

Civil Service LEADER

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Committee Reports
— See Pages 8 & 9

Negotiators Work Out A United Approach



In reaching agreement on how best to serve the employees, members of negotiating teams often engage in serious debates among themselves in order to arrive at a united approach when they confront management. Here, in a meeting of the Thruway coalition negotiating team, various views are aired following rejection of proposed contract by membership. Standing, left, is Albert Sibillo, president of Western Thruway chapter. Seated, facing camera, are Mary Kennedy, Western; Jean C. Gray, committee vice-chairman; Vito Dandreaano, chairman, and John Naughtier, CSEA collective bargaining specialist. Standing behind them is Joseph Reedy, also a CSEA collective bargaining specialist. Seated in foreground, from left, are Bud Watson, New York Division; Helen LaPierre, Albany Headquarters; Lewis Lingle, New York, and Michael Jim, Syracuse. (Leader photos by Ted Kaplan)

Fact-Finder To Study Thruway Impasse Issues

ALBANY—An impasse has been declared by the Civil Service Employees Assn. in negotiations affecting over 2,000 toll, maintenance and clerical employees of the State Thruway Authority, and the Public Relations Board (PERB) has appointed a fact-finder to enter the negotiations dispute between CSEA and the Thruway Authority.

Albany Law School Professor Ralph Semerad has been named by PERB to serve as a fact-finder, and Prof. Semerad has said he expects to meet with representatives of both sides quickly. The CSEA-represented Thruway employees have twice rejected offers from the Authority for a new contract to replace the last contract which expired June 30.

CSEA declared the impasse during the first negotiating session between the two sides after the second contract rejection. The union said the Authority was unwilling to negotiate further on economic issues, including salaries, a \$6,500 minimum hiring rate, and shift pay differentials. Prof. Semerad will limit his fact-finding inquiries to those three main issues.

Officers and delegates from the CSEA Thruway chapters met recently during the annual CSEA

convention to discuss the situation, and decided to contact the Authority in an effort to get back to the negotiating table after the second contract rejection. The Thruway agreed, but

after the Authority indicated an unwillingness to discuss or improve the economic area of their offer, CSEA declared an impasse and asked PERB to appoint a fact-finder.



Union Leader Hits Inflation Controls At Employees' Expense

CSEA president Theodore C. Wenzl put the issue sharply and precisely. "First and foremost," he said, "is the ominous spectre of runaway inflation."

In his report to the CSEA convention, Dr. Wenzl said: "We must do everything possible to make certain that the rank-and-file government worker is protected from sacrificing unduly." (Continued on Page 6)

LI Holiday Party
AMITYVILLE — Tickets are limited to 500, at \$12.50 each, for the Dec. 13 holiday party of the Long Island Region, Civil Service Employees Assn. The event will be held at the Holiday Manor, Bethpage. Tony Gianetti is region social committee chairman.

CSEA Endorses 189 Candidates For Legislature

By MARVIN BAXLEY

ALBANY—Endorsement of 189 candidates for the State Legislature by the Civil Service Employees Assn. was announced this week by John Clark, chairman of the 230,000-member union's political action committee.

The recommendations, Mr. Clark noted, were made after months of meetings and deliberations by the committee, which traveled all over the state last summer in efforts to learn firsthand what the problems and politics are in the various regions of the statewide CSEA organization.

"The committee has worked very hard to take into consideration local feelings in making these statewide recommendations," Mr. Clark said. He pointed out that in addition to consultations with regional political action committees, the statewide committee had held a series of open meetings at which rank-and-file members were afforded an opportunity to voice their opinions on endorsements.

This is only the second time that CSEA's statewide organization has taken the plunge into political endorsements. After years of political neutrality at all levels, the statewide organization made its initial endorsements for legislative candidates two years ago. At that time, the committee chairmanship was held by Thomas H. McDonough, who is currently executive vice-president of the Employees Association.

At the time of CSEA's first foray into political endorsements, only 94 legislators were singled

out for the stamp of approval. With the earlier experience under its belt, CSEA has been able to more than double the number of endorsements made this year.

In 1972, CSEA endorsed 27 candidates for the Senate, of which 20 emerged as winners. For the Assembly, 50 out of 67 endorsed candidates won. Altogether, it meant about 75 percent of the CSEA-endorsed candidates went on to victory.

This year, of the 54 candidates endorsed for the State Senate, 31 are Republicans, 22 are Democrats and one is running under (Continued on Page 14)

Politics Aside

The Leader regrets any implication of support for or against Governor Wilson or Congressman Carey by individual CSEA members who were pictured with either of the candidates on the front page of last week's edition.

It should be assumed that any statewide, regional and chapter officer or Board of Directors member was acting in an official capacity and in the gracious manner that would be expected in welcoming guests to the delegates convention.

'Arrogance Or Ignorance' Charged At Bronx Psych

NEW YORK CITY—The Civil Service Employees Assn. has leveled charges of contract violation against Bronx Psychiatric Center and has demanded that the institution's administration strictly comply with the provisions of the contract between the State of New York and the CSEA.

George Bispham, New York Region 2 supervisor, in a strongly worded letter to Dr. Hugh F. Butts, director of Bronx Psychiatric Center, cited repeated instances of non-compliance with Article 33 of the contract dealing with disciplinary procedures.

List Incidents
Blasting the institution's personnel officer, Arthur Greenidge, with acting either through "arrogance or ignorance of contract provisions," Mr. Bispham underscored the seriousness with which the union views the violations by detailing the following inci-

dents affecting employees at the hospital:

• Jean Ellington, Norma Jones and Paul Makgoba were suspended from employment as a result of an alleged accident surrounding the death of a patient. Despite contract provisions stating

that the executive director of CSEA must be notified within 24 hours of any suspension and that charges be brought within 72 hours of such suspension, to date no charges have been filed against the employees mentioned

(Continued on Page 3)

INSIDE THE LEADER

MHEA Officers Installed By CSEA Exec. See Page 3
Seek Retiree Director For CSEA See Page 5
Latest State Eligible Lists See Page 10

At SUNY Fredonia

ALBANY — State University Board of Trustees has named Dr. Jerome H. Supple, of SUNY College at Fredonia, as acting associate provost for undergraduate education in the university's central administration office at an annual salary of \$27,000.

Sawaya Deputy

ALBANY—Beverly Sawaya, of Delmar, has been named deputy commissioner of environmental conservation for intergovernmental relations at \$32,000 per year. She had formerly served as director of State and Local Relations for the Assembly.

School Directors To Hold First Annual Conference

MANHATTAN—The Council of Directors and Assistant Directors (CODAD) of the city's school system will hold its first annual luncheon-conference on Nov. 9 at the Biltmore Hotel. The conference theme is "The Future of Public Education."

The top leadership of the school system will discuss key educational issues. The contributions of the Directors and the Assistant Directors to the community school districts will also be a topic for discussion.

A morning panel discussion will present all the members of the Board of Education. The keynote speaker will be Dr. William W. Turnbull, President of Educational Testing Service, who will be heard on "Looking Backward to the Future."

Reservations at \$12 per person should be sent to Mrs. Olga Sobelsohn, Assistant Director of BHE, Room 510, at 131 Livingston St., Brooklyn, N. Y. 11201.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Casualty)	\$18,369	20-416
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Calculating Machine Operator	\$ 6,148	20-111
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Consultant Public Health Nurse	\$17,429	20-320
Correction Officer (Male)	\$10,714	20-541
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Hospital Administration Intern	\$10,714	20-555
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Medical Specialist III	\$35,373	20-408
Medical Specialist III	\$38,449	20-409
Montal Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Montal Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
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
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519

(Continued on Page 7)

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C00711 Lv. Nov. 27, Ret. Dec. 1	AB.....\$209 FLIGHT ONLY.....\$169
PARIS or AMSTERDAM	
C40111 Lv. Nov. 27, Ret. Dec. 1	CB.....\$249 FLIGHT ONLY.....\$199
IRELAND	
C86111 Lv. Nov. 2, Ret. Nov. 10	MAP.....\$349 FLIGHT ONLY.....224
JAMAICA (OCHO RIOS)	
C10311 Lv. Nov. 28, Ret. Dec. 1	MAP.....\$249
MARTINIQUE	
C52011 Lv. Nov. 8, Ret. Nov. 15	CB, From.....\$259
C52111 Lv. Nov. 23, Ret. Nov. 30	CB.....\$319
FREEPORT	
C03611 Lv. Nov. 27, Ret. Dec. 1	EP.....\$179
CURACAO	
C54811 Lv. Nov. 27, Ret. Dec. 1	MAP.....\$279
BERMUDA	
C12111 Lv. Nov. 28, Ret. Dec. 1	MAP.....\$259
LAS VEGAS	
C53711 Lv. Nov. 7, Ret. Nov. 10	EP.....\$229
C19311 Lv. Nov. 28, Ret. Dec. 1	EP, From.....\$239
SAN JUAN	
C01411 Lv. Nov. 27, Ret. Dec. 1	EP, From.....\$169 FLIGHT ONLY.....\$125

YEAR-END PROGRAM

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C04312 Lv. Dec. 24, Ret. Dec. 31	CB.....\$289 FLIGHT ONLY.....\$209
ROME	
C03712 Lv. Dec. 24, Ret. Jan. 1	CB, From.....\$379 FLIGHT ONLY.....\$299
COSTA DEL SOL — SPAIN	
C03912 Lv. Dec. 24, Ret. Jan. 1 (Deluxe)	MAP.....\$399
C54612 Lv. Dec. 24, Ret. Jan. 1 (1st Class)	MAP, From.....\$329 FLIGHT ONLY.....\$269
PORTUGAL (ESTORIL)	
C54712 Lv. Dec. 23, Ret. Dec. 30	AB.....\$359
RUSSIA	
C41512 Lv. Dec. 28, Ret. Jan. 4	AP.....\$399
TRINIDAD and TOBAGO	
C53012 Lv. Dec. 22, Ret. Dec. 30	MAP.....\$589
FREEPORT	
C10812 Lv. Dec. 24, Ret. Jan. 1	EP.....\$319
BERMUDA	
C52812 Lv. Dec. 24, Ret. Jan. 1	MAP.....\$389
MIAMI	
C03812 Lv. Dec. 24, Ret. Jan. 1	MAP, From.....\$409 FLIGHT ONLY.....\$155
GOLDEN WEST — LOS ANGELES	
C10612 Lv. Dec. 25, Ret. Jan. 1	FLIGHT ONLY.....\$175
LAS VEGAS	
C53812 Lv. Dec. 26, Ret. Dec. 29	EP.....\$179
C53912 Lv. Dec. 29, Ret. Jan. 2	EP.....\$229
HAWAII	
C53212 Lv. Dec. 24, Ret. Dec. 31	EP.....\$387

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Research Director

ALBANY—Dr. Albert T. Telch, of Endwell, has been named to a \$30,000 post as director of research for State University's Institute for Public Alternatives. He will have major responsibility for establishing and maintaining the Institute's campus research grants program.

Bldg Electrical Engrs

ALBANY—An assistant building electrical engineer eligible list, resulting from open competitive exam 24185, was established Oct. 7 by the state Department of Civil Service. The list contains 25 names.

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Mental Hygiene Employees Association Installs Officers



Thomas H. McDonough, executive vice-president of the Civil Service Employees Assn., swears in officers of the Mental Hygiene Employees Assn., many of whose members are also active in CSEA. Right from Mr. McDonough are president Irene Hillis, second vice-president Theodore Brooks, secretary-treasurer Edna Percoco, first vice-president Richard Snyder, third vice-president Eileen Cole and consultant Nicholas Puziferri. Missing from photo is fourth vice-president Salvatore Butero.



MHEA secretary-treasurer Edna Percoco, seated, adds names of newly chosen delegates to the roll. Standing are Sally Jones, left, Brooklyn Psychiatric Center, and Myrtle Cunningham, Willowbrook Developmental Center.



Irene Hillis, left, president of the statewide MHEA organization, goes over duties with newly appointed chairmen, from left, Charles Stewart, auditing; Audrey Snyder, public relations/education; Edward Gagnon, political action, and Carl Garrand, constitution.



Leo Weingartner, Binghamton Psychiatric Center, contributes to discussion on fund-keeping.

'Arrogance Or Ignorance'

(Continued from Page 1)
nor has the executive director of CSEA been notified of the suspensions. Ms. Jones was reinstated after three days and informed that the three-day suspension constituted her penalty. Ms. Ellington and Mr. Makgoba still remain suspended.

• Elizabeth Turner was served with charges dated Sept. 19 and the charges received by CSEA headquarters on Sept. 25. In accordance with the contractual agreement the union filed a third-step grievance to which no response was received. Subsequently a hearing was held on the grievance at which Mr. Greenidge was the hearing officer though he, himself, had preferred the charges.

• John Griffin was suspended on July 3, placed on mandatory vacation Aug. 1 and reinstated to work on Sept. 4. In effect Mr. Griffin suffered a two-month suspension without any charges filed against him.

• Mattie Blue was summoned to a hearing Oct. 9 before the personnel officer and immediately suspended for 60 days. No charges were filed against Ms. Blue nor was the CSEA executive director of the union notified of the suspension within the required 24 hours.

Indicating that a good labor-management relationship which had existed over the years be-

tween Bronx State and CSEA has now been severed. Mr. Blapham added that the matter has formally been brought to the attention of Joseph D. Lochner, the CSEA executive director in Albany.

Theodore C. Wenzl, president of the statewide Association, stated, "I have been briefed regarding the contract violations

at Bronx Psychiatric Center, and just as the union as a party to the contract is expected to live up to its conditions, I expect, and will insist, that the administration do the same.

"Our members have right to expect protection of their interests by their union, and I assure the employees of Bronx State that CSEA will do just that."

Ⓢ CSEA calendar Ⓢ

OCTOBER

- 22—Tax and Finance chapter "Meet the Candidates Night": 4:30 p.m. Bldg. 3 cafeteria, State Campus, Albany.
- 22—Long Island Armory Employees chapter meeting: noon, Huntington Armory.
- 23—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, auditorium, Chestnut and Broad Sts., Rochester.
- 24—Thruway Unit 1 meeting: 7 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 24—Metro Armories chapter membership meeting: 2 p.m., Staten Island Armory, 321 Manor Rd., Staten Island.
- 24—Rockland County chapters' Standup Informational Session: 7:30 p.m., Ivy Manor, Rt. 202, Mt. Ivy.
- 24—New York City chapter executive board dinner meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 25—SUNY at Buffalo chapter 10th anniversary dinner: 6:30 p.m., Sheraton East, Cheektowaga.
- 25—Department of Transportation Region 10 chapter dinner-dance: 8 p.m., Holiday Manor, 345 Hicksville Rd., Bethpage.
- 25—Black River chapter Halloween party: 9 a.m.-1 a.m., Brownville Parish Center.
- 26—Office of General Services chapter training seminar: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 26—Audit and Control chapter dinner meeting: 5:30 p.m., Polish Community Center, Washington Ave. Ext., Albany.
- 26—SUNY at Stony Brook chapter general membership meeting: 12 noon, Union Lecture Hall, Stony Brook.
- 26—SUNY at New Paltz "recognition" dinner-dance: 7:30 p.m., Chef Jo-Mar, Rt. 299, New Paltz.
- 30—Central Islip Psychiatric Center chapter informational sessions for general membership: 6:30 p.m., Clubhouse, CI grounds.
- 31—Orange County chapter meeting: 7:30 p.m., Casa Fiesta, Middletown.

DOT 10 Dinner

HAUPPAUGE—The first annual dinner-dance of the Department of Transportation Region 10 chapter, Civil Service Employees Assn., will be held Oct. 25.

The event will be at the Holiday Manor, 345 Hicksville Rd., Bethpage.

18 Jobs Are At Stake In Green Haven Shift

STORMVILLE—Representatives of the Civil Service Employees Assn. and the State Correctional Services Department met Oct. 15 to discuss the future of 18 employees in shops being phased out at the Green Haven Correctional Facility here.

Green Haven is in the process of shutting down its industrial shops, where 18 CSEA members work. Two shops have already closed, and two more will be phased out within six to 10 months, according to Correctional Services Department officials. The prison's garment shop will be transferred to Clinton Correctional Facility, and the Department wants to transfer a general foreman and two foremen to Clinton along with the shop.

CSEA Team

The CSEA team at the meeting consisted of Green Haven chapter president Angelo Senisl and two of his foremen; field representative John Deyo; Jack Weisz, Correctional Services Departmental representative to CSEA's Board of Directors, and CSEA regional public relations associate Geni Abrams.

The Department was represented by Allen F. Mills, Director of Correctional Services; Howard Kelso, of the Department's division of employee relations, and Tom Adams, the prison's superintendent of industries.

In response to CSEA questioning, Mr. Mills repeatedly said he has no schedule for the phasing out of the industrial shops now operating at Green Haven, or for their replacement by new shops. Shops planned for Green Haven include an optical lab, plant engineering shop, auto mechanics shop and an upholstery and hospital equipment repair shop.

Mr. Weisz, Mr. Senisl and Mr. Deyo demanded to know "who is going where and when they

are going there." They insisted that employees in the industrial shop are intelligent and mechanically able men who could easily be retrained to teach in the new shops, and who may very well already be qualified to teach in them, because of previous experience or training.

To Start Screening

The state officials promised to start "a screening program" at Green Haven to see how many of the employees have qualifications to work in the incoming shops, but refused to say when the screening would begin. He also promised to obtain a list of civil service qualifications required for jobs in the new shops, and to send a copy of them to Mr. Deyo.

Mr. Mills further agreed to find out whether there are any funds in the Correctional Services Department for retraining of the CSEA members affected (Continued on Page 14)

SUNY New Paltz To Dance Oct. 26

NEW PALTZ—The SUNY at New Paltz chapter of the Civil Service Employees Assn. will hold its first "Recognition Dinner Dance" Oct. 26 at 7:30 p.m. at Chef Jo-Mar on Rt. 299 in the Town of New Paltz.

Chapter members who have retired during the past year will be presented with a plaque in recognition of their service to the chapter.

FIRE FLIES.

By Paul Taylor

Much has been made lately about fire prevention. Names of streets have been changed, posters distributed, meetings held . . . the whole bit.

It seems to this writer, however, that some barn door closing while the horse still hangs out there would be a good idea. In the name of the economy (certainly not in the name of common sense at any rate!) the top people in the Fire Department are trying to do a top rate job with a force which simply cannot handle the job. I am referring now to the Fire Marshals.

At the present time we have a staff of 63 Marshals. Of that number, at least a few are in radio cars and available for duty around the clock. Others are on special assignments, stakeouts, etc. There are over eight million people in the City of New York of whom especially of late, it would seem that quite a percentage, especially in the ghetto areas, are seemingly bent upon reducing the City of New York to ashes.

Counting those Marshals who are on vacation, sick leave, spending time in Court, etc., the remaining Marshals simply cannot handle the job, even though they are a gung ho bunch, determined to do the very best they can in spite of hopeless odds.

I hear of instances where a known arsonist is caught, tried and sent away for several years. Nobody bothers to tell the Marshals when the guy is being released from prison. It is up to the Marshal to recognize the arsonist's style and decide that . . . lo and behold, Benny the Torch must be back in circulation.

This happened in Brooklyn a while back and a check showed that a particular arsonist had indeed been released and was back to his old field of endeavor. He started working in the Bronx. Then suddenly he showed up in his old base of operations around Atlantic Avenue in Brooklyn and one fire after another in that area, all with his trade mark, indicated his presence there. As one Marshal said, it was as though he was just screaming to get bagged.

The boss was asked for permission to stake him out and the permission was granted but with the warning that the Bureau couldn't afford any long stake out . . . a few days and the troops would have to forget it!

Well, they went to work around the clock. This guy was a slippery eel and wiggled out of every trap. The stakeout went on for ten days and they were within perhaps days or hours of collaring the guy when the Chief, for money reasons, ordered them to call a halt. They would have to attend to other matters . . . the budget couldn't stand the gaff. To this day that arsonist is loose and doing a seemingly fine job in Bronx and Brownsville. There is simply not enough money to permit long term stakeouts on birds such as that one.

Another confidant revealed to me that the building which collapsed at Jennings Street in the

Bronx causing serious injury to eight firefighters and lesser injuries to a score or more of their buddies could most probably have been prevented if there were sufficient Marshals on the staff to do a proper stake-out because, many fires had taken place in that building, all the work of an arsonist and, under normal circumstances the building would have been staked out on the night the fire was set. Instead, the arsonist had free reign and the final fire was the one which broke the camel's back—so to speak—resulting in 32 firefighters being buried as the interior of the building collapsed into the cellar.

How many more such incidents will take place before the budget boys get smart to themselves? Of course, as long as Commissioner O'Hagan's policy

of "dollars before lives is permitted to continue, I suppose the situation as outlined above will also continue.

The Fire Marshals estimate that a force no fewer than 250 Marshals would be needed to provide minimal protection for a city with the population the size of New York. With law and order in the ghettos adding up to something like a very bad joke, the number should probably be around 300. To the fellow up top who saves money to keep his job, this is laughable. To the harried and disheartened Fire Marshal it's a tragedy . . . they try to do their best but underneath they are seething because they know the job they would like to do if only they had the staff to do it with; it simply cannot be done with the present staff.

This subject will be dealt with from time to time as more material comes to hand. Meanwhile, I thought you should know about a tragic situation which directly affects you if you are a firefighter or a just plain citizen of this worm infested "big apple." Ugh!

'74 Civil Service Survey Shows 10.4% Minority Increase In NYC

MANHATTAN — The City last week released the results of an ethnic survey of city workers which showed a 10.4 percent increase in minority city employees in 1974, as compared with 1973.

The survey, conducted by the Department of Personnel, covered some 162,757 city employees, including 52,958 minority employees. It showed that there were 41,287 black employees working for the City in 1974, up 8 percent from 1973, and 10,458 Spanish-surnamed employees working for the City in 1974, up 22 percent from 1973.

It also showed that female representation has increased approximately 6.2 percent in 1974. There were 45,970 female employees working for the City in 1974, as compared with 39,692 in 1973.

Female representation in the Office Administrative job category, in which the majority earn between \$16,000 and \$25,000 an-

nually, also showed a 9.3 percent increase, from 542 workers in 1973, to 648 workers in 1974.

The survey was mandated by the Federal Equal Employment Opportunity Commission, and categorizes the work force by sex and six different ethnic groups. They are white, black, Spanish-surnamed, Asian-American, American Indian, and other.

It was composed primarily of agencies under the jurisdiction of the Mayor, and includes all City employees except those in the Off-Track Betting and Health and Hospitals Corporations, the Board of Education, the Board of Higher Education, the Office of Probation, the City Council, and the Transit, Triboro Bridge and Tunnel, and Housing Authorities.

A similar survey in 1973 covered some 149,187 city employees and showed 43,952 minority city employees, including 35,004 blacks and 7,846 Spanish-surnamed.

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THIS WEEK'S KEY ANSWERS

Police News

CIVIL SERVICE LEADER, Tuesday, October 22, 1974

Suspension Rule Eased

Police Commissioner Michael J. Codd rescinded last week the 80-year old departmental rule which automatically suspended an officer charged with crimes or infractions of regulations without pay, pending the outcome of criminal or departmental trial. Under the new set of regulations the officer may be given a "modified assignment," such as clerical duties, so that he may receive his salary and all fringe benefits and retain his gun until his case is disposed of. The new regulations stipulates mandatory suspension only if the officer refuses to perform his assigned duties, refuses to answer questions in an investigation, or is absent without leave for five days.

Six HA Officers Promoted

Promotions of two Lieutenants to Captain and four Sergeants to Lieutenant in the New York City Housing Police Department were made by Chairman Joseph J. Christian recently.

The officers are being promoted from lists established by the City Civil Service Commission following competitive examinations.

The new Captains are: Constantine Brown, 47, who is commander of the City-wide Task Force.

Alton R. Waldon, Jr., 37, who is the Commanding Officer of the Housing Police Academy.

The new Lieutenants are: David W. King, 48, Julius S. Jenkins, 38, Joseph S. Mastandrea, 38, and Joseph D. Amodeo, 42. The Housing Police Department has a strength of 1,815 in all ranks and provide coverage for 185 projects in five boroughs.

Police Awards

The following named members of the service have been awarded departmental recognition in the above grade for extraordinary bravery intelligently performed in the line of duty at imminent and personal danger to life.

Honorable mention is awarded to Detective Winston Nunez of the Nar. Div. (O.C.C.B.), and Police Officers Edward Cunningham of the 6 Pct., Robert Coapman and William Coyle of the 41 Pct., Thomas McGuinness and Henry Goodman of the 77 Pct. and Elmer Toro and LeRoy P. Marshall of Nar. Div. (O.C.C.B.).

The following named members of the service are awarded departmental recognition in the above grade for an act of bravery intelligently performed involving personal risk of life.

Exceptional merit is awarded to Sergeant Patrick Moran of the 106 Pct. and Detectives Arthur Roberts of O.C.C.B. and Phillip Fehr of T.P.U.

Exceptional merit is also awarded to Police Officers Steven A. D'Antonio and Frank Fal-lacaro of M-T Pct. No., Joseph Angerome of the 40 Pct., Richard Nestor, Rogert Angwin and Richard McLees of the 41 Pct., Stephen Jacques Jr. and William J. Peters of the 68 Pct., John Medina and Joseph DiNanno of the 83 Pct., Robert Brandes of the 112 Pct. and Juan Roman and Gerardo Roman Jr. of Nar. Div. (O.C.C.B.).

C to A; No. 56 (SO 60), change to Delete; No. 57 (SO 61), from A to B; No. 63 (SO 64), from A to D; No. 64 (SO 55), from C to B.

From to Senior Telephone Operator, Exam 4527—test held June 15, 1974. Changes: No changes in final key.

CSEA Seeks Retiree Chief

ALBANY—The Civil Service Employees Assn. has extended the closing date to apply for the position of coordinator of retiree recruitment and services, a Grade 18 staff appointment with a salary level of approximately \$13,000.

The coordinator of retirement recruitment and services will promote membership recruitment programs, establish new local chapters of retirees, provide advice and direction for existing chapters and notify all members of changes in laws or enactment of new laws as they affect retirees.

Candidates must have a good knowledge of the state retirement system and of the federal Social Security system. They must possess a high school diploma or equivalency certificate plus five years of satisfactory business experience involving public contact. Candidates with a college bachelor's degree and three years of satisfactory business experience involving contact with the public or a satisfactory equivalent combination of education and experience, are also acceptable.

For further information and job application forms, interested persons are asked to contact the personnel office of the Civil Service Employees Assn. headquarters in Albany by telephoning (518) 434-0191 no later than 5 p.m., Oct. 28.

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75, A; 76, C; 77, B; 78, D; 79, B; 80, C.

EXAM 3019 PRINCIPAL INVESTIGATOR

Test Held September 30, 1974
Of the 170 candidates called to this exam, 138 appeared. Candidates who wish to file protests against these proposed key answers have until November 6, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

1, B; 2, C; 3, D; 4, A; 5, A; 6, D; 7, C; 8, B; 9, A; 10, C; 11, B; 12, C; 13, D; 14, A; 15, B; 16, C; 17, A; 18, C; 19, D; 20, D; 21, D; 22, A; 23, A; 24, B; 25, B; 26, C; 27, D; 28, C; 29, C; 30, D; 31, B; 32, A; 33, A; 34, B; 35, A; 36, A; 37, C; 38, D; 39, A; 40, B;

41, C; 42, C; 43, A; 44, A; 45, B; 46, D; 47, D; 48, C; 49, C; 50, B; 51, B; 52, D; 53, B; 54, B; 55, C; 56, C; 57, C; 58, B; 59, D; 60, D.

Final Key Answers

The city Civil Service Commission has rendered final the following key answers.

Assistant Assessor, Exam 3131—test held April 27, 1974. Changes: No. 45, from C to Delete; No. 48, from C to Delete.

Prom to Bridge Operator, Exam 3601—test held Jan. 19, 1974. Changes: No. 37 changed to B and/or C.

Prom to Maintainer's Helper, Exam 3551—test held May 25, 1974. Changes: No. 42, from C to A and/or C.

Prom to Senior Computer Programmer, Exam 2722—test held June 9, 1973. Changes: No. 2 (SO 21), from C to D; No. 12 (SO 14), from D to C; No. 14 (SO 7), change to Delete; No. 31 (SO 5), from A to A and/or D; No. 35 (SO 3), from B to B and/or C; No. 51 (SO 65), from

11, C; 12, D; 13, C; 14, D; 15, D; 16, A; 17, B; 18, B; 19, A; 20, C; 21, A; 22, C; 23, C; 24, A; 25, B; 26, B; 27, A; 28, B; 29, C; 30, B; 31, C; 32, D; 33, A; 34, C; 35, A; 36, D; 37, D; 38, A; 39, A; 40, C;

41, A; 42, B; 43, B; 44, C; 45, C; 46, C; 47, D; 48, C; 49, D; 50, A; 51, D; 52, D; 53, D; 54, D; 55, B; 56, A; 57, B; 58, B; 59, D; 60, A;

61, D; 62, D; 63, C; 64, C; 65, C; 66, D; 67, C; 68, B; 69, B; 70, B; 71, A; 72, D; 73, B; 74, A;

EXAM 4085 TRANSIT ELECTRICAL HELPER SERIES

Transit Authority
Test Held October 5, 1974
Of the 4,654 candidates called to this exam, 3,187 appeared. Candidates who wish to file protests against these proposed key answers have until November 6, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

1, C; 2, A; 3, C; 4, A; 5, A; 6, A; 7, B; 8, C; 9, C; 10, B;

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TUESDAY, OCTOBER 22, 1974

Ethnic Coding

THE Lord moves in mysterious ways and, so, sometimes, does government.

A year ago, The Leader featured stories for weeks on end about the ethnic coding procedures then being put into practice by the state. This meant that each employee had his ethnic origin entered on his permanent records.

Although the State was following a formula devised by the Federal government, The Leader was repulsed by the "Ugly American" image of such goings on—especially since there was such lack of understanding of other countries and their peoples.

At the time, in these columns, we pointed out that such categories as Spanish-speaking Latin Americans either were devised in ignorance that Brazilians speak Portuguese or were meant to exclude Brazilians altogether. Then, in addition, there were specifications that Spanish-speaking black-Americans were to be categorized under Black, as opposed to Spanish-speaking, which evidently was a whites-only category. These are only examples among many misunderstandings.

The issue was first raised by the New York City chapter of the Civil Service Employees Assn., and followed closely by the Leader as CSEA's Board of Directors voted that a letter of protest be addressed to Administration officials. Other civil service organizations also were engaged in active protest against the ethnic coding.

We also noted last year that in New Hampshire, in particular, the state administration had immediately moved to halt such practices in that state.

But in New York State ethnic coding continued, and gradually the issue faded from the front pages as official letters were exchanged (and everyone knows the current state of mail delivery).

Evidently, the Post Office's Lost and Found Department must have been sweeping up some dark corner recently and come up with one of those lost letters.

Now comes the news that Governor Wilson has ordered a halt to ethnic coding, and that he has set up a committee to study the state's ethnic information gathering, storage and retrieval activities.

We applaud the fact that the Governor himself has entered into the dispute by setting up this committee, which is composed mostly of administration members and representatives of certain black-oriented organizations.

It is our opinion, however, that he has missed the whole ethical point of the ethnic-coding controversy.

The matter is not simply a question of blacks vs. whites. We have found both black-Americans and white-Americans on both sides of the issue. We also point out that there are yellow, brown and red Americans, too.

The issue is rather one of protection of the Civil Service Merit System. As such, we cannot comprehend how the committee came to be appointed without a single employee representative, and in particular a member of the Civil Service Employees Assn., which represents the overwhelming number of New York State's public employees.

Whether the committee recommends that the temporary halt, which went into effect Oct. 1, be continued or resumed, their decision will have been made without input from the very people—of whatever ethnic origin—who are most affected, the public employees themselves.

Don't Repeat This!

(Continued from Page 1)
compared with other employment sectors. Inflation is not to be conquered at the expense of the lower-paid government employees. It is time for the top leaders to lead the fight against inflation by doing the things necessary, to show by example and not to talk."

Two Major Programs

As president of CSEA's 230,000 members, Dr. Wenzl is prepared to take the lead in two major programs. One is to prevent public officials from making the public employees the principal victim in government efforts to fight inflation by cutting worker's salaries by reducing personnel and by taking away fringe benefits. The other is to reopen wage and salary negotiations to make up "for the unforeseen erosion in the purchasing power of the dollar" during the first two years of the present three-year contract.

The road ahead will be a difficult one. President Ford's first step in the fight against inflation was his recommendation to delay for three months a 5.5 percent salary increase for Federal employees recommended by both the Federal Office of Budget and Management and by the Federal Civil Service Commission. By a bipartisan vote, the Senate rejected the President's recommendation. Ironically, the President sought to delay this 5.5 percent increase at a time when the Cost of Living Index showed an 11.5 percent increase in living costs.

To make matters worse, the President gave vent to his frustration by the Senate vote over a national radio and television hook-up. In that address, the President described his recommendation for withholding Federal employee salary increases as a "marshmallow." He then warned that, if Congress again refused to go along with some of his recommended anti-inflation steps, he would be obliged to offer some "tough turkey." The President may speak in dietary metaphors, but that will not be digested by public service employees who find it increasingly difficult to make both ends meet with food prices skyrocketing. It would hardly promote the public good if state, county and local government officials try to emulate the President by seeking to balance their budgets by cutting into Civil Service salary and wage standards.

Think Creatively

Indeed if the public employer would avoid disaster, he will have to think creatively about methods of upgrading the salaries of the public employees, modernizing insurance and retirement benefits, and join with CSEA in joint efforts to equalize both sides of the bargaining table and to remove weaknesses in grievance procedures.

We hear a great deal of talk about improving employee productivity in both the private and the public sector. Improved productivity demands a high degree of employee morale, and that can be achieved only by offering the employee decent salaries and working conditions as well as reasonable and realistic opportunity for advancement.

As Dr. Wenzl put it in his President's report, "Our work is obviously cut out for us—let's get on with it!"



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.

Taylor Law Vs. NY Public Library

In April 1973 the Public Employment Relations Board found that the New York Public Library and the City of New York had committed improper practices under the Taylor Law by agreeing in a union contract to have an agency shop dues provision. The matter came up for review in the New York County Supreme Court by way of an Article 78 proceeding and was referred to the Appellate Division, First Department. The court rendered its decision in July 1974, annulling the PERB decision and dismissing the improper practice charge.

After a lengthy hearing by PERB, the hearing officer concluded that the Library was not a "government or public employer" within the meaning of the Taylor Law (section 201.6) and dismissed the charge. It was stipulated at the hearing that the City of New York was not a joint employer with the library.

However, when objections were filed to the hearing officer's report, the City made application to have it determined that it was in fact a joint employer with the library. PERB concluded that for purposes of the Taylor Law, the City and the Library were joint employers, although it was not relevant to the issue of whether the Library itself was a public employer.

The Appellate Court held that PERB was in error because: "The record fails to establish any reasonable basis upon which to conclude that the City is the employer of the Library employees, joint or otherwise, or that the Library itself is a government or public employer within the meaning of the Act." The court went extensively into the historical background of the New York Public Library as well as its present manner of operations.

THERE IS LITTLE doubt that the Library is almost completely dependent upon the City for funds. Budgets are submitted to the City Bureau of the Budget and then included in the Mayor's executive budget which is submitted to the Board of Estimate.

The Library is voluntarily under the New York City career and salary plan. Employee retirement benefits are funded by the City. However, the Library is not bound by the City budget and may seek funds outside, and in fact the record of the case indicates that the Library has undertaken projects not approved or funded by the City. When the City has imposed a job freeze, it was not applicable to the Library.

The issue of joint employer status is not a simple one. It could be argued that even if the Library were found not to be a public employer, it could, nevertheless be a joint employer with the city. The statute is silent in this respect.

A public employee is one who holds a position by appointment or employment in the service of a public employer. Public employer is defined in the law, but joint public employer is not defined, nor does the phrase "joint employer" appear. The court said, "It would seem, however, at least on its face, that the statute presumes that each of the entities comprising the joint public employer be in its own right a public employer of public employees within the meaning of the Act."

IN THE PAST, the Appellate Division pointed out, whenever the courts have had occasion to consider the relationship of the City and the Library, it has been recognized that the Library was an independent entity and that its personnel were not City employees.

PERB argued for a broader interpretation which would accord with the history and purpose of the Taylor Law and which would effectuate its purpose, i.e. "The promotion of harmonious and cooperative relationships between government and its employees . . ."

In relying on the traditional criteria that are used in determining employment status, there does not seem to be any weight in favor of finding that the Library employees are in any way employees of the City. Modern governments are involved in almost every facet of economic life, and their financial contributions are given to institutions rendering services not typically recognized as purely governmental in nature.

It is clear from reading the statute that the Library is not the State, or a county, city, town, village or other

(Continued on Page 7)

Open Continuous State Job Calendar

(Continued from Page 2)

Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Senior Hydraulic Engineer	\$17,429	20-136
Assistant Hydraulic Engineer	\$14,142	20-135
Supervising Actuary (Life)	\$26,516	20-522
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Public Librarians	\$10,155 & Up	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Senior Pharmacist	\$14,880	20-194
Senior Recreation Therapist	\$12,670	20-553
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	varies	varies
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Senior Occupational Therapist	\$12,670	20-550
Senior Physical Therapist	\$12,670	20-551
Sr. Speech and Hearing Therapist	\$12,670	20-552
Senior Recreation Therapist	\$11,277	20-553
Supervising Dietitian	\$12,760	20-167
Supervising Veterinarian	\$14,880	20-313/314
Unemployment Insurance Claims Examiner (Spanish Speaking)	\$10,714	20-389
Vartype Operator	\$ 6,811	20-307
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, 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.

Open Competitive State Job Calendar

Applications Accepted Until October 21
Written Exam November 23

Associate Chemist (Air Pollution)	\$17,429	23-651
Medical Facilities Auditor, Senior	\$13,404	24-116
Medical Facilities Auditor, Associate	\$17,429	24-117
Medical Facilities Auditor, Principal	\$21,545	24-118
Senior Stenographer	\$ 8,051	20-989

Applications Accepted Until November 4
Oral Exam Nov. Thru Jan. 1975

Public Administration Internships	\$11,164	27-460
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Applications Accepted Until November 11
Oral Exam in December

Asst Mgr. for Teacher's Retirement System Investment Accounts	\$17,420	27-462
Associate Adirondack Park Specialist	\$17,429	27-429
Associate in Higher Education Opportunity	\$20,428	27-459
Enterostomal Therapy Nurse, Supvg.	\$14,142	27-461

Applications Accepted Until November 11
Written Exams December 14

Associate Airport Dev. Specialist (no exam)	\$21,545	27-454
Buoy Light Tender	\$ 6,811	24-123
Canal Maintenance Foreman	\$ 9,546	24-124
Canal Structure Operator	\$ 7,616	24-125
Office Machine Operator (Various Specialties)	\$ 5,871	24-127
Senior Airport Dev. Specialist (no exam)	\$17,429	27-455
Senior Civil Engineer	\$17,429	24-128
Senior Environmental Analyst	\$13,404	24-129
Underwriter	\$10,714	24-130

To Welfare Board

ALBANY — Governor Wilson has made three new appointments and three reappointments to the State Board of Social Welfare. The Board is comprised of 15 members who serve at \$75 per day to a maximum of \$2,250 per year. New appointments and terms are: James J. Fuld, New York City, July 1, 1975; Urban Pauley, of Williamsville, July 1, 1976; Myles V. Whalen, Jr., New York City, July 1, 1978. Reappointed were: Cleo G. Reid, of Buffalo, and Cynthia G. Collin, New York City, July 1, 1979, and Leonard Block, New York City, July 1, 1978.

Name Stathacos

ALBANY — The Governor has appointed Dean C. Stathacos, of Buffalo, to the State Supreme Court's Eighth Judicial District seat vacated by the death of Justice Charles J. Gaughan. The salary is \$48,998 per year and the appointment is for the remainder of this year.

Civil Service Law & You

(Continued from Page 6)

political subdivision or civil division of the State, nor is it a school district or a governmental entity operating a public school, college or university. The Library is not a public improvement district or special district, a public authority or commission. It cannot be a public corporation because that is a creature of statute; nor does the Library exercise governmental powers. The Library and its self-perpetuating Board of Trustees merely provide a service to the public. (In the Matter of N.Y. Public Library et al. v. PERB, 357 N.Y.S. 2d 522.)



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Repair Crew Wkr (HDA)	7,000
Benefits Rmt Exmr	10,500
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Letters To The Editor

What's The Future?

Editor, The Leader:
Carrer Ladders! Work hard, do a good job in your present title, take exams and we'll reward you with more exams and more exams, etc.

Certainly I believe in taking exams, getting on a list and hoping for a promotion, but the situation as it exists today is ridiculous. The last Senior Stenographer G-9 was given on Dec. 8; the list was so great it couldn't be published until approximately one month ago. The total number on the list, as published in The Leader, is 1,114 and another exam is scheduled for Nov. 15.

I wonder (it would be unheard of to ask) how many from that list were promoted to Grade 9. Could it be at least 500? Can you imagine when the new list from this coming exam will be published.

I, for one, feel that less time and expense should be expended in giving the exams and more time and effort to placing those already on the list.

(Name Withheld)
Buffalo Chapter Member

Decision Decried

Editor, The Leader:

Re: the matter of arbitration between CSEA and SUAB (State University at Binghamton), American Arbitration Association Case No. 1567-0048-74. Grievance — John R. Podrazil, Discipline. As a CSEA representative for Mr. Podrazil, I thought it was one of the most blatant miscarriages of justice I have observed in a long time.

It seems that the State of New York and the American Arbitration Association feel the contract between CSEA and the State of N. Y. Operational Services unit is for the exclusive benefit of the State and has no binding effect on the treatment of employees.

Article 339 of the contract was

thoroughly abused by management. The entire case against Mr. Podrazil was a hodge-podge of unsupported and more importantly unproved charges. I cannot imagine any judge in a civil court not throwing the case out, with a warning to the State, about the grievant's civil rights.

Michael Gorman
CSEA Representative
SUNY—Binghamton

Not Published

Editor, The Leader:

Our Association of State Liquor Enforcement Agents, comprised of investigative employees of the New York State Liquor Authority, was the "first" group of employees of a State agency to publicly endorse Hugh Carey for Governor on Sept. 18.

Many of our organization's members are also members of the Civil Service Employees Assn.

Despite several press releases to The Leader of our endorsement, no notice ever appeared although several other newspapers, radio and television reported our endorsement.

The question, however, is doesn't The Leader have an obligation to publish the announced gubernatorial candidate preference of other State employee groups?

Anthony M. Papa
CSEA Delegate—State Liquor Authority & President, Association of State Liquor Enforcement Agents

Editor's note: The Leader does consider sanctions by official organizations, but stories are not printed at the expense of more reader-related news. In the above instance, the one press release received was phrased to express political endorsement by one individual, and The Leader does not normally run such endorsements by individuals.)

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Work Performance Ratings And Examinations



SAMUEL GROSSFIELD

The following report was delivered by committee chairman Samuel Grossfield. Other committee members are Harriet Casey, Al Castaldi, Gregory Davis, William Gagnon, Don Galleroni, Carl Garrard and Marjorie Reeves. Thomas M. Coyle is staff adviser.

This Committee met several times to discuss issues, review complaints, and to plan its meetings with Department of Civil Service officials. Three meetings were held with the Personnel Services and the Examinations Divisions represented by the following administrators: John Keefe, Charles Wolz, Irving Handler, James Dermody, John Ross and Donald Hoyt. The following points concerning Work Performance Ratings were raised by this Committee:

1. Guidelines for Satisfactory and Unsatisfactory ratings are so vague they open the door to unsatisfactory ratings.
2. Years of satisfactory service carry no weight in mitigating penalties of an unsatisfactory rating.
3. Why doesn't the Rating Appeal Board include an employee organization representative?
4. Why have Agency Heads been permitted to overrule Appeal Board reversals of unsatisfactory ratings?
5. Increase in unsatisfactory ratings over the past five years.

Rating Year	Number Of Unsatisfactories	No. of Appeals	Appeals Sustained
1969	137	27	7
1970	175	34	4
1971	268	44	3
1972	379	47	4
1973	430	73	4

Three things stand out from the above figures:

1. Unsatisfactory ratings increased more than threefold in 5 years.
 2. Only a small percentage of employees appeal.
 3. Few appeals were sustained.
- They did not wish to consider previous Satisfactory ratings, but we insisted they give this some thought. They will also give some thought to an employee representative on the Rating Appeal Board. They can do nothing about the authority of an Agency Head to have the final say. Civil Service regulations give the Agency Head this right.

ON EXAMINATIONS:

• Unilateral decision by Civil Service Commission in January 1974 to require all promoted employees to serve a probationary period. CSEA Attorneys are challenging this in the courts. We indicated our displeasure with the Commission's action and pointed out to these administrators why this action is so onerous.

1. CSEA was not consulted.
 2. A probationer is allowed few grounds for appealing an Unsatisfactory rating.
 3. A grudging promotion will invite an Unsatisfactory rating.
 4. Unsatisfactory ratings for promoted probationers need not be documented by the Supervisor.
- We shall withhold further action

pending the outcome of the court case.

Various members have protested the practice of "Continuous Recruitment Examinations." Examinations for the same title may be given every few months. The individual who passes the examination must be reached for appointment before his eligibility terminates, which is one year. An individual with a low mark may never be reached since those individuals taking a later examination and receiving a higher mark would be interfiled ahead of those individuals taking the earlier examination.

We registered a vigorous protest. We proposed that everyone on the early lists be appointed before the agency goes to later lists. We also proposed that an employee on any list should not be required to take an examination for the same position unless he wished to improve his mark. His eligibility would last for four years and in addition only his highest mark should be used.

We expressed our opposition to orals which we shall pursue in subsequent meetings.

We insisted that Civil Service restore the post-rating review of written exams to allow the candidate access to the questions, and to his answers as well as those of the Examiner. At first they wouldn't consider it, but later said they will review the feasibility.

We criticized the system of canvassing a list. We pointed out that declinations are obtained under duress. They felt this was difficult to prove, but members should make this known to CSEA. Recently they did find an agency guilty of this act and had them re-canvass a list. They also agreed it was improper to take a person off a list for a specific area simply because that person refuses a job in a specific unit in that area. They will also follow up on complaints that employees on lists are not given adequate consideration because the agency has someone else in mind who is not even reachable.

Another request we made was that candidates taking stenographic exams should not have to repeat that part of the exam they passed. They will give us an answer at a subsequent meeting.

Education Committee Report



CELESTE ROSENKRANZ

The following report was delivered by the committee chairman, Celeste Rosenkranz. Other committee members are Irene Amaral, Stanley Briggs, Virginia Colgan, Richard Fila, Roger Frieday, Mary Lauzon, Marie Romanelli, Patrick Timineri, David Wall and Stephen Zarod.

The Education Committee has completed the 1974 Revision of the Chapter Officers' Manual for both State and County Division.

One copy is being distributed to each President attending the convention, each member of the Board of Directors, and each committee member.

Many training seminars and workshops have been conducted for various regions and chapters since our last report at the Spring Convention. Through the benefit of monies allocated to each region, programs have been arranged to provide the kind of educational services our members not only need but deserve.

The following reflects some of the training experiences which were offered to members and staff:

- a) Seminar on Grievance Procedures
- b) Disciplinary Procedures
- c) How to Negotiate Effective Contracts
- d) Role of the Shop Steward
- e) Duties and Responsibilities of Chapter Officers
- f) Parliamentary Procedures
- g) Treasurer's Training Program
- h) Information Programs — retirement, legislation, insurance, etc.
- i) Orientation programs for new staff members

Some of the programs which have been offered include Ulster County at Kingston; Adirondack Region at Westport; Cattaraugus, Allegheny, and Chautauqua Counties at Olean; Rensselaer, Schenectady, Montgomery and

Fulton Counties at Saratoga Spring; Region 1, 2 and 3 at Concord Hotel, Westchester County chapter at White Plains; Region 4 at Glens Fall; Middletown Hospital Rehabilitation Center; Mental Hygiene Workshop, Lake Placid, County Delegate Meeting, Region 6 at Batavia and Buffalo; St. Lawrence chapter at Ogdensburg; Rockland County chapter at New City and others. In addition, information meetings have been held when requested, and an increasing number of chapters are requesting programs on a regular basis.

It is evident that there is growing interest among the membership for education and training. The need for continuing the funding of these programs must be emphasized as the new budget is being prepared. It would be advantageous to have these monies spelled out specifically in the budget so as to minimize any confusion as to how the funds are to be spent.

The Statewide Education Committee strongly urges an increase in appropriations in order to provide a library-books, pamphlets, magazines, resource materials and other kinds of appropriate literature for each regional office. It is the hope of the Committee that each regional office will eventually be staffed and equipped to meet fully the ever increasing training needs of its constituents.

Pension Committee Report

The following report was delivered by committee chairman Ernest W. Wagner. Other committee members are Alice Bennett, Hazel Abrams, Aaron Burd, Louis Colby, Thomas Elhage, Natale Linke and Ann Maywalt.

Your CSEA Pension Committee is pleased to report that new programs are proceeding successfully. Each of the delegates has received a copy of the new Retirement Manual, and plans are being made for future publications.

Beginning shortly after the close of this Delegate Meeting, the Pension Committee will begin its program of Regional Seminars on the subject of retirement. You will be informed through your Regional President as to time and place of the Seminars in your own Region.

We are now approaching the advent
(Continued on Page 14)



DOROTHY RABIN

Resolutions Committee Report

The following report was delivered by committee chairman Dorothy Rabin. Other committee members are Blanche Rueth, William Bear, Arthur Shelley, Richard Grieco, Neil Gruppo, Patricia Spieci, Gregory J. Rowley and Joan Tobin.

Your Resolutions Committee has met on two occasions primarily for the purpose of ascertaining its role which has increasingly changed over the years as a result of the adoption of the Taylor Law by the New York State Legislature.

Prior to our initial meeting, we forwarded a communication to CSEA's chapter presidents and incorporated an article in the Civil Service Leader requesting our chapters to forward to us resolutions representative of the concerns of our chapter's members for the express purpose of advising CSEA's Negotiating Team in the State Division of our State Division's members' desires and also advising our Legislative and Political Action Committee on matters received that appear to be of a legislative nature.

As a result of this solicitation, numerous resolutions were received by us on the subjects of salary, health insurance, agency shop and matters that would require the submission of bills in the New York State Legislature during the forthcoming session. Appropriately, all resolutions forwarded to your Resolutions Committee from our chapters were, in turn, directed to a variety of our standing committees whose reports not only on these resolutions, but other subject matters will be delivered to you in the course of this convention.

As previously mentioned in this report, the role of this committee has undergone considerable change if for no other reason than the fact that the vast majority of resolutions reviewed by your committee are clearly negotiable rather than legislative and must be handled through the collective bargaining process.

In the respect that resolutions are submitted to a standing committee for action, it would be inappropriate for us to deliver to you specific action on any resolutions as our standing committees intend to report out to you at this convention their particular position on related resolutions. Your actions during this convention with regard to the adoption, modification or rejection of either part or all of a committee report will be compiled by the members of this Resolutions Committee for final recommendation to the State's Negotiating Committee and CSEA's Standing Committee on Legislative and Political Action.

In conclusion, I would like to thank the members of this committee and those chapter presidents who have taken the time to solicit their membership for resolutions that will be placed before you in various committee reports.

Membership Committee Report

The following report was delivered by committee chairman Samuel Emmett. Other committee members are co-chairman Howard Cropsey, Jon Schermerhorn, Terry Dawson, William Kempey, Michael Sweet, Karen Messier, James Mongano and Esther Throne.

The main concern of the Membership Committee continues to be the growth of our Association. Attached is a Bar Graph (Exhibit A) which discloses the pattern of growth over the last 10 years based on June 1 voting strength figures for comparison purposes. In addition, because of the significance of the membership count at Aug. 31, 1974, these figures were added to the graph. For practical purposes and because of lack of comparative figures for all of the 10 years, retiree figures could not be included. However, retiree figures are disclosed in the attached Schedule B, "CSEA Membership Statistics." Retiree members have increased to 16,409 members on June 1, 1974 over the 15,381 on June 1, 1973. Therefore, as of 8/31/74, the total membership in CSEA is 227,286.

The recent increase in CSEA membership is primarily the result of the Association's effective mail campaigns to solicit non-members in both Political Subdivisions and the State on a regular and continuing basis. For the first time in two years, we have increased our numbers even though there was an estimated attrition of 10 percent in our ranks each year.

This Committee has been made aware that membership is of major concern to all staff employees, Chapter Presidents, State-wide Officers and Delegates. A tally is now being kept of new member applications submitted by each fieldman. During the last eight months, over 9,214 new members have been solicited by the field staff, direct or through chapters and units they serve.

Also, improved computer systems and operations permit identifying non-member employees in those bargaining units which we represent. This ability permits

direct mail solicitations to be made and chapter officers and staff the opportunity to appeal to non-members in person.

This Committee recommends that a minimum of 25 members join CSEA in any new unit before we decide to represent that bargaining unit. However, it was also deemed advisable to accept the judgment of the regional field supervisor in agreeing to represent less than



SAMUEL EMMETT

25 members if there is an excellent prospect of signing up related units or a substantial number of other non-members in the proposed unit.

This Committee was charged with studying the membership dues in arrears problem. We queried the staff as to what efforts they were making in collecting these past due accounts and what was their success. On the mail-o-gram campaign where 670 mail-o-grams were sent at a cost of \$535.20 plus clerical effort, only about \$300 was collected.

There was also a concerted effort in Headquarters on a "Phone-a-lbon" Campaign. Chapter volunteers, retiree volunteers and Association staff worked

evenings for one week and made approximately 1,000 telephone calls to members in the Albany Capital District Area who were in a past due status. Approximately \$4,000 in pledges were received, but only a thousand dollars in come actually resulted. In addition, several mailings have been made through the year to delinquent members with summaries going to Chapter Presidents and field service representatives, which resulted in very limited success in 1974.

As of Sept. 30, 1974, there is approximately \$324,000 in arrears. This Committee recommends that this total amount be written off the Association books as of 9-30-74 because of its uncollectibility. It is apparent that any additional efforts on the part of the Association would be costly and unfruitful. As a direct result of the delinquent dues problem, this Committee recommends that the Constitution and

By-Laws Committee propose a clear definition of rights of a member in good standing versus a member not fully paid as to dues, to be incorporated into the Association's Constitution and By-Laws.

Your Committee acknowledges the time and effort put forth by Dr. Edward S. Diamond, Director of Education and Membership Recruitment, Mr. David M. Tallcott, Computer Services Manager, Mr. Thomas P. Collins, Comptroller, Mr. Joseph D. Lochner, Executive Director and Mr. Patrick G. Rogers, Director of Field Services, who have worked enthusiastically during the past several months to help us discharge our basic responsibility of membership growth. We continue to look forward to successful, innovative and responsible tactics based on the participation of everyone in CSEA.

CSEA MEMBERSHIP STATISTICS

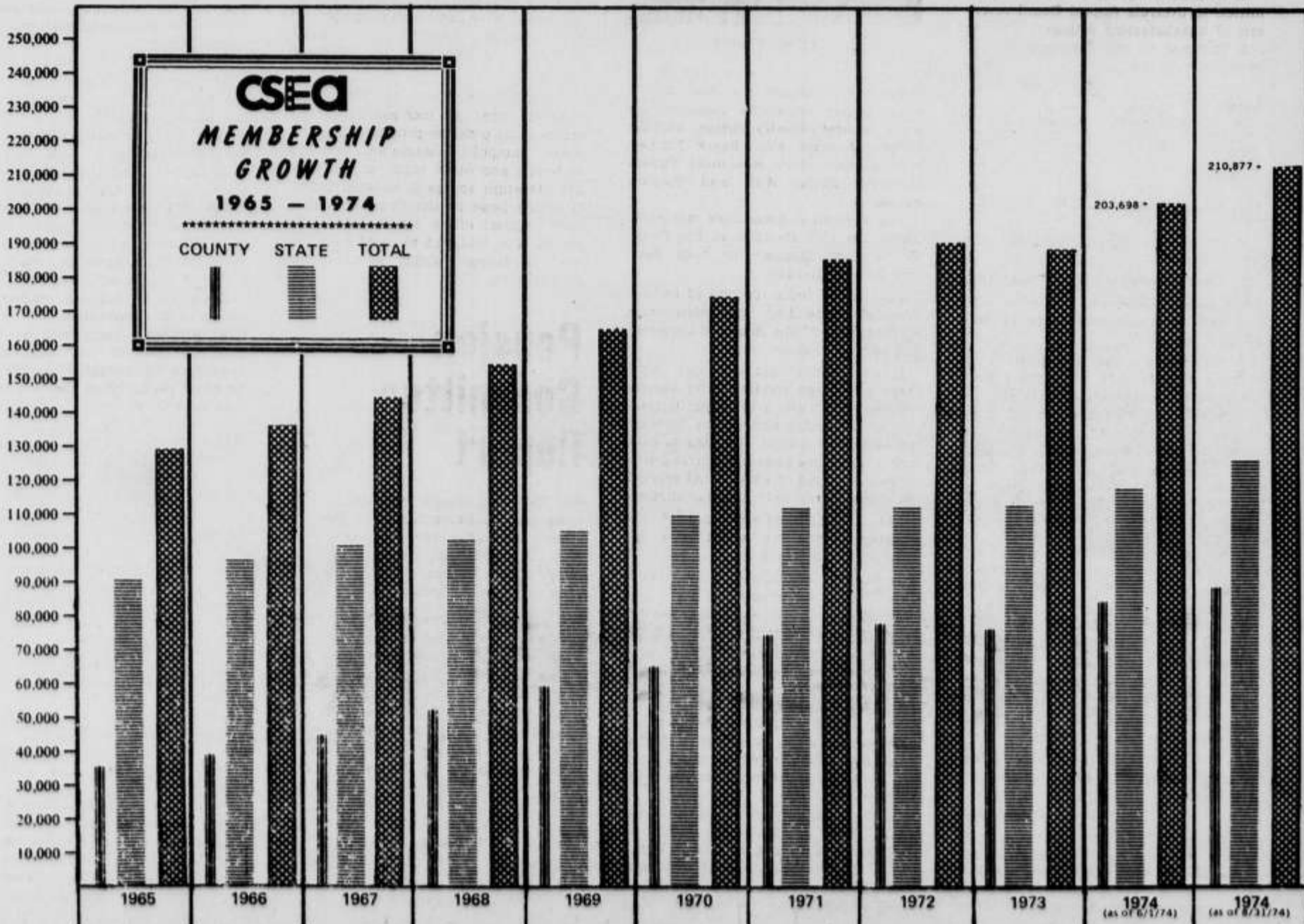
	State Division	County Division	Retiree Members	Total Members
6-1-73 Audit	112,282	79,067	15,381	206,730
6-1-74 Audit	118,808	84,890	16,409	220,107
New members on Notice from 5-15-74 to 8-31-74	7,350	4,378	*	11,728
Estimated Attrition	(3,134)	(1,415)	—	(4,549)
TOTAL	123,024	87,853	16,409	227,286
Increase of 6-1-74 Audit over 6-1-73 Audit	*6,526	+5,283	+1,028	+13,377

*Direct Pay Status

RECAP OF ABOVE

	8-31-74	6-1-74	6-1-73
Full Members	210,877	203,698	191,349
Retirees	16,409	16,409	15,381
TOTAL	227,286	220,107	206,730

(The above figures do not include an estimated one percent, or 2,110 members, who are on leave of absence without pay. A system has been developed to bill promptly members who go off the payroll, and will be implemented in the very near future.)



Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, October 22, 1974

EXAM 35500
ASST RETIREE BENEFITS EXMR
 Test held June 1; List est. July 29, 1974
 (Continued from last week)

194 Field Marilyn A Castletn Hud77.6
 195 Gorman Richard Ballston Spa77.6
 196 Miller Ethel B Wappinger Fls77.6
 197 Allen Sandra C E Greenbush77.5
 198 Bowers Iva A West Seneca77.5
 199 Adams John T Troy77.5
 200 Tacopina F Brooklyn77.5
 201 Amabile P A Elmsora77.3

202 Crier Theodore Troy77.3
 204 Juliano James M Saratoga77.1
 205 Pond Peter A Tonawanda77.1
 206 Fogg Michele J Schenectady76.8
 207 Tunny Gerald W Albany76.7
 208 Cortis Margaret Albany76.7
 209 Coil Donna M N Troy76.7
 210 Ryan Timothy T Cohoes76.7
 211 Frodyma F A Loudonville76.6
 212 Beck Mildred A Loudonville76.6
 213 Rosencrans Rita Albany76.4
 214 Waldorpha Perry Albany76.3

215 Ball Timothy K Scotia76.3
 216 Cetnar Cathy F Amsterdam76.3
 217 Cecot Raymond W Albany76.3
 218 Tucci Maryanne Troy76.3
 219 Soloyna C A Watervliet76.3
 220 Galarneau Gary Latham76.2
 221 Waltemath Bruce Albany76.2
 222 Rejack Peter D Schenectady76.2
 223 Cuyton K N Norwich76.2
 223A Coulson Jean R Old Chatham76.2
 224 Surprenant T D Cohoes76.2
 225 Seifert Cheryl Tupper Lake76.2
 226 Cobb Kathleen M Syracuse76.1
 227 Nowak Kathleen Albany76.1
 228 Olsen Gary P Schenectady76.1
 229 Doughy Diana M Rochester76.1
 229A Smith Michael P Albany76.1
 230 Coy Joan M Cadyville76.1
 231 Stroyen Gregory Cohoes76.1
 232 Gowie Orville C Troy76.0
 233 Brown Rosemary Albany76.0
 234 Kosarovich A Cohoes76.0
 237 Bylina C Schenectady75.8
 238 Sutton Richard Freehold75.6
 229 Davkica Cecilia Schenectady75.6
 240 Darrigo J A Rensselaer75.5
 241 Jennings Linda Brooklyn75.4
 242 Demagistris M Johnstown75.3
 243 Bishop Phyllis Lake Placid75.3

317 O'Reilly Joseph J Albany71.5
 318 Baske Anthony P Watervliet71.3
 319 Kwiatkowski P S Albany71.2
 320 Albertson C H Valatie70.8
 321 Walker C A Bronx70.8
 322 Case Louise C West Seneca70.7
 323 Sheber Howard J Albany70.5
 324 Betzwieser B M Albany70.5
 325 Martino C A Schenectady70.5
 326 McGuire Susan K Syracuse70.4
 327 Bailey Lorraine W Sand Lake70.3
 328 Ellrott Joseph Manands70.3
 329 Ponesi Susan R Stillwater70.3
 330 Devico Mary E Troy70.3
 331 Ruth Annamae Schenectady70.3
 332 Cooney Jeanne C Troy70.2
 333 Bagley Doreen C Albany70.2
 334 O'Brien Jean M Green Island70.2
 335 Shaw Daniel M Watervliet70.2
 336 Pellegrino K A Albany70.1
 337 Papperman A M Brooklyn70.1
 338 Olmstead P H Latham70.1
 338A Harris Rose A Selkirk70.0
 339 Kennedy Roger P Schenectady70.0

EXAM 35539
SR MAIL & SUPPLY CLERK
 Test Held May 11, 1974
 List Est Aug. 6, 1974

1 Northrup John J Amsterdam93.2
 2 Parlato June E Rochester92.5
 3 Lang David C Kent92.5
 4 Deforge James M Troy92.1
 5 Sapone Donald L Troy92.0
 6 Bruch Ted Buffalo91.1

(Continued on Page 15)

Grease

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ROSELAND
 MAJORS FIVE TOWNS
 MAJORS MONTON VILLAGE
 MAJORS PEQUA
 MAJORS SQUIRE
 MAJORS BRENTWOOD
 MAJORS RIALTO
 MAJORS SMITHTOWN
 MAJORS YONK

NEW JERSEY
 ARNOLD P. PRINCE
 BELMAR
 BERKELEY
 CIRCLE #1
 CIRCLE #2
 CIRCLE 10
 JACKSON
 MOVIES 3
 PLAINFIELD INDOOR
 PRINCE
 STRATFORD TWIN 1
 TIANCA
 WASHINGTON
 WASHINGTON

UPSTATE N.Y.
 CARMEL 1
 JULIET
 NAYAR
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State Promotional Job Calendar

Applications Accepted To October 15
Written Exams November 2-3

Interdepartmental Promotion Exams

Senior Stenographer	G-9	35-603
Senior Stenographer (Law)	G-9	35-604
Supvg. Toll Collector	*	35-622
Toll Section Supervisor	*	35-623

*Salary varies with agency.

Correctional Services

Senior Commissary Clerk	G-9	35-593
Principal Commissioner Clerk	G-12	35-594

Health

Associate Medical Facilities Auditor	G-23	35-601
Principal Medical Facilities Auditor	G-27	35-602
Senior Medical Facilities Auditor	G-18	35-600
Senior Sanitary Chemist	G-18	35-595

Labor

Senior Chemist (Industrial Hygiene)	G-18	35-611
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Applications Accepted To November 4

Written Exam December 14

Interdepartmental

Senior Civil Engineer	G-23	35-616
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Departmental

Administrative Aide	G-11	35-581
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Agriculture & Markets

Supv. Dairy Products Inspector	G-19	35-624
Senior Dairy Products Inspector	G-16	35-625
Supv. Farm Products Inspector	G-19	35-626
Senior Farm Products Inspector	G-16	35-627
Supervising Food Inspector	G-16	35-628
Senior Food Inspector	G-16	35-629
Senior Horticultural Inspector	G-16	35-630
Chief Meat Inspector	G-21	35-631
Supervising Meat Inspector	G-19	35-632
Senior Meat Inspector	G-16	35-633
Associate Marketing Rep.	G-19	35-651
Senior Marketing Representative	G-15	35-652
Chief Marketing Representative	G-22	39-036

(Oral exam held in Dec. 1974)

Audit & Control

Principal Retirement Benefit Examiner	G-20	35-641
Associate Retirement Benefits Examiner	G-17	35-642
Senior Retirement Benefits Examiner	G-14	35-643
Retirement Benefits Examiner	G-11	35-644

Correctional Services

Correction Captain	G-24	35-635
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Dept. Of Transportation

Canal General Foreman	G-17	35-647
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Environmental Services

Senior Environmental Analyst	G-18	35-655
Principal Fish & Wildlife Technician	G-14	35-657
Senior Fish & Wildlife Technician	G-10	35-658
Associate Director, Div. of Pure Water	G-34	39-044

(Oral exam held in Dec. 1974)

Executive

Supervising Natural Disaster Civil Defense Representative	G-22	39-046
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(Oral exam held in Nov. 1974)

Health (Exch. of Hospitals)

Senior Radiological Chemist	G-18	35-663
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(Labor (State Insurance Fund))

Associate Underwriter	G-21	35-636
Senior Underwriter	G-18	35-637
Underwriter	G-14	35-638
Principal Underwriter	G-24	39-045

(Oral exam held in Nov. 1974)

Teachers Retirement

Sr. Retirement Benefits Examiner	G-14	35-645
Retirement Benefits Examiner	G-11	35-646

Continuous Recruitment

Senior Hydraulic Engineer	G-23	30-202
Assistant Hydraulic Engineer	G-19	30-203

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

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

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

This Week's City Eligible Lists

EXAM 2722 FROM TO SENIOR COMPUTER PROGRAMMER
 This list of 33 eligibles, established Oct. 9, resulted from June 1973 written testing, for which 82 candidates filed, 76 were called, and 65 appeared. Salary is \$12,950.

Bd of Ed

No. 1—95.88%
 1 Douglas K Burner, Linda E Mallis, Jeffrey T Lee, Robert Jarovits, Gary W Stewart, Carole G Slater.

Brooklyn College

No. 1—89.15%
 1 Frank S Millendorf.

Bronx Comm Coll

No. 1—75.46%
 1 Kenneth S Weisman.

City College

No. 1—88.23%
 1 Alan J Schwartzman, Richard Schubert.

City Planning Comm

No. 1—82.095%
 1 Jay B Bitkower.

Office of Comp

No. 1—86.665%
 1 Les Resnick, Marc Mayer, Joseph Asclutto Jr, Grover J Reidy, Shalom D Kolodny.

Envir Protection Adm

No. 1—83.810%
 1 Allan J Migdal, William S Safchik, Robert P Orne.

Finance Admin

No. 1—79.065%
 1 Thomas P Zeyer, F Barry Mulligan, Sherry F Warman, Eve F Hochwald, Barry C Duchan.

Higher Education

No. 1—84.285%
 1 Gregory Senyszyn, Steven P Lambert.

Housing Dev Admin

No. 1—73.005%
 1 Neale P Broodsky.

Municipal Serv Admin

No. 1—82.20%
 1 Madeline Deleon.

Social Services

No. 1—73.10%
 1 Robert J Lenz.

New Director To Head City Planning's S.I. Office

MANHATTAN — John E. Zuccotti, chairman of the City Planning Commission, announced last week the appointment of Wilbur L. Woods as director of the Staten Island Office of the Department of City Planning.

Mr. Woods, 36, comes to Staten Island from the agency's Queens office, where he was senior urban designer and in charge of decentralized operations for the northeast Queens. While in Queens, he worked on ways to preserve open space and provide recreational facilities. He also focused on proposals to relieve congestion, promote additional retail facilities and improve public transportation in the Flushing downtown area.

On naming Mr. Woods, Chairman Zuccotti said, "The right man for the job, he is a thorough professional with an extensive background in planning and neighborhood preservation."

Staten Island Comm Coll

No. 1—81.775%
 1 Natale Geraci.

T.A. Controller

No. 1—84.795%
 1 Nancy C Tognan, Paul R Luersen.

Transportation Admin

No. 1—71.64%
 1 Harold Horowitz.

EXAM 3131 ASSISTANT ASSESSOR

This list of 172 eligibles, established Oct. 9, resulted from April 27 written testing, for which 621 candidates filed, 621 were called, and 315 appeared. Salary is \$9,000.

No. 1—94.90%

1 Irving Solomon, Allen M Shapiro, Frank A Lazzaro, Irving Abrams, Gloria R Goldsmith, Teresa E Berger, Barry Coopersmith, Douglas Romney, Fred Berger, John J Coppa, Norbert Silpe, John J McElroy Jr, Seymour Sterlight, Richard Block, John Mullaly, Howard A Salk, George F Hahn, Joseph Natuszewski, Cornelius Harrington, Cornelle Gerard.

No. 21—85.80%

21 Robert G Healy, Jane J Falk, Lelnor Kolsky, Katryel Shaladovsky, Michael Pellner, Gerard F Kelly Jr, Luis E Reyes, Ramon N Debalse, Daniel Defazio, Richard V Telesino, Evaristo M Dayrit, Irwin L McCor-

mick, Joseph J Monroe, Michael P Korsak, Allan M Goldberg, Bruce H Mednick, Madeline A Sternfeld, Paul A Febbaro, Patrick F Keane.

No. 41—84.80%

41 Albert J Jaskot, Joel F Bruning, Ava J Roberts, Blair Weissbecker, Sari Goldman, Copeland B Samuels, Arhtur R Tobiasson, Dennis Conroy, Paul A Volkman, Harry J Jelinek, Carlton Joyeap, Ellen M Gorrow, Nicholas A Pezzuto, Nikolai Homzok, Jeffrey I Gier, Miljan

(Continued on Page 12)

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This Week's New York City Eligible Lists

BUY U.S. BONDS

(Continued from Page 11)

P Ilich, Dennis Mosley, Marvin Cohen, Howard Habler, Leslie L. Dean.

No. 61—\$2.80%

61 Wayne F Clauss, Edward Herzberg, Robert A Trapasso, Charles Katzenstein, Arnold Stream, Loren E Salvietti, Howard R Mirenborg, Stuart Baum, Eric L Wiener, Joel H Blum, Matthew J Barnes Jr, George Kadar, Cindi A Siegel, Elliot Winters, Louis G Finegan, Thomas R Aubrey, Donald E Parker, Arthur Damato, John D Schuy, John Dimeglio.

No. 81—79.80%

81 Ruth Isaacson, Benny F Terrusa, John W Binseel, Marc M Reiser, Jerry J Ghinelli, Hollis Jenkins Jr, Thomas E Curran, Joseph Schulkin, Charles S Frost Jr, Max Pioterkowski, William Baron, Susan B Sandberg, Barry Brown, Janet R Rogow, Richard J Marin, Daniel J Montefusco, Michael S Lang, Susan D Frost, Theodore Lee, Stanley R Morris.

No. 101—77.80%

101 Leonard F Zinnanti, Thomas J Cuozzo, William F Sandrowsky, Anna D Ramhold, Walter

Kowih Jr, Peter J Remch, Richard P Gage, Allan R King, Anthony Daddazio, Jeffrey N Bonne, Norman A Peller, Jeffrey Schonbrun, George N Altieri, Richard M Chu, Barry A Solomon, Michtell Davidoff, Thomas R Dempsey, Safed Rifal, Joan C Meyer, Arthur J Horowitz.

No. 121—74.70%

121 Mel Steuerman, Margaret R Browne, Elliot J Baron, Gary R Ackerman, Phillip B Gold, Denise R Diamantis, Z Robert Jalowski, Barry Mitrani, Andrew J Varley, Ira J Cooper, John F Muth, Richard A Schultz, David H Raps, Anthony J Denaro, Michael Dambrosio, Ellen S Spilker, Ronald A Bobnis, Kevin P Maloney, Richard P Piazza, Steven N Jacobs.

No. 141—71.70%

141 Alice A Stein, Richard G Lichtenberg, Harold Greene, Anthony J Antinoro, Arthur J Dimeglio, John W Labarbera, Rochelle Lancey, Marc B Hyman, Joan Kaufman, Hollis C Duke, Victor N Peshkin, Hardasmal Jethani, Stewart F Liff, Daniel F Mittel, Jeffrey Friedman Emanuel Getreider, Francine S Pearl, David Seeve, Myrna F

Arthurton, Michael W Puma. No. 161—69.70%
161 Richard A Reiskin, William Moy, Joseph C Weber, Michael Dolman, Roma O Chalupa, Richard M Steiger, Elkry R Allan, Salvador Cervera, Barbara M Stein, James E Starkey Jr, Jeanne A Gans, Dennis L Zaplin.

EXAM 2215

SENIOR COMPUTER PROG

This list of 52 eligibles, established Oct. 9, resulted from June 1973 written testing, for which 186 candidates filed, 183 were called, and 135 appeared. Salary is \$12,950.

No. 1—96%

1 Pat M Lucisano, Paul J

Weinstein, Raymond A Holme 2nd, Irwin R Eisenstein, Lynn C Bresler, Mark P Kramer, Sam Bojam, Joseph Ascutto Jr, Paul A Fiddle, Marc Mayer, Joseph Giarratano, Paul R Luersen, Allan J Migdal, Joseph Magnus, Martin J Varone, Natale Geraci, Marilyn Brown, Christophe Burt, Grover J Reidy, Thomas P Zeyer.

No. 21—80.20%

21 Russ F Fallowes, Denis L Tomeczak, Linda E Mallis, Dolores A Devito, Joseph Friedman, Joan Schuler, Robert P Orne, Lewis J Rose, William S Safchik, Steven F Lambert, Thomas C Carey, Thomas J Brucato, Jerome Pleech, Daniel J McNamee, Bar-

(Continued on Page 13)

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Shorthand Reporter	\$ 7,800	4171

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LIMITED PARTNERSHIP

DON FILM COMPANY—Substance of Certificate of Limited Partnership duly signed and acknowledged by Dan Q. Kennis as General Partner and as Attorney-in-Fact for the Limited Partners and filed in the New York County Clerk's Office on August 23, 1974. Name and principal place of business: Don Film Company, c/o Independent International Pictures Corp., 165 West 46th Street, New York, N.Y. Character of business: to acquire ownership of the full length motion picture film entitled "Don Quixote" for a certain specified Territory including title to the film and all rights appurtenant thereto, for theatrical, non-theatrical CATV, wire, cable and other distribution, marketing, sale, exhibition, licensing and exploitation, throughout the "Territory." The "Territory" shall be Spain, Portugal, Central America, South America, Cuba and Mexico. Name and place of residence of General Partner: Dan Q. Kennis, Q5 Avon Drive, East Windsor, N.J. Name place of residence and capital contribution of Limited Partners: Martin Tolchin, 15 Barrett Road, Lawrence, N.Y., Max Jacob Schacknow, 628 East 79th Street, Brooklyn, N.Y., William Suskin, 1372 Hewlett Lane, Hewlett, N.Y., Max Rak, 15517 Waterloo Road, Cleveland, Ohio, Lowell Friedman, 1916 Hunter Avenue, Mobile, Ala., Walter R. Funk, 14400 Pearl Road, Strongsville, Ohio, Willard A. Weiss, 1 Bratenahl Place, Bratenahl, Ohio, Norman O. Stahl, 201 Eastern Parkway, Brooklyn, N.Y., Cash \$10,000.00 and \$25,000.00 Notes, each. No additional contributions may be made by Limited Partners other than payment of their notes. Term: partnership shall continue until December 31, 1986, provided, however, that Partnership may be dissolved and terminated prior to such date by reason of following (a) if it shall sell or otherwise dispose of its entire interest in all its properties; or (b) if Partnership shall enter into a general assignment for benefit of creditors shall become insolvent, or shall be declared bankrupt; or (c) if General Partner shall retire, die or be adjudicated insane or bankrupt; or (d) if Partners shall willingly agree to terminate the Partnership. Share of profits or other compensation by way of income which each Limited Partner shall receive in his pro rata share as determined by the ratio that his investment bears to the total capital invested by all Limited Partners in the Limited Partnership. Limited Partners shall receive an aggregate of 95% of all net profits received by the Partnership. However, at such time as Limited Partners have received cash distributions equal to their capital contributions then profits and losses shall be changed to 80% for the Limited Partners and 20% for the General Partner. Limited Partners shall not be able to assign their partnership interest in whole or in part to any other person, nor shall they be entitled to substitute for himself as a Limited Partner, any other person without the written consent of the General Partner, except as provided for in the Limited Partnership Agreement. No provision has been made to admit additional limited partners, except assignees of Limited Partners may become substituted limited partners. No right given any Limited Partner to priority over other Limited Partners as to contributions or compensation by way of income. No right given to Limited Partners to demand and receive property other than cash in return for his contribution. There is a right of continuation of the business on the death, retirement or insanity of the General Partner. Sixty-six and 2/3rd percent of the Limited Partners can elect within 90 days after the death, bankruptcy, retirement, adjudication of incompetency or insanity of the General Partner, that the Partnership shall not dissolve and to continue the business of the Partnership, and they shall designate one or more persons, corporations or other entities to be a substitute General Partner or General Partners.

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(Continued from Page 12)
ry Lederman, Terry O Tanzer, Yvonne E Henderson, Stanley Rosen, Gary W Steward, Rosen, Gary W Steward, Dominick Paoloni.

No. 41—71.60%
41 Neale P Brodsky, Michael M Coffey, Eliyahu Landsberg, Sherry P Warman, Alan E Newman, Louis Camarinos, Barry C Duchan, Ellen M Bitkower, Vincent L Berry, Eve Hochwald.

Fortran
No. 1—78.10%
1 Terrence J May, Joshua W Rosenberg.

EXAM 4062
LABORATORY TECHNICIAN
This list of 1,267 eligibles, established Sept. 11, resulted from train and evaluation, for which 1,275 candidates filed. Salary is \$8,950.

(Continued from previous editions)
No. 781—72%
781 Eugene W Eng, Carlos Ramirez, Charles McCarter Jr, Petrona V Abrams, Nolan E Schiffer, Kenneth T Lambricht, Yolanda Ashby, Beverly A Layton, Vivian R Samuel, Ethel E Craig, Jacqueline Woolford, Arthur Freiman, Douglas C Rose, Joan L Schultheis, Wayne W Eng, Ernie A Kindell, Perivar Rilse, Enzo Iannozzi, Gerard A Lichorat, Mauro Spagna Jr.

No. 801—71.80%
801 David Seeve, Patricia A Collins, Evelyn Derdik, Gerard G Bishop, Deborah R Lopez, Julie Chisolm, Andrew R Sinatra, Luis A Ennis, Nishat M Shah, Israel Sierra Jr, Jerry B Persach, Paul Rehr, Carol A Blum.

LIMITED PARTNERSHIP
NORTH TOWN PHASE II ASSOCIATES, 32 Broadway, N.Y.C. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on August 28, 1974. Business: Provide capital for complete construction of, hold the beneficial interest in and operate and manage an urban rental project. General Partners: North Town Phase II Houses, Inc., 1345 Ave. of Americas, NYC; Sovereign Construction Co., Ltd., East 81, State Highway 4, Paramus, NJ. Limited Partner, Cash Contribution and Share of Profits: R. I. Management Corp., 32 Broadway, NYC, \$100,000. Term: October 30, 1972 until December 31, 2025 unless sooner terminated. No additional contributions agreed to be made. Contributions to be returned upon admission of additional limited partners. Limited partner shall not substitute an assignee in its place without consent of the general partners. General partners may admit additional partners. No priority among limited partners as to contributions or as to compensation by way of income. Upon withdrawal of a general partner the remaining general partner shall have right to continue the business. Limited partner shall not demand property other than cash in return for its contribution.

LEGAL NOTICE
THE HOSANNA COMPANY.—Substance of Certificate of Limited Partnership of The Hosanna Company subscribed and acknowledged by all partners and filed in New York County Clerk's Office on September 19, 1974. Name and location: The Hosanna Company, 240 West 47th Street, NYC. Business: To produce and exploit a dramatic production entitled HOSANNA, and exploit rights held in connection therewith. GENERAL PARTNER: Norman Kean, 280 Riverside Drive, NYC. LIMITED PARTNERS, places of residence and contributions: Tarragon Theatre, 30 Bridgman Ave., Toronto, Can., \$30,000.00; La Compagnie Des Deux Chaises Inc., 3823 Melrose, Montreal, Can., \$10,000.00; Norman Kean, 280 Riverside Drive, NYC, \$10,000.00. Each limited partner shall receive that proportion of 50% of the net profits of the partnership as his original contribution bears to the total capital thereof. Partnership commences upon filing of Certificate of Limited Partnership in County Clerk's Office and terminates on such date as the general partner designates. Limited partner's liability for losses, debts or obligations is limited to cash capital contributed by him. Limited partners' contributions shall be repaid if partnership has \$10,000.00 cash reserve after payment or provision for payment of all liabilities. All cash in excess thereof shall be paid at least monthly.

Jeffrey Manners, Robert P Heiler, Irene J Libretto, Beverly L Childs, Antoinette Cole, Madeline L Cole, Pauline A Willa.

No. 821—71.60%
821 Karen McKernan, Mauro Dobrich, Hazel M Lee, Irwin Rappon, James P Reilly, Debra R Cooper, Lopamudra Desai, Neil S Ioviero, Raymond Desir, Shree S Dhawale, Regina A Stafford, Frank C Baumann, Geraldine Haws, Judith A Freeman, Louise Almestica, Margie R Garella, Philipose Panicker, Myron Jefka, Rosa N Sanders, Marie T Iosue.

No. 841—71.50%
841 Miriam W Ramirez, Gordon Simpson, Theresa F Joyce, Harvey W Hecht, Alan P Goodman, Marlene Fink, Karen Stamm, Conrad V Jordan, Thomas P Siconolfi, Meris A Mininsohn, Howard B Fogelson, Frank Cerrove, Thomas R Dempsey, Richard Sasanow, Robert M Lipschitz, Mitchell R Bieber, Tommy S Clark, Irving D Miljoner, Estrella E Abdelnour, Philip A Mondello.

No. 861—71.30%
861 Alan L Bromberg, Lai W Leung, Joan Penkovsky, Maurice A Roess, Diana R Roach, Joyce P Soneira, Alan M Skolnick, Arnold R Endick, Beatrice C Block, Allan N Heller, Melvyn R Tanzman, Irma Reyes, Gennard E Sorrentino, Tommy Hom, Shelley B Herman, Stuart C Shenkman, Effie V Gatton, Reaven E Mazyck.

No. 881—71.20%
881 April K Sasanow, Mitchell L Cooke, Martin Slegmann, Werner Goldman, Edward T Brienza, Brenda J Marks, Joseph Sorrentino, Bruce Heigh, Ina Schwartz, Gary Simms, Victor M Fogelman, Turline Joseph, Nancy Silverman, John M Lux, Steven Bennett, Walter Granville, Michael E Slavin, Eva L Bradshaw, Rita H Patel, William A Burton.

No. 901—71%
901 Jerilyn Chisholm, Robert S Yavel, Sharon R Govern, Bernard E Williams, Richard B

Civil Servants Can Buy Half Price Tickets Now

MANHATTAN — The Theatre Development Fund has arranged to extend the half-price ticket service that has been provided so successfully for the past 15 months by the Times Square Theatre Center at Broadway and 47th St. to civil servants working in lower Manhattan.

The new facility, called the lower Manhattan Theatre Center, is open at the Galleria at 100 William St. This new box office will have tickets for sale on the same basis as the box office at Times Square. For tickets priced \$10 and upward, tickets will be sold at half price plus \$1. Tickets regularly priced at below \$10 will be sold at half price plus a service fee of 50 cents. The telephone number is 344-3340.

According to Hugh Southern, Executive Director of the Theatre Development Fund, which is a non-profit organization, this is a first cooperative attempt by the financial, municipal, and cultural communities of lower Manhattan to attract and cater to civil servants who may not have access to the performing arts resources of New York City.

Harazduk, Damon Halperin, Howard R Mirenburg, Paul H Mondello, Leon T Dimartino, Michael A Rosenzweig, Ernest C Chin, Alan Horowitz, Mark Ligorski, Daniel A Smilowitz, Barbara Stromer, Stephen M Wickham, Bruce D Bongiorno, Thomas A Montgomery, Martin F Sexton, Judith S Marco.

No. 921—70.80%
921 Philip Gardner, William R Waage, Jose A Burgos, Charles J Newman, Mark J O'Kane, Joseph W Paini, Lola D Hendricks, Andre M Shefton, James R McDouglas, Fay M Chase, Claudelle Grate, Catherine Schatzter, Hannah Gellis, George Vloglanitis, Patricia T Graham, Edward W Cornelius, Charles G Ferrigno, Renee Dwyer, Adrienne A Roseman.

No. 941—70.80%
941 Jose A Ortiz, Shirley R Zacob, Edith R Cruz, David R Askue, Anthony J Wiley, Helen Dovzak, Elizabeth Brewer, James E Starkey Jr, Adrienne Curry, Adrian Davila, Hester D Sutherland Mahmoud I Hessin, Judy E Hilsenrath, Daniel R Monaghan, Christopher Lee, Petite B Waters, Gurnvanti V Shukla Samuel Dershowitz, Theresa A Iannozzi, Vincent A Sposato.

No. 961—70.60%
961 Marilyn G Cole, Susan E Slattery, Ronald L Armwood, Joseph M Dougherty, Gloria O Freedgood, William F Sandrowsky, Catherine Shefton, Gregory A Batson, Eleanor E Adams, Roy A Simon, Philip L Caldarella, John V Cuccl, Thomas Judge, Johnnie Jones Jr, Stella Cosme, Edward J Darragh, David Brown, Barbara Slegell, Anthony L Fleming, Edward J Birch.

No. 981—70.40%
981 Eli Rothberger, Yee C Chiu, Michael Bratton, Claudia P Hickmon, Geraldine Keller, Clarence L Asbury, Joseph A Giordano, Frances Roth, Gary F Gonzalez, Frances J Pearlstein, Betty J Williams, Anthony Perrone, Dannie V Davis, Thelma I Hammonds, Ellen A Dippolo, Angela Ebanks, Charles Goldman, Lynnette M Macaluso, Jeffrey Simms, Daniel C Cavaluzzi.

No. 1001—70.40%
1001 Bonnie L Brewer, Nathan Joseph, Marsha C Topol, Donald C Friedberg, James Boo, Ronald Varca, Steven Lesser, Ruby L Ware, Sheldon I eWinberg, Janet R Thomas, Jerome M Schiff, Linda M Berardino, Elizabeth Chiarella, Richard J Simpson, Walter F Anderson, Joseph A Cottone, Omar Ghanemi, Richard J Dangelo, Bernardine Parker, Ruth E Vaught.

No. 1021—70%
1021 Renee J Hall, David H Kogielska, Benard Skinner, Debra E Kaufer, Michael J Gill, John F Zukowski Jr, Angela F Figguccio, Carolyn E Milligan, Luz N Castro, Donna F Ebron, Carlos E Contreras, Helen M Tanales, Susan Nebel, Robert D Glaser, John A Cooper, Arlene S Ehrlich, Gita N Desai, Felipe Aguayo, Rajnikant Patel, Kathryn Jones.

(To Be Continued)
PO Spiritual Luncheon
MANHATTAN—The 20th Annual Spiritual Luncheon of the Jewish Postal Employees Welfare League will be held on Oct. 27 at the American Hotel. President William Holstein will honor Sam Zimmerman, the Chairman of the League's Journal, and Sid Levine, Co-Chairman.

CSEA Endorses

(Continued from Page 1)
the banner of both major parties.
For the Assembly, Democrats are predominant, with 69 receiving CSEA endorsement, while 66 Republicans get the nod.

Members of the CSEA political action, working under chairman John Clark, are John S. Adamski, Ruth Braverman, Frank Imholz, Delbert Langstaff, Ralph Natale, Victor Pesel, Vincent Rubano, John Vallee and Angelo Vallone.

Following are the 1974 candidates for the New York State Senate endorsed by CSEA. In consecutive order, the number at the beginning of each listing is the district of the candidate.

- 1 (part of Suffolk) Leon E. Guffreda (R).
- 2 (part of Suffolk) Bernard C. Smith (R).
- 3 (part of Suffolk) Caesar Trunzo (R).
- 4 (part of Suffolk, Nassau) Owen H. Johnson (R).
- 5 (part of Nassau) Ralph J. Marino (R).
- 6 (part of Nassau) John R. Dunne (R).
- 7 (part of Nassau) John D. Caemmerer (R).
- 8 (part of Nassau) Norman J. Levy (R).
- 9 (part of Nassau, Queens) Karen S. Burstein (D).
- 10 (part of Queens) John J. Santucci (D).
- 11 (part of Queens) Donald J. Evans (D).
- 12 (part of Queens) Jack E. Bronston (D).
- 13 (part of Queens) Emanuel R. Gold (D).
- 14 (part of Queens) John Moore (D).
- 16 (part of Kings) A. Frederick Meyerson (D).
- 17 (part of Kings) Major R. Owens (D).
- 18 (part of Kings) Chester John Straub (D).
- 19 (part of Kings) Jeremiah B. Bloom (D).
- 20 (part of Kings) Donald Halperin (D).
- 21 (part of Kings) William T. Conklin (R).
- 22 (part of Kings) Albert B. Lewis (D).
- 23 (part of Kings) Vander L. Beatty (D).
- 24 (Richmond, part of New York) John J. Marchi (R).
- 25 (part of Kings, New York) Carol Bellamy (D).
- 26 (part of New York) Roy M. Goodman (R).
- 27 (part of New York) Manfred Ohrenstein (D).
- 28 (part of New York) Carl H. McCall (D).
- 30 (part of New York, Bronx) Robert Garcia (D).
- 31 (part of Bronx) Israel Ruiz, Jr. (R-D).
- 32 (part of Bronx) Joseph L. Galiber (D).
- 33 (part of Bronx) Abraham Bernstein (D).
- 34 (part of Bronx) John D. Calandra (R).
- 35 (part of Bronx, Westchester) John E. Flynn (R).
- 36 (part of Westchester) Joseph R. Pisani (R).
- 37 (part of Westchester) Bernard G. Gordon (R).
- 38 (part of Rockland, Westchester) Donald R. Ackerson (R).
- 39 (Dutchess, Putnam, part of Columbia, part of Westchester) Jay P. Rollson, Jr. (R).
- 40 (Orange, part of Rockland, part of Ulster) Richard E. Schermerhorn (R).
- 41 (Rensselaer, part of Albany,

- part of Columbia, part of Saratoga) Douglas Hudson (R).
- 42 (Greene, part of Albany) Carl E. Touhey (R).
- 43 (Clinton, Essex, Franklin, Warren, Washington, part of St. Lawrence) Ronald B. Stafford (R).
- 44 (Fulton, Hamilton, Montgomery, Schenectady, part of Saratoga) Thomas F. Wright, Jr. (R).
- 45 (Jefferson, Oswego, part of Cayuga, part of St. Lawrence) Douglas Barclay (R).
- 46 (Lewis, Oneida, part of Herkimer) James H. Donovan (R).
- 47 (Broome, Chenango, part of Tioga) Warren M. Anderson (R).
- 49 (Madison, part of Onondaga) Martin S. Auer (R).
- 50 (Cortland, part of Cayuga, part of Onondaga) Tarky J. Lombardi, Jr. (R).
- 51 (Chemung, Schuyler, Steuben, Tompkins, part of Tioga) William T. Smith (R).
- 52 (Ontario, Seneca, Wayne, Yates, part of Monroe) Frederick L. Warder (R).
- 54 (part of Monroe) Frank T. Lamb (D).
- 55 (part of Erie) Joseph A. Tauriello (D).
- 56 (part of Erie) James D. Griffin (D).
- 57 (Allegany, Cattaraugus, Chautauqua, part of Erie) Jess J. Present (R).
- 58 (Livingston, Wyoming, part of Erie) Thomas F. McGowan (R).
- 59 (Genesee, part of Erie, part of Monroe) James T. McFarland (R).

Following are the 1974 candidates for the New York State Assembly endorsed by CSEA. In consecutive order, the number at the beginning of each listing is the district of the candidate.

- 1 (part of Suffolk) Perry B. Duryea, Jr. (R).
- 2 (part of Suffolk) Peter J. Costigan (R).
- 3 (part of Suffolk) Icilio W. Bianchi, Jr. (D).
- 4 (part of Suffolk) Robert C. Wertz (R).
- 5 (part of Suffolk) Dennis O'Doherty (R).
- 6 (part of Suffolk) John C. Cochrane (R).
- 7 (part of Suffolk) John J. Flanagan (R).
- 8 (part of Suffolk) Regis B. O'Neil (R).
- 9 (part of Suffolk) William L. Burns (R).
- 10 (part of Suffolk and Nassau) Stuart R. Levine (R).
- 11 (part of Nassau) Phillip B. Healey (R).
- 12 (part of Nassau) George A. Murphy (R).
- 13 (part of Nassau) Milton Jonas (R).
- 14 (part of Nassau) Joseph M. Reilly (R).
- 15 (part of Nassau) John E. Kingston (R).
- 17 (part of Nassau) Joseph M. Margiotta (R).
- 18 (part of Nassau) Armand P. D'Amato (R).
- 19 (part of Nassau) John S. Thorp, Jr. (D).
- 20 (part of Nassau) Arthur J. Kremer (D).
- 21 (part of Nassau) Henry W. Dwyer (R).
- 22 (part of Queens) Herbert A. Posner (D).
- 23 (part of Queens) Brendan A. McElroy (D).
- 24 (part of Queens) Saul Weprin (D).
- 25 (part of Queens) Vincent P. Nicolosi (D).

- 26 (part of Queens) Leonard Price Stavisky (D).
- 27 (part of Queens) Arthur J. Cooperman (D).
- 28 (part of Queens) Alan G. Hevesi (D).
- 29 (part of Queens) Guy Brewer (D).
- 30 (part of Queens) Herbert J. Miller (D).
- 32 (part of Queens) Edward Abramson (D).
- 33 (part of Queens) John T. Flack (R).
- 34 (part of Queens) Joseph F. Lisa (D).
- 35 (part of Queens) Terrence P. O'Keefe (D).
- 36 (part of Queens) Anthony V. Gazzara (D).
- 37 (part of Queens) Rosemary R. Gunning (R).
- 38 (part of Kings) Vito P. Battista (R).
- 39 (part of Kings) Stanley Fink (D).
- 40 (part of Kings) Edward Griffith (D).
- 41 (part of Kings) Stanley Steingut (D).
- 42 (part of Kings) Brian Sharoff (D).
- 43 (part of Kings) George A. Cincotta (D).
- 44 (part of Kings) Melvin Miller (D).
- 45 (part of Kings) Charles E. Schumer (D).
- 46 (part of Kings) Howard L. Lasher (D).
- 47 (part of Kings) Frank J. Barbaro (D).
- 48 (part of Kings) Leonard Silverman (D).
- 49 (part of Kings) Dominick L. DiCarlo (R).
- 50 (part of Kings) George Alwon (D).
- 52 (part of Kings) Michael L. Pesce (D).
- 53 (part of Kings) Woodrow Lewis (D).
- 54 (part of Kings) Charles T. Hamilton (D).
- 55 (part of Kings) Thomas P. Fortune (D).
- 57 (part of Kings) Harvey L. Strelzin (D).
- 58 (part of Kings) Joseph R. Lentol (D).
- 59 (part of Kings) Peter G. Mirto (D).
- 60 (part of Richmond) John W. Russell, Jr. (D).
- 62 (part of Richmond and New York) Louis DeSalvio (D).
- 63 (part of New York) Anthony G. DiFalco (D).
- 64 (part of New York) William F. Passannante (D).
- 65 (part of New York) Andrew J. Stein (D).
- 66 (part of New York) Mark Alan Siegel (D).
- 67 (part of New York) Richard N. Gottfried (D).
- 68 (part of New York) Alexander B. Grannis (D).
- 69 (part of New York) Albert H. Blumenthal (D).
- 70 (part of New York) Mary Louise Garcia (R).
- 71 (part of New York) George W. Miller (D).
- 72 (part of New York) Angelo DelToro (D).
- 73 (part of New York) Edward H. Lehner (D).
- 74 (part of New York) Herman D. Farrell, Jr. (D).
- 75 (part of Bronx) Jose E. Serrano (D).
- 76 (part of Bronx) Seymour Posner (D).
- 77 (part of Bronx) Armando Montano (D).
- 78 (part of Bronx) Estella B. Digs (D).
- 79 (part of Bronx) Louis Nine (D).
- 80 (part of Bronx) Stephen J. Carbone (D).
- 81 (part of Bronx) Alan Hochberg (D).
- 82 (part of Bronx) Thomas J.

- Culhane (D).
- 83 (part of Bronx) Burton G. Hecht (D).
- 84 (part of Bronx) G. Oliver Koppell (D).
- 85 (part of Bronx) John C. Dearie (D).
- 86 (part of Bronx) Vincent A. Marchiselli (D).
- 87 (part of Westchester) Bruce F. Caputo (R).
- 88 (part of Westchester) Richard C. Ross (R).
- 89 (part of Westchester) Alvin M. Suchin (R).
- 90 (part of Westchester) Gordon W. Burrows (R).
- 91 (part of Westchester) Richard E. Mannix (R).
- 92 (part of Westchester) Peter M. Sullivan (R).
- 93 (part of Westchester) Mary B. Goodhue (R).
- 94 (part of Dutchess and Westchester, Putnam) Willis H. Stephens (R).
- 95 (part of Rockland) Eugene Levy (R).
- 96 (part of Rockland and Orange) Harold K. Grune (R).
- 97 (part of Orange) Lawrence Herbst (R).
- 98 (part of Orange and Sullivan) Louis Ingrassia (R).
- 99 (part of Dutchess) Emeel S. Betros (R).
- 100 (part of Dutchess and Orange) Benjamin P. Roosa, Jr. (R).
- 101 (Ulster) H. Clark Bell (R).
- 102 (parts of Albany, Columbia, Greene and Rensselaer) Clarence D. Lane (R).
- 103 (part of Albany) Fred G. Field, Jr. (R).
- 104 (part of Albany and Rensselaer) Thomas W. Brown (D).
- 105 (part of Delaware, Schoharie and Sullivan) Charles D. Cook (R).

- 106 (part of Rensselaer) Nell W. Kelleher (R).
- 108 (part of Albany, Saratoga) Robert A. D'Andrea (R).
- 109 (Hamilton, Fulton, part of Montgomery and Franklin) Glenn H. Harris (R).
- 111 (Clinton and Essex, part of Warren) Andrew W. Ryan, Jr. (R).
- 112 (part of St. Lawrence and Franklin) Robert O. McNeil (R).
- 113 (Herkimer and Otsego) Patrick A. Reardon (D).
- 114 (Jefferson, Lewis and part of Oneida) Donald L. Taylor (R).
- 115 (Oneida) William R. Sears (R).
- 116 (part of Oneida) Louis D. LaPolla (D).
- 117 (Oswego and part of Oneida) John R. Zagame (R).
- 118 (part of Onondaga) Leonard F. Bersani (R).
- 119 (part of Madison and Onondaga) Hyman M. Miller (R).
- 120 (part of Onondaga) Rocco Pirro (R).
- 121 (part of Onondaga) Thomas J. Murphy (R).
- 122 (part of Madison and Delaware, Chenango) Clarence D. Rappleyea, Jr. (R).
- 124 (Broome) John E. Cahill (R).
- 125 (Cortlandt and Cayuga) Lloyd S. Riford, Jr. (R).
- 126 (part of Chemung and Tioga) L. Richard Marshall (R).
- 127 (Steuben, Schuyler and part of Chemung) Charles D. Henderson (R).
- 129 (Ontario, Seneca and Wayne) James F. Hurley (R).
- 130 (part of Wayne and Monroe) Ronald R. Papke (D).
- 131 (part of Monroe) Raymond J. Lill (D).
- 132 (part of Monroe) Thomas R. Frey (D).
- 133 (part of Monroe) Frank A. Carroll (R).
- 134 (part of Monroe) William M. Steinfeldt (R).
- 136 (Livingston, Allegany and Ontario) James L. Emery (R).
- 140 (part of Erie) Harold H. Izard (D).
- 141 (part of Erie) G. James Fremming (D).
- 142 (part of Erie) Stephen R. Greco (D).
- 144 (part of Erie) Albert J. Hausbeck (R).
- 145 (part of Erie) Francis J. Griffin (D).
- 146 (part of Erie) Alan J. Justin (R).
- 147 (part of Erie) Ronald Tills (R).
- 149 (Cattaraugus, Chautauqua and part of Erie) C. William Baker (R).
- 150 (part of Chautauqua) Hamilton Clothier (R).

Pension Report

(Continued from Page 3)
of a totally new concept of negotiations on the subject of pension benefits; that of coalition negotiations. This promises to be a very critical period in the future course of this union. The immense problems which we as members, delegates and officials of CSEA face cannot be overstated. If we are to be the dominant force in these coalition negotiations the very best efforts of all are required. We cannot allow competing unions to assume the leadership role.
When definite plans for the coalition negotiations are adopted, you will be informed. Until such time your Pension Committee will hold all proposals under advisement, and continue the educational phases of our program.

18 Jobs At Green Haven

(Continued from Page 3)
by the changes in the industrial shops; and to find out if federal funding might exist for the same purpose. He promised to report to Mr. Deyo on this within two weeks. The CSEA representatives said now that jobs are being phased out, this is the time for retraining.
The men to be transferred to Clinton, undesignated at the time of the meeting, would be working at Clinton permanently within two weeks, Mr. Mills predicted. The CSEA team noted that two weeks was a short time in which to be notified and make the transfer. The state officials replied that they would first seek volunteers, then make the transfers in inverse order of seniority at the prison.

finding three volunteers to go to Clinton permanently within the next two weeks, but said the volunteer idea was worth a try.
Mr. Sensi, Mr. Welaz and Mr. Deyo suggested that workers in Green Haven shops that are closing could be transferred to one of the seven other correctional facilities in CSEA's Southern Region, rather than to Clinton prison. Mr. Mills replied that the proper industrial-shop facilities did not exist in other local prisons.
The rationale for eliminating the garment shop from Green Haven, as explained by Mr. Mills, is that garment work experience would not help the prisoners when they got out of Green Haven, because the industry "has been going downhill for several years, and most of its employees are women." The shop is being transferred to Clinton.

Worth a Try
CSEA representatives were skeptical about the chances of

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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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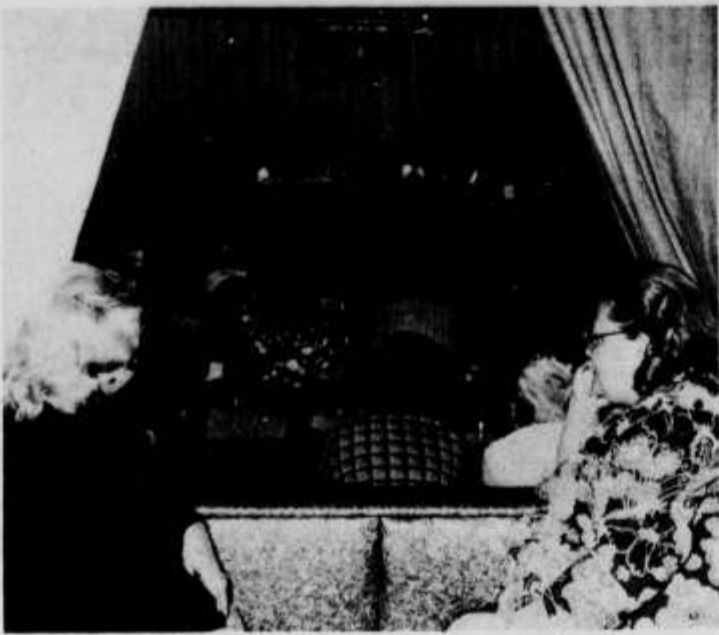
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Looking for all the world as though they were enjoying box seats at a theatre, Muriel Miltrey, left, and Jean Myers, both of Motor Vehicles chapter, watch the emerging drama as delegates vote on issues crucial to the welfare of the general membership of CSEA.



Delegates from Westchester chapter, second largest in CSEA, gather around for a strategy meeting. Clockwise from chapter vice-president Stan Boguski, standing center, are Edward Carafa, H. Larry Jonke, Pat Mango, Raymond Cassidy, Carmine LaMagna, Irene Amaral, William Magrino, Carmine Di Battista and Cindy Wholey.

DELEGATES DEBATE ISSUES



Leaders of Broome County chapter, from left, Carlo Guardi, Binghamton School unit president; Jack Herrick, Broome unit president, and Angelo Vallone, chapter president, welcome leaders of nearby counties, Norma Cornelius, Tioga, and Claude Colleyacme, Tompkins, to the County Delegates Meeting.

(Leader photo by Ted Kaplan)



Statewide vice-president Joseph McDermott, right, who heads Albany Region 4, seems to be saying "Make sure this message gets through," as he confers with Timothy McInerney, chairman of the special Transportation committee.



Collective bargaining specialist Thomas Linden, kneeling, listens to problems presented by Jack Weisz, Corrections representative to CSEA Board, as Alicia Fisher, Correctional Services, Albany, chapter president, listens.



From New York City, Colin Marshall and Miriam Levy seek advice from William Blom, CSEA director of research. Many members of Headquarters staff were on hand to give firsthand information to delegates.



Roy Trotman, Brooklyn Psychiatric Center, and Katherine Marsh, Creedmoor, confer during delegates meeting. In background are James Fields and Floyd Payne, officers of Manhattan Psychiatric Center chapter.



Vincent Rubano, left, president of State Insurance Fund chapter, goes over notes with Ruth and Mike Braverman. Both Mr. Rubano and Mrs. Braverman serve on CSEA's statewide political action committee.



Chemung County was represented at County Delegates Meeting by, from left, vice-president Jack Ward, vice-president Edward Deams and president Richard Miller at the six-day convention at the Concord.