Eric D Rochester	96.0	90 Soltzoff W N Rockvll Ctr	94.0	130 Cataldo Ralph F Schenectady	93.0
46 Pregno S Bronx	77.2	11 Elefante C M Island Park	98.0	51 Martin Conrad A East Meadow	96.0	91 Wollaber Bruce Coeyms Holw	94.0	131 Macnaughton J A Pearl River	93.0
47 Simonds James K Amsterdam	76.9	12 Connor Andrew J Patchogue	98.0	52 Painter Robert Salamanca	96.0	92 Andersen Craig W Nyack	94.0	132 Butler Patrick Kenmore	93.0
48 Lowe Fred N Queens vill	76.5	13 Riedy John J W Seneca	98.0	53 Smith George E Derby	96.0	93 Neumyer William Syracuse	94.0	133 Nellis George R Ozone Pk	93.0
49 Decosmo L C Guilderland	76.4	14 Flynn Thomas F Chester	98.0	54 Stafford Robert Sag Harbor	95.0	94 Levandowski T M Hoosick Fls	94.0	134 Gettings M J Ransomville	93.0
50 Swanson Edward Ballston Lk	76.3	15 Parkinson W F Niagara Falls	98.0	55 Beardsley R W Selden	95.0	95 Chery Patricia Woodside	94.0	135 Goll Raymond R Nunda	93.0
51 Adams Arthur E Albany	76.0	16 Serpa James F Niagara Falls	98.0	56 O'Hara Patrick G Bronx	95.0	96 Thomas John R NYC	94.0	136 Zoll John C Buffalo	93.0
52 Marshall Alan Schenectady	75.7	17 No number 17		57 Eckhardt Gerard Brentwood	95.0	97 Brown Alexander Brooklyn	94.0	137 Bilinski Edward Auburn	93.0
53 Duffy Edward J NYC	75.3	18 Spadaro Michael Long Beach	97.0	58 Valentine Dale NYC	95.0	98 Troy Denis M Wingdale	94.0	138 Nilzen Kenneth Franklin Sq	93.0
54 Tighe John T Albany	75.0	19 Krak Edward J Mechanicvil	97.0	59 Millan Glenn H Carle Place	95.0	99 Hogencamp W H Hudson	94.0	139 Fitzpatrick J J W Babylon	93.0
55 Cordaro Russell Rochester	74.8	20 Giangrande E Woodhaven	97.0	60 Baumann Wilfred E Nassau	95.0	100 Hayward John M East Berne	94.0	140 Hill Doris R Bronx	93.0
56 Freed Alan E Peekskill	74.7	21 Heller James E Buffalo	97.0	61 Rau Kenneth R N Bellmore	95.0	101 Barron Brian P Munsville	94.0	141 Hill Harold E Bronx	93.0
57 Maher Harold Delmar	74.5	22 Manning James J Buffalo	97.0	62 Pfeifer George Valley Stream	95.0	102 Maiorella R J Brentwood	94.0	142 Zamorski Walter Ctr Moriches	93.0
58 Bocain Joseph J Albany	74.5	23 Jones Michael M Levittown	97.0	63 Carll Gary R Warnerville	95.0	103 Guzman Michael Fayetteville	94.0	143 Aldazabal Luis Brooklyn	93.0
59 Rosenblatt S Brooklyn	74.5	24 Freeman James G Selden	97.0	64 Marcus Betty M Poughkeepsie	95.0	104 Pfingst Paul J Babylon	94.0	144 Dougherty M A Clinton	93.0
60 Priscott L N Delhi	74.5	25 Prey Douglas H Salamanca	97.0	65 Ferrara Keith M Saratoga Spg	95.0	105 Kriz Matthew E Schenectady	94.0	145 Squiers Timothy Menands	93.0
61 Cernuto Saverio Rochester	74.0	26 Look Donald E Carle Place	97.0	66 Grant Lewis M Brooklyn	94.5	106 McArdle Donald Brainard	93.5	146 Armstrong E Buffalo	93.0
62 Chillemi A P Albany	73.5	27 Segur William G Far Rockaway	97.0	67 McSherry Rodney Woodhaven	94.5	107 Shaffer Duane J Port Crane	93.5	147 Timothy Brian E Wyoming	93.0
63 Gordon Hugh C Mechanicvil	73.4	28 Gardner Glenn D Niagara Falls	97.0	68 Ensell John C Bolivar	94.5	108 Williams Monte NYC	93.5	148 Sands Walter J Cornwall	93.0
64 Peters Sara NYC	73.3	29 Unrath Thomas G Dunkirk	97.0	69 Vossler Wayne D Allegany	94.5	109 Ortiz James M Bayport	93.5	149 Cavanagh M N Babylon	93.0
65 Goodfellow T J Albany	73.3	30 Norton Karl D Farmingdale	97.0	70 Polhemus T Cheektowaga	94.5	110 Re Charles A Calverton	93.0	150 McNey Edward P Perkinsville	93.0
66 McGrath Kevin J L I City	73.2	31 O'Laughlin T J Niagara Falls	96.0	71 Wiley James A Salamanca	94.5	111 Stahl Ernest K Hauppauge	93.0	151 Cunningham T P Floral Pk	93.0
67 Spiegel David Brooklyn	71.2	32 Tracy Michael J Lisle	96.0	72 Baudo Rocco Forest Hills	94.5	112 McArthur Donald Yonkers	93.0	152 Jones Howard I Memphis	93.0
68 Moore Robert W NYC	70.4	33 Case Douglas E Warsaw	96.0	73 McManus John P Syosset	94.5	113 Reardon Dean P Amherst	93.0	153 Conway Kenneth Phoenix	93.0
69 Cohen Herbert S Middle Vil	70.1	34 Dukes Robert L NYC	96.0	74 Moulton James J NYC	94.5	114 O'Farrell P J Bellport	93.0	154 Monserrate C J Richmond HI	93.0
PRK PTRLMN TRFC PRK OFFCR		35 Hoke Ira C Schenectady	96.0	75 Bunker Walter E Huntington	94.5	115 Chance Thomas C Centerreach	93.0	155 Roenke Henry M Geneva	93.0
Test Held Nov. 9, 1974		36 Fisher Nicholas Bergen	96.0	76 Phelan Gary R Waterford	94.5	116 Brancati Robert Corona	93.0	156 Breglio Robert Staten Is	93.0
List Exp. April 18, 1975		37 Balcom Charles Ransomville	96.0	77 Bowen Charles E Ronkonkoma	94.5	117 Taber Paul D N Merrick	93.0	157 Czerwonka Paul Buffalo	93.0
1 Henn Donald Walden	100.0	38 Walker John B Ctr Moriches	96.0	78 Froidl Gary M W Babylon	94.5	118 Maslowsky J Albany	93.0	158 Egoif David J S Hauppauge	93.0
2 Roxboril Lloyd Binghamton	100.0	39 Sullivan P T Lewiston	96.0	79 Ruggles Gary C Holley	94.5	119 Atkins Wayne P Middle Is	93.0	159 Shook Walter K Ancramdale	93.0
3 Whitehead R A Huntingn Sta	100.0	40 Luciano John R Ridgewood	96.0	80 Digamus George Rome	94.5	120 Lukaszewski W E Buffalo	93.0	160 Thomas Dave J New City	93.0
4 Castoria E P Schenectady	99.0	41 Bell Douglas E Floral Park	96.0	81 Schillo Thomas Brooklyn	94.5	121 Eustace Raymond Lk Ronk	93.0	161 Brown Nancy M Middletown	93.0
		42 Orrado Frank Richmond	96.0	82 Marsiglia H J Northport	94.5	122 Debonis Joseph E Meadow	93.0	162 Hope Michael Wading River	93.0
		43 Mudar Brian J Albany	96.0	83 Leibowitz Bruce Flushing	94.5	123 Vestigo L G Oakdale	93.0	163 Eigner Gary J Brooklyn	93.0
		44 Jung Kenneth F Binghamton	96.0	84 Morrissey Paul Hampton Bays	94.5	124 Webber John L Aveill Pk	93.0	164 Higgins James J Brooklyn	93.0



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### Install Dutchess Education Leaders

MILLWOOD — Southern Region III Civil Service Employees Assn. president James J. Lennon recently installed new officers of the CSEA Dutchess Education chapter at ceremonies at the Cottonwood Inn, Millwood.

Mr. Lennon installed the following officers: Hugh Crasper for his second term as president; Edward Allen for his second term as first vice-president; Al Shaut for his first term as second vice-president; Lynn House for her first term as recording secretary; Leonard Mauro for his second term as corresponding secretary, and Charles Bruno for his first term as treasurer.

Also, John Famelette Sr. for his third term as delegate and John Famelette Jr. for his third term as alternate delegate.

Ellis Adams, president of the Dutchess County chapter, was elected executive representative to the statewide board of directors. Mr. Adams was elected jointly by the Dutchess County chapter and the Dutchess County Education chapter.

(Continued on Page 12)



# Latest State And County Eligible Lists

(Continued from Page 11)

213 Rohring Deborah Lockport	92.0	246 Zahn David L Salamanca	91.5	394 Foulkes Glenn W Huntingtn Sea	89.5	466 Rivera Ruben Bronx	88.5
214 Barager Alan C Kenmore	92.0	247 Schreuring Gene St James	91.5	395 Rouse Lawrence Wantagh	89.5	467 O'Connor William Bronx	88.5
215 Carothers J F Skaneateles	92.0	248 Schneider W E Plattsburg	91.5	396 Simonette S Osnning	89.5	468 Jeffries Calery St. Albans	88.5
216 Martin Olivia M Northport	92.0	249 Poyerd Gerald A Staten Is	91.5	397 Ferrigno Samuel Buffalo	89.5	469 Howard Clarence Philmont	88.5
217 Atkins Peter H Ithaca	92.0	250 Burisell Andrew Bellmore	91.5	398 Canfield Robert Albany	89.5	470 Thomas Ernest F Bden	88.5
218 Brillante S Brooklyn	92.0	251 Merkle F J W Babylon	91.5	399 Landolina A V Staten Is	89.5	471 Kahan Gerard T Sloussburg	88.5
219 Erikson William Huntington	92.0	252 Borthwick W R Ctl Islip	91.5	400 Fenichel Norman Yonkers	89.5	472 Johnsen Robert Altamont	88.5
220 Prinzo Joseph T Ridge	92.0	253 Correll Robert Mastic	91.5	401 Pennisi L J E Islip	89.5	483 Doyle Charles F Great Neck	88.5
221 Grazidei V M Brooklyn	91.5	254 Wrzosek Thomas Buffalo	91.5	402 Longaro Victor P Jfrsn St.	89.5	474 Raio Joseph Huntingtn Sea	88.5
222 Vasquez Frank H E Schodack	91.5	255 Meadows Milton Brooklyn	91.0	403 Diebold William Floral Park	89.5	475 Clickner Donald Rhinebeck	88.5
223 Hoster John H Seneca Fls	91.5	256 Hearn David J Buffalo	91.0	404 Sineo Randolph N Bellmore	89.5	476 Murray James H Saratog Spg	88.5
224 Fish Kenneth F Waterford	91.5	257 Brain Donald J Saratoga Spg	91.0	405 Drennen Russell Waterford	89.5	477 Snider Bob Baldwin	88.5
225 Walsh Kevin M Staten Is	91.5	258 Graff Richard W W Seneca	91.0	406 Sloggett M P Merrick	89.5	478 Tertinek Herman Salamanca	88.5
226 Eschberger W J Buffalo	91.5	259 Pascarella D A Great Valley	91.0	407 Lloyd Douglas V Hilton	89.5	479 Kornacki Gary V N Tonawanda	88.5
227 Wilson Thomas Johnson City	91.5	260 Rasmussen Peter Roosevelt	91.0	408 O'Donnell R K Brooklyn	89.5	480 Worden Donald L Clark Mills	88.5
228 Lauffer Michael E Rockaway	91.5	261 Lebeau Thomas A Newark	91.0	409 Krobotzky H L Rye	89.5	481 White George R Brooklyn	88.5
229 Blumenfeld Marc Flushing	91.5	262 Insalaco Robert Buffalo	91.0	410 Max Susan J Garden City	89.5	482 Staudt Richard Centereach	88.0
230 McDermott W M Bethpage	91.5	263 Sosnowski M E Niagara Fls	91.0	411 Regan Michael F Albany	89.5	483 Clark James A Nyack	88.0
231 Sommerstad Alf Pt Jefferson	91.5	264 Moskowitz D E Bronx	91.0	412 Fox Mary M Pt Jefferson	89.5	484 Clair Richard M Clay	88.0
232 Bannen Daniel J E Meadow	91.5	265 Gibbs Richard J Brooklyn	91.0	413 Hogan James G Queens	89.5	485 Clark Robert C Baldwin	88.0
233 Steinjann T W Sayville	91.5	266 Hackett John F Brooklyn	91.0	414 Schuy John D Kew Gardens	89.5	486 Adams Laurence Bronx	88.0
234 Senatore M B Lindenhurst	91.5	267 McLean Mark H Johnson City	91.0	415 Schalk Thomas P Brooklyn	89.5	487 Knacke Gary F Massapequa	88.0
235 Tennant David K Mastic	91.5	268 Luce Paul A Fredonia	91.0	416 Kehoskie Donald Auburn	89.5	488 Beale Wayne T Waterford	88.0
236 Pennisi Phillip Rensselaer	91.5	269 Kelly Peter F Corona	91.0	417 Doherty John M Long Beach	89.5	489 Coates Richard Tonawanda	88.0
237 Sheets Arthur P Bronxkoma	91.5	270 Fellner Michael Far Rockaway	91.0	418 Marzoli Raymond Middle Vill	89.5	490 Roach Patrick J Kenmore	88.0
238 Pietrafesa R L Ronkonkoma	91.5	271 Cole William J W Seneca	91.0	419 Martin Albert R Bayport	89.5	491 Thatcher Wayne Flahkll	88.0
239 Closson Stephen W Hempstead	91.5	272 Polli Gus F Grand Gorge	91.0	420 McIntyre W H Bronx	89.5	492 Ryna Robert Mineola	88.0
240 O'Connor T Lindenhurst	91.5	273 Ugliano Donald Lynbrook	91.0	421 Duignan Thomas NYC	89.5	493 Kralik Robert F Poughkeepsie	88.0
241 Mugno Raymond A Lynbrook	91.5	274 Szwabowski F Depew	91.0	422 Serio Robert F Belmont	89.5	494 Craft John C Montauk	88.0
242 Wegner Gregory Bay Shore	91.5	275 Diller Herman C White Plains	91.0	423 Merritt Neil B Newfane	89.5	495 Grace James L Fulton	88.0
243 Kopper Daniel G Baravia	91.5	276 Villa Robert S Brooklyn	91.0	424 Perryman Mark P Kenmore	89.5	496 Caserta Paul J Patchogue	88.0
244 Nopper Harry F Loudonville	91.5	277 Wilhelmson R L Staten Is	91.0	425 Heitlinger F J Ozone Park	89.5	497 Kusnezov R Latham	88.0
245 Mahany David H Perry	91.5	278 Williams K H Smithtown	91.0	426 Reidman Bernard Plainview	89.5	498 Messerle C S N Massapequa	88.0
		279 Madden William Buffalo	91.0	427 Reifmuth Paul D Kenmore	89.5	499 Hess Robert C N Massapequa	88.0
				428 Morris John C Huntingtn Sea	89.5	500 Rosee Lawrence J Bronx	88.0
				429 White George D Sayville	89.5	501 Bishop Richard Patchogue	88.0
				430 Griffith R A New Hartford	89.5	502 Fishman Peter A Franklin St	88.0
				431 Morelle F A Utica	89.0	503 Lalla Frank J Rye	88.0
				432 Knapp Walter Merrick	88.5	504 Tallon Kenneth Brooklyn	88.0
				433 Branca Paul L Hauppauge	88.5	505 Wall Patrick Ridge	88.0
				434 Desceimone Carl J Bronx	88.5	506 Gallant Michael Tonawanda	88.0
				435 Roseland K G Wantagh	88.5	507 Patterson S A Vernon Ctr	88.0
				436 Roseto Louis Corona	88.5	508 Pace Donald Ronkonkoma	88.0
				437 Liberatoro G Brooklyn	88.5	509 Rachwalski G M Brooklyn	88.0
				438 Jacobellis B M Staten Is	88.5	510 Allen Robert E Williamsvil	88.0
				439 Wallace Robert Whitesboro	88.5	511 Altheim Robert NYC	88.0
				440 Walker Jeffrey Hicksville	88.5	512 Mulvey Allen R Fulton	88.0
				441 Allen Terry P Keeseville	88.5	513 Fustrell A E Jamaica	88.0
				442 McCarthy James Garden City	88.5	514 Heller Jonathan Pt Washington	88.0
				443 Sullivan John L Salamanca	88.5	515 Kotowicz Andrew Flushing	88.0
				444 Sullivan P M Buffalo	88.5	516 Zoller James W Mechanicvil	88.0
				445 Hutchings Leon Wolcott	88.5	517 Kirchenman John Pearl River	88.0
				446 Kelly Ronald J W Babylon	88.5	518 Dileo Peter G Brooklyn	88.0
				447 Felei Thomas J Staten Is	88.5	519 Dillon David D Lancaster	88.0
				448 Bott John F Massapequa	88.5	520 Hickey John M East Islip	88.0
				449 Cole David K Jamaica	88.5	521 Baden Neal D NYC	88.0
				450 Mitchell Joseph Schuylervil	88.5	522 Badichuk Steven NYC	88.0
				451 Millan Robert Bronx	88.5	523 Lammens Daniel Babylon	88.0
				452 Dammier Howard Osnning	88.5	524 Stukonis M J Jamaica	88.0
				453 Sumpf Robert G Yonkers	88.5	525 Stump Michael J Lackawanna	88.0
				454 Anderson Albert Lk Ronknkoma	88.5	526 McMahon Thomas Troy	88.0
				455 Compton Donald Niagara Fls	88.5	527 McMurray M J Deposit	88.0
				456 Domonico John R Ravenna	88.5	528 Gluck Andrew H NYC	88.0
				457 Biddick Hugh P Nescomet	88.5	529 Gudniak James R Buffalo	88.0
				458 Brudermann G J Rosedale	88.5	530 Dudziak David D W Seneca	88.0
				459 Landowski Paul Perry	88.5	531 Humphrey G A Rome	88.0
				460 Scrusa Carl R Avon	88.5	532 Anderson Gary E Mt Vernon	88.0
				461 June Harry A Tomkins Cove	88.5	533 Bonford James M Astoria	88.0
				462 Conley F L Yonkers	88.5	534 Conis John Brooklyn	88.0
				463 Phelan Howard J Watervliet	88.5	535 Podschloe Rita Highland Fls	88.0
				464 French Edward C E Northport	88.5		
				465 Greyn George A Ellenville	88.5		

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This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

**CORRECTION**

There are only 6 issues per yr. of the "Florida Civil Service Bulletin". Their advertisement previously stated that there were 8.

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## Open Competitive State Job Calendar

**Applications Accepted Until August 25**

Employee Health Services Physician I \$31,255 27-521

**Applications Accepted Until September 2**

**Exams October 4**

Chief Generating Facilities Analyst	\$29,471	24-319
Chief Transmission Facilities Analyst	\$29,471	24-320
Chief Clerk Surrogate	\$14,880	24-314
Head Clerk Surrogate	\$11,337	24-313
Principal Clerk Surrogate	\$ 9,029	24-312
Senior Clerk Surrogate	\$ 7,204	24-311
Compensation Claims Auditor	\$10,714	24-325
Sr. Compensation Claims Examiner (Upstate)	\$13,404	24-290
Hospital Administration Consultant	\$19,396	27-531
Sr. Hospital Administration Consultant	\$22,694	27-529
Hospital Nursing Surveyor	\$15,684	27-525
Medical Record Librarian	\$ 9,029	24-308
Printing Audit Supervisor	\$19,396	24-310
Printing Audit Assistant	\$10,714	24-309
Principal Environ. Analyst	\$21,545	27-514
Research Analyst (Correct. Svcs)	\$13,404	24-303
Research Assistant (Correct. Svcs)	\$10,714	24-302
Sr. Research Analyst (Correct. Svcs)	\$17,429	24-304
Associate Research Analyst	\$21,545	24-281
Sr. Research Analyst	\$17,429	24-280
Research Analyst	\$13,404	24-300

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York, 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.



## Otsego Seeks An Investigator

ONEONTA—The Office of Court Administration is accepting applications for financing investigator in the Otsego County Family Court. Filing for the position is open until Aug. 29, with an exam scheduled for Sept. 27.

The position has a starting salary of \$8,980.

To qualify for the test, applicants must be residents of Otsego County and have a bachelor's degree. Three years' experience as a field investigator may be

substituted for the degree.

The written exam will test knowledge, skills and abilities in such areas as investigation, analysis and evaluation of assets and financial resources; interviewing; preparation of written material, and arithmetic.

Applications and further information may be obtained in the Family Court, Otsego or by writing to the Staffing Services Unit, Room 1209, Office of Court Administration, 270 Broadway, New York 10007.

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## State Promotional Job Calendar

Applications Accepted To August 25  
Exams in October

Title	Salary Grade	Exam No.
Associate Compensation Claims Auditor	G-23	35-829
Junior Compensation Claims Auditor	G-10	35-826
Compensation Claims Auditor	G-14	35-827
Senior Compensation Claims Auditor	G-18	35-828
Workmen's Compensation Examiner	G-14	35-833
Senior Workmen's Compensation Examiner	G-18	35-834
Associate Workmen's Compensation Examiner	G-21	35-835
Principal Workmen's Compensation Examiner	G-24	35-836
Security Hospital Sr. Treatment Asst.	G-16	39-086
Senior Examiner of Municipal Affairs	G-18	35-856
Senior Compensation Claims Examiner	G-18	35-830
Associate Compensation Claims Examiner	G-21	35-831
Principal Compensation Claims Examiner	G-24	35-832
Senior Civil Engineer (Structures)	G-23	35-795
Assistant Civil Engineer (Structures)	G-19	35-794
Senior Research Analyst	G-23	35-815
Senior Research Analyst (Municipal)	G-23	35-857
Senior Hospital Administration Consultant	G-28	39-107
Principal Heating and Ventilation Engineer	G-31	39-106

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York, 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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## State And County Eligible Lists

(Continued from Page 12)

536 Romm Barry L Brooklyn	88.0	603 Kakos Peter A Cambria Hts	87.0	671 Satriano Paul J NYC	86.5
537 Stewart Keith G Malverne	88.0	604 Mastropole A Castleton	87.0	672 Katkin Alan S Brooklyn	86.5
538 Stevens C R Staten Is	88.0	605 Tukums Roland T N Babylon	87.0	673 Baldine Anthony Amsterdam	86.5
539 Munsy Richard Flushing	88.0	606 Roberts John F Averill Park	87.0	674 Calabrese Scott Levittown	86.5
540 Kennedy William Oswego	88.0	607 Visconti James Philadelphia	87.0	675 Matthew Barbara N Babylon	86.5
541 Benjamin S W Ithaca	88.0	608 Walkowich R A Staten Is	87.0	676 Mattrick Robert Buffalo	86.5
542 Dent Thomas Davenport	88.0	609 McLaughlin R G Sidney Ctr	87.0	677 Walbrecker G E Shirley	86.5
543 O'Neil Kevin M NYC	88.0	610 McCarthy M J NYC	87.0	678 Patton Denise A Troy	86.5
544 Pennisi Louis Rosedale	88.0	611 Most Gary E Geneva	87.0	679 Rakko Stephen E Staten Is	86.5
545 Loehner G W Cambria Hts	88.0	612 Archer Edmund C Islip Ter	87.0	680 Allicca F M Jericho	86.5
546 Conklin Thomas Berne	88.0	613 Dick Walter Ossining	87.0	681 Butterweich B Westbury	86.5
547 Monteleone John Val Stream	88.0	614 Nicholas Donald Mechanicvil	87.0	682 Sullivan P F NYC	86.5
548 Goerke Douglas Hampton Bays	88.0	615 William R A Niagara Fla	87.0	683 Luczak Edward W St Albans	86.5
549 Aiello Richard Staten Is	88.0	616 Picos Joseph Brooklyn	87.0	684 Fuller Bruce S Rensselaer	86.5
550 Srebniak Robert Brooklyn	88.0	617 Rauch Thomas E Copiague	87.0	685 Belliore A C Brooklyn	86.5
551 Kiernan Gary J Woodhaven	88.0	618 Redman Thomas N Tonawanda	87.0	686 Cellarico T A Brooklyn	86.5
552 Winton Melvin Hopewell Jct	88.0	619 Carty Alan J Suffern	87.0	687 Velger Elliott Bronx	86.5
553 Greene Kenneth Yonkown Hts	88.0	620 Davis Daniel Queens	87.0	688 Vecchi Michael Hauppauge	86.5
554 Ries George F Perrysburg	88.0	621 Vanderhyde C B Hicksville	87.0	689 Collins L J L Ronkonkoma	86.5
555 Paonessa P T Niagara Fls	88.0	622 Haviland Robert Centerach	87.0	690 Goldstein R D E Northport	86.5
556 Storch Arthur S NYC	88.0	623 Oberlin Darryl Kanona	87.0	691 Hollander M S Far Rockaway	86.5
557 Stowell Robert Perry	88.0	624 Stewart Mark M Lancaster	87.0	692 Rolando Stephen Yorktown Hts	86.5
558 Dooley James G Bay Shore	88.0	625 Fleming Peter Cornwall	87.0	693 Rockefeller R P Macedon	86.5
559 Dworensky S W Ferndale	88.0	626 Lee Alan R Buffalo	87.0	694 Ciccone Anthony Brooklyn	86.5
560 Proscia Ralph Bronx	88.0	627 Denzer Edward New Hyde Pk	87.0	695 Milashouskas D Baldwin	86.5
561 Lagunes Orest J Bethpage	88.0	628 Singer Stuart W Babylon	87.0	696 Pickel James D Massapequa Pk	86.5
562 McGowan Joseph Lindenhurst	88.0	629 Lindberg Henry Plattsburg	87.0	697 Paul Michael D Bohemia	86.5
563 Augresani S P Bronx	88.0	630 Niemi C P W Hempstead	87.0	698 Tumineslo M J Brooklyn	86.5
564 Lupo Edwin V Fairport	88.0	631 Riepe Edward M Ozon Park	87.0	699 Anderson Erik Pleasantville	86.5
565 Kiggins Richard NYC	88.0	632 Wloginski Paul Warsaw	87.0	700 Sedlack John J Levittown	86.5
566 Bigelow William Ithaca	88.0	633 Glover Robert T Wappinger Fls	87.0	701 Naddo Bruce A Watervliet	86.5
567 McHugh Joseph J Binghamton	88.0	634 Duffell Richard Bronx	87.0	702 Bouck James G Schenectady	86.5
568 Cohen Robert H Elmhurst	88.0	635 Lewandowski J E Bethpage	87.0	703 Roubicek John I Oakdale	86.5
569 Whyte John P Richmond	88.0	636 Loomis David W Pine City	87.0	704 Pynn James J Hudson	86.5
570 Tryon Dewey Islip	88.0	637 Hoffman David W Watervliet	87.0	705 Simon Ezra Queens Vil	86.5
571 Dryja Thomas G Cheektowaga	88.0	638 Bronson Donald Little Falls	87.0	706 Sanders Thomas Great Neck	86.5
572 Sardone Frank J E Northport	88.0	639 McGuire John E Averill Park	87.0	707 Lavine Charles Albany	86.5
573 Marconi Neils East Meadow	88.0	640 Schnee Manuel Maspeth	87.0	708 Hansen Howard W Tomkins Cv	86.5
574 Varan Alan F Brooklyn	88.0	641 Martinez D Brooklyn	87.0	709 Seckowski B A E Hampton	86.5
575 Warta Eugene J Farmingville	88.0	642 Marrone B Durham	87.0	710 Seelmaszyk R H Buffalo	86.5
576 Ward George W E Ozone Pk	88.0	643 Harnett John T Plattsburg	87.0	711 McEvoy Patrick Buffalo	86.5
577 Harrigan John J Mamepequa	88.0	644 Jorgensen James Elnora	87.0	712 Blocha Gregory N Bellmore	86.5
578 O'Brien Gregory Ronkonkoma	88.0	645 Torres Hector R Arverne	87.0	713 Benz Douglas M Merrick	86.5
579 Smith Courtney Nyack	88.0	646 Ford David J Ronkonkoma	87.0	714 Beninati Robert New Hyde Pk	86.5
580 Murphy Patrick Hamburg	88.0	647 O'Riordan David Deer Park	87.0	715 Beecher David H Springville	86.5
581 Tereshko G Flushing	88.0	648 Staiger Kenneth E Schodack	86.5	716 Weekes Karen A Albany	86.5
582 Yezzi James J Bayside	88.0	649 Starkey Edward Pomona	86.5	717 O'Neill James Hempstead	86.5
583 Reichardt D W Bethpage	88.0	650 Stasiewicz John Brentwood	86.5	718 Gee Andrew J Deer Park	86.5
584 Cordock Edward Blauvelt	88.0	651 Planagan Carl J Richmond Hill	86.5	719 Novara Francis Buffalo	86.5
585 Torregrossa J J Astoria	88.0	652 Spatz Leon R Gless Falls	86.5	720 Hoelter Peter F Niagara Fls	86.5
586 Dore Stephen New Rochelle	88.0	653 Charles Kenneth Brooklyn	86.5	721 Wynne James W S Hempstead	86.5
587 Nord Kenneth T West Islip	88.0	654 Brace Gerald C Bethpage	86.5	722 Treubig William East Meadow	86.5
588 Fordie Stewart S Albany	88.0	655 Crain William G Lake George	86.5	723 Cawley Raymond Port Jervis	86.5
589 Poeter Joseph Glenmont	88.0	656 Tracy Patrick M Bellerose	86.5	724 Hawthorne Paul Utica	86.5
590 Byrne Patrick Buffalo	88.0	657 Miata Joseph Islip Ter	86.5	725 Scozzari M A Auburn	86.5
591 White Michael Schenectady	88.0	658 Franczak Robert Tonawanda	86.5	726 Scott James E Averill Park	86.5
592 White C W Hamburg	88.0	659 Graf Richard C Val Stream	86.5	727 Lyons George M Greenwold Lk	86.5
593 Trivolis R C Brooklyn	88.0	660 Gray Thomas R Marion	86.5	728 Rhoney Calvin W Niagara Fls	86.5
594 Errico Joseph R Ozone Park	88.0	661 Prall Joseph C Warrensburg	86.5	729 Broedel Scott T Clinton	86.5
595 Fried Barry S Brooklyn	88.0	662 Bassight Thomas Suffern	86.5	730 Bronwich Jack J Lancaster	86.5
596 Reinhardt R F East Meadow	88.0	663 Basile Anthony Jamaica	86.5	731 Baxter James N Poughkeepsie	86.5
597 McAtamney P Bayside	87.0	664 Gabriel N Ronkonkoma	86.5	732 Wagner Joseph L Shirley	86.5
598 Sealey Ray I Brooklyn	87.0	665 Lustig Gary S Brooklyn	86.5	733 Nugent F P Carmel	86.5
599 Deangela Sal Franklin Sq	87.0	666 Cusenza Joseph NYC	86.5	734 Engel Gordon A Mastic	86.5
600 Crawford Thomas Flushing	87.0	667 Koshia Richard A Bladell	86.5	735 Pepe Russell A Montauk	86.5
601 Grannon Carl L Brooklyn	87.0	668 Lobocho Charles Wappinger Fls	86.5	736 Schoeller R G Brooklyn	86.5
602 Kakeh Gary L Brooklyn	87.0	669 Tobin Ernest J Lake Placid	86.5	737 Leyden Daniel J Albany	86.5
		670 Pixner Barbara Buffalo	86.5	738 Dehaven Robert E Meadow	86.5

## Rensselaer Seeking Welfare Examiners

TROY — The Rensselaer County Civil Service Commission is currently accepting applications for open-competitive and promotional positions as social welfare examiner. The posts, with the Rensselaer County Social Services Department, are at the grade six level and pay \$6,092 to \$6,350 a year.

Candidates must be legal residents of Rensselaer County for at least four months prior to the written test.

Examiners will determine financial eligibility for various programs administered by local social services districts and will recommend the amount of assistance to be given.

To be eligible for the open-competitive positions, applicants must have two years' experience in examining, investigating or evaluating claims for assistance. The promotional jobs are open to individuals with a year experience in a senior level clerical position or two years in an entrance level clerical position.

A written test, scheduled for Oct. 4, will test knowledge, skills and abilities in dealing with people during interviews, and applying written instructions and arithmetic skill to problems.

Applications, which must be returned by Sept. 3, may be obtained from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy.

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For more information phone 212-BU 8-0200 or write to 199th Army Band, 643 Park Ave., New York, N.Y. 10021.

## LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent—To Attorney General of the State of New York; Society of the New York Hospital;

And to the distributees of Grace White, also known as Grace V. White, Grace Virginia White, Grace Virginia Sims and Grace V. Sims, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Grace White, also known as Grace V. White, Grace Virginia White, Grace Virginia Sims and Grace V. Sims, deceased, who at the time of her death was a resident of 344 East 66th Street, New York, N.Y., Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 26th day of September, 1975, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE MIL-LARD I. MIDONICK, a Surrogate of our said County, at the County of New York, the 1st day of August, in the year of our Lord one thousand nine hundred and seventy-five.  
David L. Sheehan, Jr.  
Clerk of the Surrogate's Court.



# A Blue-Ribbon Panel Proposed To Revise State's Taylor Law

ALBANY — Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., has proposed the establishment of a blue-ribbon panel to work out changes to the current strictures of the Taylor Law governing the conduct of state employees.

In a letter to CSEA president Theodore C. Wenzl, Mr. McDermott also suggested that the panel might "create a new mood

by proposing a completely new rule book such as exists in various other liberal states."

Mr. McDermott's letter noted that the current law "works to the disadvantage of employees and to the advantage of management."

The Region IV president suggested that prominent individuals in the private sector, such as law school deans and others, could be enpaneled to suggest changes to the law.

"I believe this methodology would create the proper atmosphere so that our members could be rallied around the banner and seek directed support from their friends and neighbors to force a change by our presently unresponsive Legislature and state administration."

## Grossfield

(Continued from Page 1)

in effect in Broome for a number of years and dated from the time when the county's business was transacted in an old structure with an inadequate cooling system.

The county now has a new, air-conditioned building and county officials had taken the position that the four o'clock closings were unnecessary.

CSEA officials responded that employees working a full day during the summer months would, in effect, be working five additional hours per week without pay for almost two months.

The issue was resolved when county negotiators agreed to full payment to the 70 percent of the CSEA employees affected by the early closings in the past. They also agreed to pay workers the standard rate for the full hours worked, even though some employees might elect to take vacation time in the July-August period.

Earlier in the negotiations, the Broome Legislature had mandated an agreement Jan. 1. That move caused the breakup of talks and a suit brought against the county by CSEA charging unfair labor practices. The charge was withdrawn several weeks later after negotiations resumed by mutual agreement.

## Dinner Honors Dominick Eramo

UTICA — Members of the Fort Schuyler chapter, Civil Service Employees Assn., will honor Dominick J. Eramo Thursday, Aug. 21, on his retirement after 24 years of service with the Division of Licensing Services, Department of State.

A dinner will be held at 6:30 p.m. at the Manor Restaurant, Rt. 5, between Little Falls and St. Johnsville. Reservations should be made by Monday, Aug. 18. They may be obtained from Stephen P. Cimino, Department of State office, Albany, and Clara Boone, Department of State office, Utica.

## Further Results Reported As Retirees Cast Ballots

ALBANY — Further results in recent Civil Service Employees Assn. retiree chapter elections have been announced by Thomas Gilmartin, CSEA's coordinator for retiree affairs.

The chapter's winning candidates and their offices are:

Orange-Ulster-Sullivan County chapter: John M. VanDuzer, president; Angelo Donoto, first vice-president; Gordon D. Hobbs, second vice-president; George P. Halbig, third vice-president; Clarence R. Lokey, recording secretary; Helen Bordonelli, corresponding secretary, and Howard Shumake, treasurer.

Poughkeepsie area chapter: Tris Schwartz, president; Henry Emmer, first vice-president; Myrtle Von Helmut, second vice-

president; Myrtle Misner, treasurer, and Myrie Nadeau, secretary.

Suffolk County chapter: Hilda Runz, president; Ed Holland, first vice-president; Lawrence McDonald, second vice-president; Frank Gabrellek, treasurer; Augusta Stewart, recording secretary, and Bridie Molloy and Michael Murphy, corresponding secretaries.

## Broome Pact

(Continued from Page 9)

vey, the chapter's representative to the statewide CSEA Labor Department committee, recently returned from "a very unsatisfactory meeting" with State Labor Department officials in Albany, where it was indicated that there would be more layoffs.

The chapter's new officers and directors are also meeting to discuss strategy to deal with state legislators who voted against the 6-percent wage increase for CSEA in the last session.

"We're not going to let the loss of the recent strike vote stop us," Mr. Grossfield said. "We'll be active, because we will not be satisfied letting someone else decide our futures."



**WILLARD PC INSTALLS** — The Holiday Inn, Waterloo, was the scene of recent installation ceremonies for new officers of the Willard Psychiatric Center chapter, Civil Service Employees Assn. Above, front row, from left: Syracuse Region V first vice-president and installing officer Dorothy Moses; Sara Woledge, second vice-president; Marge Scales, treasurer; Sandra Gustafson, representative; June Favreau, delegate, and Doris Pratz, secretary. Rear row, from left: Gary Daugherty, delegate; Carol Warne, representative; Mike Ragan, representative; Bill Harris, representative; Nelson Barber, third vice-president; Hugh McDonald, first vice-president, and Robert Lee, president.



**OGS INSTALLATION** — Officers of the Office of General Services chapter, No. 669, Civil Service Employees Assn., were installed recently at Schrafft's Restaurant, Albany. From left are Angelina Polimerou, treasurer; Earl H. Kilmartin, president; Sylvia Bouck, recording secretary, and Gerald Purcell, executive vice president.



**TUPPER LAKE INSTALLATION** — Officers of the Sunmount Developmental Center chapter, Civil Service Employees Assn., were installed recently in ceremonies at a dinner-dance held at the Tupper Lake Country Club. They are, from left: Joseph LaLonde, president; Walsh Moody, first vice-president; Bernard Young, second vice-president, and Joseph Finochio, third vice-president. Second row, from left: Debby Delair, corresponding secretary; James Savard, treasurer; Lurinda Mecklenburg, recording secretary, and board members Ellen Rottner and Bernard Chartier. Not present for the photo were Donald DiVergellis and Donald Smith.

## Ed Chapter Picnic

ALBANY — The Department of Education chapter, Civil Service Employees Assn., will hold a clamsteak and steak roast Friday, Sept. 5, at Lanthier's Grove, Route 9, two miles north of Latham Circle. The event will begin at 12:30 p.m. and end at 9 p.m.



# Chappie, The Kennedy Crash And ERS Boxes

When I got the news that Chaplain Fred P. Eckhardt had accepted a pastoral call from Grace Evangelical Lutheran Church, Westminster, Md., I also got a very sick feeling in the pit of my stomach.

I have met nice people, fine people in the N.Y.C. Fire Department throughout the years, but Pastor Fred, or Chappie, as he is known to the many who love him as I do, really ranks up there at the top.



THAYER

I'll write more about him later. However, the most important thing at the moment is that a testimonial dinner and dance will be given to honor him Sept. 25

## Nassau Guards

MINEOLA—The Nassau County School Crossing Guards unit, Civil Service Employees Assn., will hold a general meeting Wednesday, Sept. 24. The meeting, which will begin at 8 p.m., will be held at the Mineola police headquarters building.

## Lifeguards' Exams

HAUPPAUGE — The next pool and stillwater performance lifeguard exam will be held Wednesday, Aug. 13 at the Byron Lake Pool, Bayview. The test will begin at 7 p.m. The ocean performance test will be at 10:30 a.m., at Smith Point Park, Shirley, on Thursday, Aug. 14.

To be eligible, candidates must be at least 16 years old and show proof of age. In addition, all applications must be presented at the time of the exam.

For further information, write to the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

## Dulski Is Named

BUFFALO — Gov. Hugh L. Carey has named Thaddeus J. Dulski, of Buffalo, to the newly created post of assistant for Western New York State affairs.

The new post is a part-time one and will pay \$15,000 annually. Mr. Dulski is a former congressional colleague of the Governor and retired from Congress last year after serving 16 years as a Buffalo Representative.

## GOVERNORS MOTOR INN

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at Antun's Restaurant, Springfield Blvd. and Jamaica Ave. in Queens. The tab is \$16.00 per. Mail checks to Martin C. Heyer, 81-07 218th Pl., Queens Village, N.Y. 11427.

Even though the Eastern Air Lines crash is what some columnists call old news, little things still crop up which makes good reading.

As firemen know, if anything goes wrong with a plane at Kennedy (in trouble in the air, possible crash, etc.) the man in the control tower is supposed to pull a fire alarm box which is installed there for just such emergency use. The number is No. 269. When it is received at the Queens Central Telegraph Office, the Queens dispatcher must automatically transmit a second alarm for that box.

In the case of the Eastern crash, would you believe that the box No. 269 in the control tower was never pulled? If it was pulled, it was never received at Queens Telegraph Headquarters.

On duty that day as supervising dispatcher was Henry Browne. The first inkling which he got that anything was wrong was a call from Police Emergency telephone number 911, of all things.

From the location they gave him, and the details as they had them, he pinpointed Rockaway and New York Bldgs. as the spot and then not only transmitted Box No. 5882 but made it a second alarm to boot!

The Fire Department gets a little stuffy about such actions if you are wrong. However, if you are right, you get congratulated. That is what Chief Lewis Harris, boss of communications, did. Henry Browne used his head, took action which might have been questioned when the investigations got under way, but had the courage of his convictions. Congratulations Henry Browne!

I know of a few cases in the recent past when other supervising dispatchers have had the courage of their convictions, took action accordingly and in one case the guy was banned from touching the department radio,

## Fire Flies

By PAUL THAYER

and in another case, was called a disgrace to the dispatching profession.

In the Bronx the other night, the water pressure situation was so bad that two companies had to be especially assigned to go around and turn off hydrants so that the companies at a nearby fourth alarm would have enough water to fight the fire.

Once upon a time, if a dispatcher were to tell you that he had a 500-alarm day (500 calls within 24 hours), you would gasp in disbelief. Today, it is nothing to hear of 800 to 850 calls within that same period, with most of them being false alarms. Having anywhere up to 30 companies in from other boroughs to take care of the load is becoming a regular thing.

As a result, there is now much breast beating by high brass at 110 Church St. In one sentence, they blame the false alarms on the kiddies who like to play with the buttons on the ERS boxes. In the next sentence, they admit that they are installing another 1,000 such boxes!

When this whole ERS box mess first started, there was an arrangement where only 200 boxes would be installed and then tested for two years. Had that been done, top brass would have had the answer to the false alarm problem and they would then have known that ERS boxes would never work in New York

City. Instead, after the 200 boxes were installed, and were only under test for a few months, somebody in City Hall who, under Lindsay, gave the word to FDNY to forget about the testing and get cracking on installing the

## Jobless Rate Again Rises

Unemployment in New York City rose by 30,600 in June or to 11.7 percent of the city's working force. The rise was an increase of 158,600 from the June, 1974 figure.

Throughout New York State the jobless rolls moved up to 840,000 or 10.8 percent of the state's work force.

The State Labor Department reported that in the metropolitan area, including the city, Suffolk, Rockland, Nassau, Putnam and Westchester counties, there were 526,000 people out of work in June. This was an increase to 10.9 percent in June from 9.8 percent in May.

## DONOR CARDS

New York State Commissioner of Motor Vehicles James P. Melton has announced that the recently authorized organ donor program will go into effect early in September. Persons who wish to donate their eyes, kidneys, and other bodily organs, in event of their death in an accident, can obtain and carry official donor cards with their drivers licenses. The first cards to go out will be to those obtaining new licenses in September, and those renewing licenses beginning in November.

**Veterans Administration Information Service**  
Call (202) 389-2741  
Washington, D. C. 20420

## Disabled Vets' Benefits Hiked

WASHINGTON—President Gerald Ford has signed a bill that will give the nation's 2.2 million disabled veterans cost-of-living increases in compensation ranging from 10 to 12 percent.

However, a statement issued by the White House noted that the President has warned Congress that the measure is more than

double the 5 percent increase he had previously proposed. He added that the bill would cost the government \$500 million annually.

The new legislation, which is retroactive to Aug. 1, also increases by 12 percent the dependency and indemnity compensation paid to widows of former servicemen who die of military-related causes.



**ALL-CSEA TEAM** — Magr. Thomas Code congratulates three members of the Civil Service Employees Assn. named to top offices in Long Island Diocesan Union of Holy Name Societies. From left are: Frank Applewaite, vice-president for Nassau County; John F. Kilbride, president, Arthur Wegman, vice-president for Suffolk County. All three were recently re-elected for second terms. Mr. Applewaite works at Nassau County Medical Center, Mr. Kilbride at State Division of Employment and Mr. Wegman at Suffolk County Social Services.

full 3,000 boxes pronto! Of course when you get that kind of order from City Hall, you get cracking and that, dear friends is how we now are tied up in knots with false alarms.

## 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; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 760, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

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

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

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

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# 2-Year Wayne Pact Has 5% First-Year Boost; 6-23% Second-Year Hike

LYONS—A two-year contract providing an across-the-board wage increase of 5 percent the first year and increases ranging from 6 to 23 percent the second year has been approved by members of the Wayne County chapter, Civil Service Employees Assn.

Members voted 117-36 for the contract, which covers about 350 county employees with 60 different job titles. Employees of the Sheriff's, Probation and Social Services departments are covered by separate contracts.

"Recognizing what was happening around the state, we think this was a realistic settlement," said Gerald Meyer, chapter president. He is the former director of county mental health services.

### Graduated Increments

For the first time, the contract, retroactive to Jan. 1, provides graduated annual pay increments of \$240, \$260 and \$280, depending on salary schedule grades, for grades 1 to 22.

The increments also are provided for provisional employees, who through no fault of their own have not been able to take civil service examinations.

Personal leave days were reduced from five to one, but 13 extra vacation days were added. Regular vacation days will accrue at the rate of one-half day per pay period.

Sick leave can be accumulated each year up to 155 days, an increase of 15 days from the old contract.

The new contract also pro-

ducts employees from suspensions without pay for more than 30 days unless a hearing before an arbitrator is held.

A payroll savings plan also is introduced for the first time.

Dr. Meyer said negotiations began about May 1 and "were fairly open and candid. There was quite a bit of give-and-take on both sides."

Serving with him on the negotiating team were Searle Mead, chapter vice-president; Mary Pallotti, treasurer; William Shipley, past president; Carol Fowler; Vivian Loveless; Frank Quinn; Nancy Bridger, and Gary Johnson, CSEA collective bargaining specialist.

## Back Increment Pay Case Is Won In Putnam County

CARMEL—The Civil Service Employees Assn. has won an arbitration case in behalf of two Putnam County employees.

Union field representative Larry Scanlon said the issue was caused "by the arrogance of the Putnam Board of Supervisors under the regime of Chairman Joseph Percacciolo."

The two county employees claimed the county had illegally withheld their annual increments. The increments were due Jan. 1, 1973. The two employees still have not been paid.

"Why should county workers have to spend so much time, energy and money just to get what is guaranteed them in their contract?" Mr. Scanlon asked. "Why must the Percacciolo regime constantly harass the workers, who are only asking the county to live up to its end of the contract?"

Arbitrator Stanley Algees found in June "that the county's failure to grant an annual increment in this case constitutes a violation of the contract. The

arbitrary attitude" toward its employees in withholding the payments to the two union members, as ordered by the arbitrator.

"These increments are now two and a half years overdue," Mr. Scanlon pointed out. "County Treasurer David Bruen still has not issued checks to the employees, even though he was

requested to do so by the assistant county attorney, as well as by the arbitrator. I am demanding that Mr. Percacciolo order his financial people to immediately process payment of the monies, and end his capricious treatment of the contract and the workers."

CSEA represents about 300 workers in Putnam County.



**SIGNS OF THE TIMES** — When Gov. Hugh Carey arrived in Plattsburgh recently for a Democratic Party dinner, he was greeted by picketers demonstrating against administration policies, in particular layoffs (still an issue) and the closing of ACTEC (now resolved). The picketers are Civil Service Employees Assn. members of Albany Region IV's Adirondack Committee.

## Morrisville Chapter Elects S. M. Zarod

MORRISVILLE — Stephen M. Zarod has been elected president of the State University of New York at Morrisville chapter, Civil Service Employees Assn.

Other officers include Doris M. Noble, vice-president; Jo Ann Reed, secretary, and Cynthia A. Miller, treasurer. All will serve two-year terms.



**THAT TIME AGAIN** — Leaders of Onondaga chapter 834 of the Civil Service Employees Assn. are busy preparing for their annual chapterwide clambake at Henderwade's Grove. The event will be held Sept. 7 from 1 to 6 p.m. Chapter president Andrew Placito, right, checks matters over with three of the key committee heads, from front: corresponding secretary Leona Appel, in charge of ticket mailing; Hilda Young, bake chairman, and Leander Smith, prize co-chairman. Onondaga chapter, with nearly 3,000 members, is the 10th largest in the statewide CSEA structure.

# Offers Conversion Of Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1975.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1975, or whose 55th or 60th birthday is during 1975 may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1975. The effective date of the converted insurance will be Nov. 1, 1975, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

Fill Out and Mail Today

CIVIL SERVICE EMPLOYEES ASSN., INC.  
33 ELK STREET  
ALBANY, NEW YORK 12207

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

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HOME ADDRESS ..... City State Zip Code

DEPT. DIVISION OR PAYROLL  
EMPLOYED INSTITUTION ITEM NO.

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