

Civil Service LEADER

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Year III Review

— See Page 3

Rule Agency Shop For Library Unit In Southern Region

MIDDLETOWN — In a precedent-setting case, an agency shop has been awarded to a unit of the Civil Service Employees Assn. here.

As arbitrated by the State Mediation Board, an agency shop provision is to be in the 1973-75 agreement for Ramapo-Catskill Library System unit of the Orange County chapter. The chapter is within CSEA's Southern Region 3.

The arbitrator, Bernard Davis, ruled that "Effective as of Jan. 1, 1974, the collective bargaining agreement between the parties is hereby amended to provide for an agency shop so that on and after that date all employees within the bargaining unit covered by the agreement shall, as a condition of continued employment, either become and remain members of the union or pay to the union a service fee equal in amount to the dues payable by union members.

Arguing the case in favor of the agency shop was Jose Sanchez, field representative for Hudson Valley area of the Employees Association. Presenting the employer's position was Richard Debus, the administration's chief negotiator and grievance administrator, and Margaret Falanga, financial officer.

Mr. Debus' position was primarily based on freedom of choice, and the employer's reluctance to make monetary deductions from employees' salaries without authorization.

Mr. Sanchez, however, argued that it is unjust for an employee to obtain the benefits negotiated without contributing a fair share of the expense involved in negotiating and then policing a collective bargaining agreement.



JAMES LENNON

Under the law, the CSEA field representative pointed out, the union must represent all employees in the defined bargaining unit, whether or not they are members.

"Obviously," Mr. Sanchez said, "if someone wants my services, they should expect to pay for them."

In claiming this "first" for Orange County and for CSEA, Mr. Sanchez also praised the local unit leaders who persevered

(Continued on Page 14)

Agree On Arbitrator For Discipline Cases

ALBANY — Effective today, the arbitration phase of the disciplinary procedure in Civil Service Employees Assn. contracts covering employees in four State negotiating units will be administered entirely by the American Arbitration Association.

The move, jointly worked out by CSEA and the State's Office of Employee Relations, became official in a recent memorandum of agreement between the union and the State, which amends Article 33 of the contracts "to provide for the more efficient operation of the disciplinary procedure."

Under the amendment, an employee facing disciplinary charges who is not satisfied with the decision on his case following the hearing at the so-called step 3, or agency, level is now advised that the matter "may be appealed to independent arbitration by filing a notice with the American Arbitration Association on a disciplinary grievance form, with a copy to the appointing authority, within 10 working days of the receipt of the step 3 decision."

The charge replaces the contracts' previous section 33.4(f) which directed the employee to file his appeal for arbitration with the head of his agency, who, from that point on, became responsible for setting up all arrangements for the arbitration.

Attorneys Happy

CSEA attorneys were enthusiastic about turning over the function to the professional, universally recognized organization. Under the previous system, they pointed out, there was a lack of centralized control. This made for various inherent problems, particularly from the standpoint of having to follow up on the progress of many cases in many different agencies at any given time.

This made it extremely difficult to check on adherence to

prescribed timetables and proceedings, and quite cumbersome to be in constant touch with so many different sources to convey routine communications

and particularly to effectively register complaints, the attorneys said.

The new arrangement would

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And Congressmen — See Pages 8 & 9
Rescind Political Appointments
In Monroe County — See Page 4
Nassau Chapter In
National Spotlight — See Page 16

Food Service Ladder Response Due Feb. 7

ALBANY — The Civil Service Employees Assn.'s food service career ladder committee gave the State 15 working days to come up with a response to CSEA's career ladder proposal at a meeting with representatives of the State Office of Employee Relations on Jan. 7.

At the meeting, Howard A. Rubenstein, head of the OER committee, first asked for further clarification of CSEA's food service career ladder demands. The CSEA committee denied his request on the grounds that clarifications had been submitted last year.

Mr. Rubenstein then requested extra time to visit institutions and consult with the State budget division. The CSEA committee then agreed to give OER 15 working days to come up with

a proposal.

The OER proposal will be submitted to CSEA for study by noon on Feb. 7. The two committees will then meet to discuss the OER proposals on Feb. 8.

CSEA collective negotiating specialist Robert Guild said, "We have no indication at this time whether the OER proposal will be positive or negative. However, if it is negative, the CSEA food service career ladder committee will recommend that whatever action is deemed necessary be taken by the union."

Widow Wins OK To Sue N.Y. Over Attica

ALBANY — The State of New York is now open to suit over the violent ending of the Attica State Prison riot in 1971, which left 43 persons dead, including civilian personnel killed by police fire.

In a precedent-setting decision, the Court of Appeals voted 4-3 to uphold the right of a widow, whose young, employee-husband was killed, to sue the state for damages. Prior to this the state was considered immune because the doctrine of "sovereign immunity" cloaked its actions in such matters.

The decision was rendered on the appeal of Lynda Jones, whose 26-year-old husband Herbert W. Jones was a senior accounts clerk

at the prison. He became a hostage when the prisoners rioted, and died of a bullet wound in the head when police stormed the cell blocks.

Mrs. Jones' attorney, William J. Cunningham Jr., of Buffalo, said that up to now his client had been entitled only to benefits available under the workmen's compensation law. He said that in the light of this new decision his client can sue the state for monetary damages if it can be shown that "excessive force" was employed in retaking the prison. In effect, such a case will test whether the state acted in a proper manner in the crushing assault on the prison.

The state had contended that

it could not be held liable because it exercised its governmental prerogatives to uphold the law when it put down the rebellion, and thus could not be held accountable.

Associate Judge Adrian P. Burke, who wrote the majority opinion, declared, "The action of retaking the prison is no more 'governmental' than making an arrest."

The decision sends Mrs. Jones' case back to the Court of Claims, which originally had upheld her right to sue. This decision then was overturned on a 3-2 decision of the Appellate Division which disallowed the suit because of the state's "sovereign immunity."

Attorney Cunningham said

there is no appeal from the Court of Appeals decision, and his client can now proceed with her case.

The riot, which began Sept. 9, 1971, and ended four days later in a 15-minute attack, saw some 450 shots fired, and left 32 prisoners, seven security personnel and four civilian workers dead. More than 80 persons were wounded.

The Civil Service Employees Assn., which represents the civilian employees at Attica, deplored the tragedy and contributed funds to aid surviving widows.

Whether any additional suits will be filed against the State now that the door is open can not be determined.

Don't Repeat This!

John Marchi's Influence As Finance Chairman Makes Him A Power

FROM his key post as chairman of the Senate Finance Committee, Senator John Marchi of Staten Island is on the verge of consolidating his position as one of the dominant figures in the power structure of the Legislature.

Senator Marchi is chairman of

(Continued on Page 6)

Sr. Computer Syst

The city Dept. of Personnel reports that 216 candidates for senior computer systems analyst will be taking the written part of open competitive exam 0254 on Jan. 19.

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Police Class Slated For Jan.

A class of police recruits is scheduled to be appointed to the Police Academy at the end of January, according to the Police Dept. Certifications for the class — which is expected to contain Housing and Transit Authority patrolman eligibles — will be made the week of Jan. 21.

After the last class, appointed Dec. 17, the Police Dept. had not anticipated scheduling appointments to the Police Academy until late March or early April. Those plans have been changed.

A total of 467 appointments were made to that last class, including Police Dept., Housing and Transit Authority patrolman eligibles.

13 Fail Consult Exam

Thirteen consultant, early childhood education candidates have failed the competitive technical-oral part of exam 3062, announced the city Dept. of Personnel.

SUNY Relations Workshop Due

SYRACUSE — A 2-day workshop designed to train SUNY representatives in negotiating procedures and tactics will be held Jan. 24 and 25 at the Hilton Inn here.

Edward Diamond, director of education for the Civil Service Employees Assn., urged that two representatives from each SUNY unit should attend. He noted, "It should be a very worthwhile experience for SUNY members who are planning to participate in local negotiations. State approval for a two-day leave has been obtained."

The first session will be at 7:30 p.m. Jan. 24, with sessions to follow the next morning and afternoon. The workshop is scheduled to conclude at 3:30 p.m.

The program is being planned in cooperation with the New York State School of Industrial and Labor Relations, with professors Matt Kelly, Gerard DeMarchi and Ron Donovan serving as instructors.

New Rochelle Purchase Post

NEW ROCHELLE — The New Rochelle Civil Service Commission has announced an open competitive examination in the title of purchasing agent to fill a city school district vacancy.

Applications close on Jan. 30 and the written test is scheduled for March 2. The hiring rate is \$16,000.

Candidates must be qualified residents of Westchester County and preference may be given to successful candidates who are legal residents of New Rochelle.

Further information may be obtained from the Commission office in City Hall, 515 North Avenue.

To Have Exec Meet Only

NEW YORK — There will be no regular monthly meeting of the Jewish State Employees Assn. of New York State during January, according to president Sylvia Miller. However, she will be contacting executive board members to advise them of the date and place of a special executive board officers meeting to be held later this month.

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INSIDE FIRE LINES



By **RICHARD J. VIZZINI**
President, Uniformed Firefighters Assn.

O'Hagan Being Vindictive

Despite pious public pronouncements that he would not be vindictive, Fire Commissioner O'Hagan has continued in a personal campaign of fomenting trouble and unrest by a series of selective and punitive acts against firefighters.

Commissioner O'Hagan's recent and unprecedented mass transfers constitute the most blatant union-busting and anti-labor tactics ever countenanced in this city in many decades.

While brain-washing the public with the propaganda that he wishes to restore discipline in the Fire Department, the Commissioner has focused his ire on hundreds of firefighters known to be active in union affairs. He has heaped injustice upon injustice on dedicated men with many years of loyal service. Transferring men, ostensibly for "educational purposes" is strictly a cover up. "Education" for men with many years on the job and in some of the busiest firehouses?

The real and only reason for the transfers is a determination to inflict hardship and punishment on men whose only goal was to get a decent and fair working contract. It is no more and no less than personal pique against loyal union and family men who were fighting to improve the terms and conditions of their employment.

The public should be informed that the UFA has kept its word with Justice Fine not to indulge in any overt or precipitous act, regardless of the provocation. However, the city was also a party to that court action and it seems clear that the Commissioner has been indulging in the most flagrantly contemptuous manner. Clearly, he is trying desperately to provoke us into some action before the court action resumes. We will not let him—but we will seek every legal means of forcing him to answer to the court for his shameless behavior.

Our record is clear—and so is Commissioner O'Hagan's. We ask the public to look behind the sham. The Fire Commissioner of this city has declared that he wants an effective and efficient fire fighting force with the traditional high morale of the finest department in the world.

Let him live up to his word, stop the harassment and let dedicated firefighters do their job.

Intolerable conditions, threats and vindictiveness will only serve to deteriorate morale and labor-management relations.

On January 8, 1974, fireman Anthony DeFalco responded with Engine 298 to a fire in a private dwelling at 173-41 - 106th Ave., Jamaica. Less than six hours later, fireman DeFalco responded again to another fire in another house. During fire operations at this dwelling, DeFalco suffered a fatal heart attack.

The tragic death of firefighter DeFalco, after he had worked at two working fires, should alert Commissioner O'Hagan to the serious nature of private dwelling fires. Commissioner O'Hagan should review the plans to establish Fire Teams in private dwelling areas with only one engine and one ladder response. All areas of New York City should receive a full fire alarm response in order that the citizens of New York City receive adequate fire protection and that the members of the New York Fire Department have sufficient manpower at the fire scene.

Foster Care List

ALBANY — An eligible list containing six names was established from open competitive exam option 27350, principal social services planning specialist (adoption and foster care), by the state Dept. of Civil Service on Dec. 21.

Princ Plan Spec List

ALBANY — Four names appear on the principal social services planning specialist eligible list established Dec. 21 by the state Dept. of Civil Service from open competitive exam option 27353.

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1973 YEAR IN REVIEW: PART 3

The Late Months: Time Of Campaign And Conciliation

SEPTEMBER

Ballots mailed for CSEA elections. At stake are four statewide offices, 38 regional offices and 49 seats on the State Executive Committee. Of the four statewide offices, three positions were being sought again by the incumbents. The remaining office, executive vice-president, is a new title in place of the five numbered vice-presidents who had previously been elected on a statewide basis. This resulted in CSEA's two top-ranking vice-presidents, first vice-president Thomas H. McDonough and second vice-president A. Victor Costa, being pitted against each other in a campaign that most observers found too close to call. In addition, the six regional presidents would be designated as statewide vice-presidents of equal rank behind the president and the executive vice-president.

Marvin Baxley named editor the *The Civil Service Leader*, succeeding Paul Kyer, who is promoted to associate publisher after 19 years in the newspaper top editorial post.

Chief Justice Stanley Fuld of the State Court of Appeals refuses CSEA request to issue stay against state ban on CSEA membership for workers in the management/confidential class.

Department of Transportation delegates gather at Friar Tuck in Catskill for second annual workshop. Five-day event includes meetings, seminars and talk by Vince McDonnell, chairman of State Board of Mediation.

Islip white-collar workers reject Teamsters' raid by 2-to-1 margin. Suffolk chapter president Ben Porter, commenting on recent CSEA defeats of Teamsters, Service Employees and National Maritime Union, says it is time for CSEA to go on the offensive. "We are receiving word from people in those few non-CSEA units that they are not receiving the representation that they need."

Cafeteria and food service workers throughout state show their agitation through various means at different locations. Yonkers asks that special statewide committee be set up to study situation. Petitions are circulated at Newark State School to register unhappiness at delay in establishment of career ladder.

OCTOBER

Election results announced at statewide Delegates' Meeting at Concord Hotel. Theodore C. Wenzl returned for fourth two-year term as president, with Thomas H. McDonough elected executive vice-president by sizeable margin. In other statewide races, Dorothy MacTavish elected secretary for fourth term and Jack Gallagher elected treasurer for third term. Regional winners include three former statewide vice-presidents: Irving Flaumenbaum, Long Island Region 1; Solomon Bendet, New York City Region 2, and William McGowan, Buffalo Region 5. These three again became statewide vice-presidents by virtue of their regional positions, as did the winners of the three other regional presidencies: James Lennon, Southern Region 3; Joseph McDermott, Albany Region 4, and Richard Cleary, Syracuse Region 5. Of the 49 departmental representatives to the State Executive Committee, only 17 had served on the outgoing Committee, although two others, Nicholas Puzifferri and Albert Varacchi had represented their conferences on the Board of Directors. The increase in new representatives was due largely to the addition of 20 seats to the Committee in order to give greater representation to the larger departments. Women, however, showed a marked increase in active participation, as 10 women win election, eight more than served on the outgoing Committee. The two holdover women representatives are Anna Bessette and Julia Duffy, both of Mental Hygiene.

Delegates vote to continue working for improvements in the pension plans, asking for cost-of-living improvements and pensions based on the current rate for job from which employee retired (instead of pensions based on rate at time of retirement).

United States Supreme Court turns down application from CSEA to hear case against state ban on union membership for state workers classified as management or confidential. Approximately 3,200 CSEA members are affected. Still undetermined is whether individual members can file personal suits for reinstatement to CSEA membership.

In Buffalo, Health Research CSEA member receives \$1,713.73 as settlement for illegal discharge from that agency. This was an intriguing case, in which the member, Jan Kuyper, had been accused of giving surplus mice, scheduled for destruction, to a fellow worker to feed to his pet snake. Health Research, Inc., had dismissed Mr. Kuyper. The American Arbitration Assn. called the determination "arbitrary and capricious."



CSEA president Theodore C. Wenzl, seated center, presides at first meeting of newly elected statewide officers, as executive vice-president Thomas H. McDonough, standing center, offers an opinion. Seated with Dr. Wenzl are vice-president James Lennon and secretary Dorothy MacTavish. Standing to Mr. McDonough's left are vice-presidents William McGowan and Joseph McDermott and treasurer Jack Gallagher. Standing to his right are vice-presidents Irving Flaumenbaum, Richard Cleary and Solomon Bendet.

Chapter president Barbara Fauser hails decision as "victory over the system."

Series of hearings on Taylor Law under Assemblyman Alvin Suchin, chairman of Committee on Government Employees are scheduled over next month in Albany, Buffalo, New York City and Greenburgh (Westchester County).

During course of month, Timothy McInerney is re-elected chairman of the special Transportation committee. Arthur Bolton is re-elected president of County Executive Committee and Victor Pesci is elected chairman of State Executive Committee.

CSEA field staff ratifies one-year wage and benefit package with the Employees Association, gaining 6½ percent salary hike, as well as increases in compensation for mileage and lump sum payment in lieu of overtime.

Mental Hygiene Employees Assn. sets up committee to study disciplinary procedures. MHEA president Irene Hillis announces organization currently has 7,000 members throughout state.

NOVEMBER

Nassau County chapter celebrates 25th anniversary of its affiliation with CSEA, during which time it has grown to approximately 20,000 members, largest in the entire Employees Association.

Waterfront Commission chapter president Harold Krangle asks for right to negotiation, charging Commission paternalism in testimony before Assembly committee studying changes in Taylor Law. Mr. Krangle spoke in New York City on Inclusion of Bi-state Agencies under the Taylor Law, one of 10 issues listed by Committee as being of primary interest.

More than 180 shift workers at state Mental Hygiene institutions win extra day's wage for working Lincoln's Birthday rather than accept a day off as payment. About 90 employees at Letchworth Village and a like number at West Seneca State School are immediate beneficiaries of fourth-step grievance decision. Grievances had been filed at both institutions, but there may be significant number of additional employees not listed as parties in the grievances. CSEA contends that decision could benefit workers at other state agencies where work shifts exist other than conventional week.

Female CSEA members become eligible for same amounts of insurance as offered men under CSEA Supplemental Life Insurance Plan.

Coalition bargaining possible, says CSEA president Theodore C. Wenzl in Albany testimony before Permanent Commission on Public Employees Pension and Retirement Systems. But, CSEA chief qualifies statement by saying cooperation by all concerned parties would be necessary before December 1974.

Ethnic coding on employees' permanent records revealed at meeting of NYC chapter executive committee. Chapter president Solomon Bendet sends inquiry to State Comptroller Arthur Levitt, who responds that his department had been collecting the information at request of Civil Service Commission.

Westchester chapter reveals that it had endorsed 17 of 21 winners in recent county elections, drawing choices from both parties. Included among winners is Democrat Alfred Del Bello, elected County Executive by only 3,000 votes in this generally Republican county.

Amendment of Retirement and Social Security Law to provide for bilateral negotiations for improvements in retirement benefits for local government employees is urged by CSEA president at Buffalo hearing of Permanent Commission on Public Employee Pension and Retirement Systems. Dr. Wenzl had also spoken at hearings in Albany, Rochester and New York City, and had also called for strict numerical order in civil service appointment and promotions.

CSEA files petition with PERB to redefine "professional" bargaining unit in State University system. CSEA spokesman says unit must be broken down so the 25 percent of the 13,000-member unit with SUNY who are non-teaching professionals and who are currently represented by Senate Professional Assn. can have option to select CSEA in representation election.

Distribution of Administrative, Institutional and PST contracts to chapters completed.

Monroe County chapter goes to arbitration for fourth time during past year.



Pesci



Bolton



Hillis



McInerney

(Continued on Page 16)

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Metric System Guide

In anticipation of the U.S. conversion to the metric system, a Wisconsin firm has published a detailed guide to and history of the metric system's orientation and structure in this country. With the booklet, entitled "Metric System Guide — Vol. I," will be the addition of a monthly bulletin designed to update metric information.

A descriptive brochure on the new volume may be obtained by phoning 800-558-5011 TOLL FREE or by writing J.J. Keller and Associates, Inc., 145 West Wisconsin Ave., Neenah, Wis. 54956.

Princ Med Asst Spec

ALBANY — A list of five principal social services medical assistance specialist eligibles was established from open competitive exam option 27352 by the state Dept. of Civil Service on Dec. 21.

13 Fail RR Watch Exam

Thirteen foreman, railroad watchman candidates have failed the competitive written part of promotion exam 3520, according to the city Dept. of Personnel.

Computer Systems

A total of 170 candidates for computer systems analyst will be taking the written part of open competitive exam 0424 on Jan. 19.

21 Fail Elec Exam

Twenty-one foreman, electrical candidates have failed the written competitive part of promotional exam 2702 announced the city Dept. of Personnel.

Civil Service Activities Association

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| Sanitman (no ed. exp. skill rpd) apply thru 2-8-74 | 9,870 |
| Sr. Consult. (Ment Hlth Strnds & Svcs) | 14,200 |
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TUESDAY, JANUARY 15, 1974

Rustles Of Spring

THIS is a time of relative peace on the labor front throughout New York. A new Governor sits in Albany, and a new Mayor sits in New York City.

Nevertheless, there is a great deal of activity on the union scene as some loose ends from the past hectic year are pulled together for closer scrutiny.

Probably one of the most important decisions recently is the agreement between the Civil Service Employees Assn. and the State Office of Employee Relations approving the American Arbitration Assn. to mediate disputes over disciplinary cases.

CSEA's contention had been that OER, as an arm of the State Administration, was an improper agency to arbitrate between the Employees Association and other branches of the Government. The peaceful resolution of this issue is an auspicious gift for Gov. Malcolm Wilson to tuck under his belt as he strives to evoke an image of progressive leadership.

The Governor, in his State of the State message last week, produced little controversy as far as state employees are concerned. Among the many recommendations that he made was one to create a "little Hoover commission" to study the efficacy of the state's government. Members of the commission would be drawn from private sector, and would not include representatives of public employees.

Another recent development has been an arbitrator's decision to award an agency contract in the Ramapo-Catskill Library System, located in Orange County. The agency shop has long been dear to the heart of Civil Service Employees Assn. leaders, because as CSEA vice-president James Lennon said, in reaction to the arbitrator's decision, "Employees who share in the fruit of our labor should also provide a little bread." CSEA already represents nearly 90 percent of the employees in the library unit.

In New York City, Mayor Abraham Beame has called for the appointment and promotion of employees to city service to be in strict numerical rank on eligible lists. This, too, has been a goal of many union leaders in their efforts to protect the Merit System.

Where will these innovations lead? At this time it is impossible to say whether they will work out as well as anticipated. But they are all considered and thought-out program that have long been advocated from many quarters.

Perhaps we are arriving at the beginning of a new era, where all parties will be willing to sit down together and work out problems of mutual concern.

Even though winter has been scarcely ushered in, there already seems to be a bit of spring in the air.

Don't Repeat This!

(Continued from Page 1)
the powerful Senate Standing Committee on Finance and he brings to his responsibilities unusual intellectual capacities and a highly developed sensitivity to public reaction to governmental policies. Senator Marchi demonstrated the extent to which he is in the mainstream of Republican party thinking, at the grass roots level, when he defeated Mayor John V. Lindsay for the Republican nomination for Mayor in 1969.

Blueprint For State Policy

Typically, adoption of the budget is the most significant action taken by a legislative session, because the budget becomes the blueprint for state policy in the year ahead. The Senate Finance Committee, together with its counterpart Assembly Ways and Means Committee, plays the major legislative role in shaping that policy.

This role of Senator Marchi and his committee is likely to be even greater in the administration of Gov. Malcolm Wilson than it had been during the administration of Gov. Nelson Rockefeller. During virtually all of his public life, Governor Wilson was intimately involved with the legislative process, at the beginning as an Assemblyman and later as the presiding officer of the Senate. Thus, Governor Wilson's outlook on the legislative process differs from that of his predecessor, and he is more likely to give the Legislature greater rein in developing policies and programs.

As these policies and programs emerge, the role of Senator Marchi in their shaping becomes clearer. For example, a serious issue before the Legislature will be the preservation of the fare structure on the subway and bus system in New York City, as well as preserving existing fares on upstate mass transportation systems and improving mass transportation facilities in all parts of the state, particularly in view of the fact that automobile use may be limited by shortages of gasoline supplies.

Another example is the recommendation of Governor Wilson to repeal the New York City tax on cigarettes which the Governor said amounted to a loss of \$85 million in state revenues because the high city tax made the city a "paradise" for criminal racketeer operations. Governor Wilson said that the state would reimburse the city for its loss annually of \$55 million that would result from repeal of the city cigarette tax. It will be Senator Marchi's problem to find where the state can appropriate that \$55 million, without impairing the quality of state services in other areas of state concern.

Expert On Government

The public can safely rely on Senator Marchi to make appropriate judgment on these and other sensitive issues that will confront him as Chairman of the Finance Committee. Having served in the Senate since 1956, Senator Marchi is an expert on the ins and outs of state government. He broadened his knowledge of state government and politics as a delegate to the State Constitutional Convention in 1967.

In addition to his other experience, Senator Marchi has been chairman of the Joint Legislative Committee on Interstate Cooperation and is Vice Chair-



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.

Objectors Win Jobless Pay

The Supreme Court, Appellate Division, Third Department, has upheld a decision of the Unemployment Insurance Appeal Board, which granted benefits to conscientious objectors who left their employment to return to their home cities (*Claim of Jeffrey Fleichmann v. Rochester General Hospital* and *Claim of Henry Chlebowski v. Rochester General Hospital*, 349 NYC 2d 185.)

The two claimants were approved for conscientious objector status under the Military Selective Service Law providing they performed alternative civilian service contributing to the national health, safety, or interest at a location over 50 miles from their homes in Buffalo. Both claimants entered the employ of Rochester General Hospital, satisfying the requirements of the Selective Service Law and Regulations. When the two claimants had fulfilled their required terms of alternate service, they resigned their employment and returned to Buffalo.

They then filed for unemployment compensation benefits, stating in their applications that they were not working for their last employer because they had completed their alternate service obligations as conscientious objectors and had been released by the Selective Service.

One claimant stated that he desired to return to his home town and complete his education. The other wanted to return to his home town to be near his ill mother.

THE COURT NOTED that the Unemployment Insurance Law was enacted to compel the setting aside of financial reserve for the benefit of persons unemployed through no fault of their own for the purpose of lightening the burden of economic insecurity due to involuntary unemployment. It further noted that the law does provide for the payment of benefits, even where the separation from employment is voluntary, when the circumstances surrounding the separation are found to constitute good cause.

The law does not define the circumstances which constitute good cause, thus delegating to the Unemployment Insurance Review Board the duty of determining from the facts and circumstances surrounding a voluntary separation whether such a separation was with good cause. The courts have held that good cause may exist because of conditions which do not have a direct bearing on the work itself, providing it has a reasonable foundation such as illness or other events of important personal consequence to the worker.

Section 623 of the Labor Law provides: "A decision of the Appeal Board shall be final on all questions of fact and, unless appealed from, shall be final on all questions of law." It has been held, "If the Board's decision is arbitrary, or contrary to law, a different result may be spelled out in court; but if the decision rests upon a factual evaluation open to different interpretations, it must be affirmed."

HERE, THE COURT concluded that the release of their obligation of alternate service under the Selective Service Law was an event of important personal consequence to the claimants, as they were then free to work in employment of their own choosing, regardless of the nature of the work and place of work, and could now work in their former place of residence.

The Board had found that "Under the facts herein, we do not feel these claimants freely and voluntarily accepted the terms and conditions of their employment. There was a recognized alternative obligation under the Selective Service Law, and their leaving to return to their homes when such period of obligation terminated, was with good cause."

The court concluded: "The Board's determination that claimants left their employment for good cause is based upon a reasonable foundation and, although others might be of a different opinion, the determination of the issue was within the sole province of the Board and must, therefore, be affirmed."

man of Senate Ethics and established a firm reputation as Guidance Committee. a friend of the civil service employees. Above all, Senator Marchi has

Questions and Answers



Q. I recently surprised my grandson with a savings account for his birthday. When I went to the bank to open the account, the bank clerk said she needed my grandson's social security number for the bank's records. Why was this necessary?

A. The bank reports earned

interest over \$10 a year to the Internal Revenue Service by the name and social security number of the account holder. If your grandson doesn't have a social security number, ask his parents to contact any social security office for information about applying for one.

FIRE FLIES

by Paul Thayer

Monday morning, Jan. 7, was routine for the Echevarrieta family of Bay Ridge, Brooklyn. The father, Fabian, Fireman First Grade of Hook and Ladder 109, was having breakfast, while Fabian Jr., age 11, and his sister, Elise, 9, were getting ready to go to school. Their mother, Shirley, was not feeling too well. She had given birth — with complications — one month ago to Damian. She would be glad to see her brood off safely and to have a restful cup of coffee.

Fireman Echevarrieta arrived at 109 Truck and made his relief. After 13 years this was routine. He was well-liked. There was good feeling plus a little ribbing when he cooked for the troops, especially when his menus were on the Spanish and spicy side. But they must have liked his cooking because everybody was always "in," which tells a firehouse cook all he needs to know if he has doubts and looks for a barometer.



FABIEN ECHEVARRIETA

The truck had a run during the day in an occupied building and although it was only some furniture, it was a snotty job, the smoke sticking in lungs for longer than usual. In the afternoon 131 Truck rolled to a second alarm and 109 was ordered to re-locate in the quarters of 131, a routine maneuver.

About two years ago Fireman Echevarrieta's son Fabian Jr., then 9, began to get interested in the workings of the New York Fire Department. Sirens and bells from other companies fascinated him and perhaps he saw a bit of his father in each of the men as they held on to the apparatus racing through the streets of Bay Ridge. Fabe Jr. in fact became quite a buff in 109 and a good one, too, doing anything that was asked of him. Most important, whatever he saw or heard in the fire house, he put behind him when he left each day. When his father worked days, Fabe Jr. would take the bus from school and spend the remaining hours of the tour with him. They both loved it.

On Tuesday, the 8th, the men from 109 Truck had re-located in 131 Truck. They had a run and caught a job in a five-story boarded-up building. The Truck went to work and Fireman Fabian Echevarrieta worked his way through the building, venting as he went until he hit the roof. Making the roof, he did the last thing he would ever do. Then he collapsed and died of a heart attack.

Word passed quickly and all steps to help were taken. Long Island College Hospital was no-

tified and waiting. But to no avail. He was dead on arrival.

Meanwhile, Fabe Jr. entered quarters to find the Company re-located. He decided to wait until the company returned so he and his father could go home together. When the Truck returned about 5 p.m. Fabian Jr. didn't see his father and asked where he was. Without saying much, Fireman John Stasio put an arm on the son's shoulder and said: "C'mon Fabe, let's go home."

Just about the same time, Monsignor Yeager and John Kopp, the UFA Brooklyn Trustee, were knocking on the door of the Echevarrieta apartment. When Mrs. Echevarrieta saw

the Roman Collar she felt the panic that only her sisters who have already experienced the same have known. Little Elise knew too but didn't cry. But she dutifully went to get the Kleenex. Then Fabian Jr. and John Stasio arrived. Realizing what happened, the boy went directly to his room accompanied by John Kopp and Father Yeager. There in his room the entire motif was fire department — his father's damaged helmet, photos, models, even a painting of 109 Truck . . . everything FDNY. Here was the place where Fabian Echevarrieta, Jr., now the man of the house and far too soon but nevertheless a fact, would cry his boyish heart out for minutes, maybe days. There were the memories of the hours spent with his father who loved him so much and whom perhaps he might emulate some day, maybe even wearing his father's old badge and filling his father's shoes.

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CSL 1-15

State Promotional Job Calendar

Applications Accepted To Feb. 11;
Written Exams March 23

| Title | Salary Grade | Exam No. |
|--|--------------|------------------|
| Associate Librarian (Medicine) | G-23 | 35-446 |
| Research Series | G-18 | 35-460 to 35-466 |
| Senior Biostatistician | G-18 | 35-470 |
| Senior Economist Series | G-18 | 35-474 to 35-478 |
| Senior Statistician | G-18 | 35-471 |
| Senior Personnel Examiner | G-18 | 35-423 |
| Assistant Director Soil Mechanics | G-29 | 35-473 |
| Assistant Soils Engineer | G-19 | 35-450 |
| Associate Soils Engineer | G-27 | 35-451 |
| Director of Soil Mechanics | G-33 | 35-474 |
| Engineering Materials Technician | G-8 | 35-432 |
| Principal Engineering Materials Technician | G-14 | 35-434 |
| Principal Engineering Technician (Soils) | G-15 | 35-436 |
| Research Analyst (Transportation) | G-18 | 35-467 |
| Senior Engineering Materials Technician | G-11 | 35-433 |
| Senior Engineering Technician (Soils) | G-11 | 35-435 |
| Senior Soils Engineer | G-23 | 35-452 |
| Assistant Building Construction Engineer | G-19 | 35-499 |
| Assistant Superintendent of Construction | G-15 | 35-455 |
| Senior Building Construction Engineer | G-23 | 35-481 |
| Senior Superintendent of Construction | G-19 | 35-454 |
| Assistant Superintendent of Construction | G-15 | 35-453 |
| Associate Park Engineer | G-27 | 35-396 |
| Park Engineer | G-19 | 35-394 |
| Senior Park Engineer | G-23 | 35-395 |
| Senior Nursing Services Consultant | G-23 | 35-459 |
| Supervisor of Health Dept. Office Services | G-23 | 35-479 |
| Driver Improvement Adjudicator | G-9 | 35-456 |
| Senior Driver Improvement Analyst | G-23 | 35-457 |
| Chief Gas Technician | G-19 | 35-480 |
| Senior Gas Inspector | G-14 | 35-477 |

Oral Tests To Be Held In February Or March

| | | |
|------------------------------------|------|--------|
| Traffic and Park Captain | G-21 | 35-482 |
| Employment Security Superintendent | G-28 | 35-412 |

Application Accepted To March 4; Oral Test In March

| | | |
|------------------------------|------|--------|
| Chief State Accounts Auditor | G-31 | 35-417 |
|------------------------------|------|--------|

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Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10048, 488-4248; State Office Campus, Albany, N.Y., 1226; and Suite 750, 1 W. Genesee St., Buffalo, 14202.

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This Week's City Eligible Lists

EXAM 3520 PROM. TO FOREMAN- RAILROAD WATCHMAN

Transit Auth

This list of seven eligibles established Jan. 2, resulted from written testing for which 33 candidates filed, 31 were called and 20 appeared. Salary is \$11,528.

No. 1 — 82.813%

1 Walter H Schaefer, Dennis M O'Neill, Louis A Quiles, David Vogelmann, James Buckley, Donald Foiles, Angelo Maltese.

EXAM 2190 ASST BLDNG CUSTOD

This list of 33 eligibles, established Jan. 2, resulted first from written testing for which 532 candidates filed, 531 were called and 266 appeared; then oral testing for which 75 of those successful on the written were called, and 52 appeared. Salary is \$8,300.

No. 1 — 95.0%

1 Richard Taly, Philip F Mazaraco, George Washington, Anthony Colletti, Thomas Dacey, Edward D Darnley Sr, Henry A Bouldin, Guy J Cappello, Arthur G Carmine, Alfred J Castagna, Sylvester Mackey, James E Peck, Ernest Gordon, Ralph N Ellis Jr, James L Carter, Paul L Lynch, Clarence B Thomas, Augusto Antonetti, Frank Hubbard, Norman P Vaughan.

No. 21 — 80.0%

21 Daniel Hammond, Jesse Warren Jr, Valmira C Lopes, Elijah J Goodwin, Ralph McSwain, Nelson Segarra, Richard G Matarazzo, James Wrenn, Daniel J Valenti, Donald J Fehn, Robert Smith, William E Harris, Clifford M Harvey.

EXAM 0053 AREA MANAGER SCHOOL MAINTENANCE

This list of 38 eligibles, established Jan. 2, resulted from evaluation of 162 candidates, 54 of whom were called to oral testing and 46 of whom appeared. Salary is \$19,589 (managerial).

No. 1 — 93.0%

1 David J Krugman, Saul Geller, Louis F Mahla, Dan Geffen, Raymond H Krust, Harvey S Sorgan, John F Doyle, George J Kline, William Garberg, Donald J Dyer, John C Frisone, John Decaro, Vincent J Byrne, John M Buchholz, John Kenneally, Robert E Kaplan, James F Lorenz, Henry Sulkowski, Joseph A Vente, Albert T Leach.

No. 21 — 81.200%

21 John J Manfredi, Thomas F Sherry, George R Bartle, Robert T Devine, Ernest J Kottenbach, Martin F Petruca, Bruce L Wynn, Allen C Kanner, James McEvaddy, Arthur Alena, Catello P Ruggiero, Joseph J Lynch, Rosario Caselo, Anthony Felicetta, Gladstone Miller, Richard L Hubbell, John D Corrente, Daniel J Savino.

EXAM 2198 CHIEF PROJECT SERVICES SPEC

This list of 23 eligibles, established Jan. 2, resulted from evaluation of 87 candidates, 49 of whom were called for oral testing and 37 of whom appeared. Salary is \$19,589 (managerial).

No. 1 — 99.40%

1 Melvin E Ginsberg, Morris Glickman, Bertram M Elgot, Irving Polsky, Benjamin Rottenstein, Arthur W Towne, Abraham Litwin, Alfred R Raskin, Sey-

mour Adelstein, Zev Weinstein, Betty Chodes, Leroy L Williams, Earle D Murray, Miriam C Kerpen, Mark M Kapikian, John A Junqua, Charles W Horwitz, Howard L Geyer, William T Baird Jr, Vincent J Sama.

No. 21 — 75.90%

21 Andrew Winter, Seymour Bader, Robert Ramsey.

EXAM 2702 PROM TO FOREMAN ELECTRICIAN

This list of 39 eligibles, established Jan. 2, for use by nine city agencies, resulted from written testing for which 114 candidates filed, 109 were called and 70 appeared. Salary is \$10.71 per hour.

Bd of Ed

No. 1 — 90.60%

1 Albert R Didomizio, Eugene D Thompson, Leo Peterson, Carl V Grasso, Frank D Esposito, Alfred Consoli, John C Munnely, Vito Lupa, Hyman Greene, Marc Cusumano, Robert B Hanley, Edwin F Repp, Jack Ogaian, Nicholas F Niniavaggi, Walter H Nickelsen, George Berezov, Benjamin Didoati.

City College

No. 1 — 89.75%

1 Peter F Tantillo.

Env Prot Adm

No. 1 — 97.40%

1 Clifford E Whitmore, Robert M Armstrong, Arnold J Randal, Frank G Secret Jr, George J Sepich, Frank Lopa, William P Brandt, Nicholas Frichione, Martin G Drangel.

Herbt Leh Coll

No. 1 — 82.075%

1 John J McKenna.

Hunter Coll

No. 1 — 86.130%

1 Michael T Femia.

Kngsb Comm Coll

No. 1 — 84.325%

1 Abe Lazar.

Queens Coll

No. 1 — 80.705%

1 Edward R Monsen, Paul R Dubois.

Social Services

No. 1 — 90.38%

1 John J Ayers, Edward G Murray, Richard A O'Rourke, Armond S Cardillo, Andrew J Lamantia, Kenneth J O'Mara.

York Coll

No. 1 — 74.40%

1 Joseph R Cirina Jr.

EXAM 1570

PROM TO SENIOR CLERK

This list of 416 eligibles was established Dec. 27, for use by the Health and Hospital Corporation.

No. 1 — 99.15%

1 Carrie M Dillahunt, Catherine Canner, Lee Miller, Katherine Valentino, Marian E Tobias, Thelma Wolk, Elizabeth Murphy, Doris H Sooman, Anne L Sanitate, Russell E Powell, Brunetta Edwards, Margaret M Peterson, Thelma Stein, Gloria B Depalo, Charles J Pinnegan, Ruth R Weiner, Charlotte Dajnowski, Dorothy Gaines, Helen Klein.

No. 21 — 89.675%

21 Carol A Farrington, Elaine B White, Bettyjo Chin, Arlene Horn, Charlotte Pittino, Margaret V Warren, Annie Fraser, Renee T Millner, Helen E Berry, Theresa A Sisto, Sally Gelman, Roy C Wilson, Carrie B Gold, Eleanor T Meyer, Henrietta Stevens, Helen S Weinberger, Elizabeth

(Continued on Page 11)

Federal Job Calendar

Detailed announcements and applications may be received by calling, writing or visiting the Job Information Center of the U.S. Civil Service Commission, New York Region, at 26 Federal Plaza, Manhattan 10007, telephone: 264-0422. Those 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.

Applications will be received until further notice, unless a closing date is specified. Jobs are in various Federal agencies throughout the country unless a specific agency or location is indicated.

Use Application Form 5000-AB whenever the listing indicates a written test is required. For others use Standard Form 171 and CSC Form 5001-ABC; the announcement will tell you if any supplementary forms are required.

Agricultural

| Title | Salary Grade | Exam No. |
|---|--------------|--------------------|
| Agricultural Commodity Grades (Fresh Fruit and Veg., Grain, and Poultry) | GS-5 to 9 | CH-1-06 |
| Agricultural Commodity Grader (Meat) (Dept. of Agriculture) | GS-5 | WA-0-14 |
| Inspector — Meat and Poultry (Consumer and Marketing Service, Dept. of Agriculture) | GS-5 | CH-6-05 (written) |
| Meatcutter | GS-8 | NY-0-30 (West Pt.) |
| Warehouse Examiner (Dept. of Agriculture) | GS-5, 7 | CH-0-02 (written) |

Business

| | | |
|--|------------------------------|-----------------------|
| Accountant, Auditor and Internal Revenue Agent | GS-5 to 9 GS-11, 12 in NY | 452 |
| Computer Specialist | GS-5 to 12 | 420 |
| Tax Examiner | GS-2 to 4 | NY-1-15 (Suffolk Co.) |
| Treasury Enforcement Agent | GS-5 to 9 | NY-1-05 (NY St.) |

Engineering And Scientific

| | | |
|---|--------------------|------------------------|
| Carrers in Biological and Agricultural Sciences | GS-5 to 15 | 421 (Feb. 15 deadline) |
| Engineering, Physical Sciences and Related Professions | GS-5 to 15 | 424 |
| Health Scientist Administrator and Grants Associate | GS-12 to 15 | WA-1-11 (D.C. area) |
| Industrial Hygienist | GS-5 to 13 | 230 |
| Journeyman in Skilled Trades | GS-9 to 12 | NY-1-11 (NYC) |
| Meteorological Technicians | GS-6, 7, 9 | NY-8-43 (NY-NJ) |
| Photographers and Photographers (Laboratory) | GS-4, 5, 7 | WAM-924 (D.C. area) |
| Technical Aid (Medical, Science and Engineering Fields) | GS-2, 3 | NY-0-22 (NYC & St.) |
| Technical Assistant Technicians in Engineering and Physical Science | GS-4 GS-5 to 12 | 409 WA-0-04 |

General

| | | |
|--|-------------|-------------------------------|
| Air Traffic Controller (FAA) | GS-5, 7 | 418 |
| Deputy Marshall | GS-5 | WA-3-03 (written) |
| Fed. Service Entrance Exam | GS-5 to 9 | 410 (written) |
| Freight Rate Specialists | GS-7, 9 | WA-6-13 (D.C. area) |
| Hearing Examiner (Administrative Law Judge) | GS-15 to 16 | 318 |
| Illustrator | GS-5, 7 | W-2-07 (D.C. area) |
| Junior Federal Assistant | GS-4 | 411 |
| Mid-Level Positions | GS-9 to 12 | 413 |
| Office Assistant | GS-2 to 5 | WA-01-02 (D.C. area, written) |
| Senior Level Positions | GS-13 to 15 | 408 |
| Technical Assistant (Agr, Bio, Data Processing, Engn, Med, Sci and Other Fields) | GS-4 | 409 |
| Worker Trainee | GS-1 | NY-1-08 (NYC & St.) |

Medical

| | | |
|---|------------|---------------------|
| Aids, Assistants, Technicians | GS-5 to 9 | WA-8-13 |
| Audiologist, Speech Pathologist, and Audiologist Speech Pathologist | GS-9 to 12 | WA-7-27 (D.C. area) |
| Autopsy Assistant | GS-4, 5 | NY-9-05 (NYC area) |
| Dental Hygienist, Dental Laboratory Technician | GS-5 to 7 | NY-3-03 (NYC & St.) |

(Continued on Page 13)

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This Week's New York City Eligible Lists

(Continued from Page 10)

Gaal, Joy C Wheeler, Helen M Dalton, Juanita L Nesbit.

No. 41 — 87.30%

41 Stella M Nicastro, Eric P Jewell, Helen M Ullah, Theresa E Mareth, Milagros Matos, Jacob Abidor, Margaret J Munno, Rita P Lynch, Bernadette Vicente, Elaine Blackman, Catherine Rizzo, Marie Mays, Rose L Petosa, Marjorie Chirlin, Yolanda Altreche, Rose Shaman, Ella J Johnson, Helen S Annette, Salvatore Locastro, Mary Proctor.

No. 61 — 85.10%

61 Rose Mann, Regina Brosowsky, Edith L Grossberg, Sylvia Bachman, Arlene M Weiner, Joan A Platz, Eleanor E Hrzlich, Alice Waranowicz, Elizabeth Herlhy, Sarah A Chest, Rita S Jones, Minerva Ruiz, Joyce B Francois, Shirley Rodriguez, Pearlina Jackson, Pauline Rotenberg, Delore I Fox, Daisy T Williams, Dorothy M Morello, Marilyn Dyling.

No. 81 — 83.80%

81 Clara M Johnson, Margaret

Grossman, Margaret Quintana, Catherine Basta, Annette F Jackson, Dorothy A Morrison, Rosetta Jenkins, Pauline M Smith, Margaret C Hanel, Juanita Calhoun, Charlotte Druitt, Nora Rodriguez, Ruth A Hampton, Elizabeth Pierec, Ellen J Ryan, Helen M Pedersen, Marion J Collisson, Esther I Smith, Clementine Burch, Johanna M McGuire.

No. 101 — 82.625%

101 Evelyn Ungar, Louis J Sacco, Celina Surillo, Celinda Martinez, Rosamond A Kirkland, Eulalie Sanders, Sarah B Cooke, Ewing V Orlando, Janice L Rice, Jean E Kinney, Sophie Garelik, Olga J Wilson, Veronica Ellison, Kolima M Clark, Doretha G Umpthery, Gloria L Barnard, Rosa Pornick, Barry T Joyce, Antoinette M Kelleher, Gloria Damon.

No. 121 — 80.850%

121 Jean G Robinson, Francine M Hill, Maureen P Boylan, Enid E Dowleyne, Carol A Pierre, Mandell Safer, Marjorie E Faunt-

leroy, Evelyn E Carsten, Doris Wilson, Jennie Vasquez, Madreen A Wong, Teresa Edwards, Maureen P Ryan, Marie A Trischetti, Eleanor Mears, Patricia M McCauley, Gladys Payne, Anna M Adamo, Dolores R Batts, Merle D Carroll.

No. 141 — 79.925%

141 Teresa B Biggio, Shirley T Miller, Alice M Miller, Cynthia Chambers, Gertrude Pickering, Elizabeth King, Gwendolyn Thompson, Sally Adelman, Bella Seus, Gloria M Williams, Elizabeth Williamson, Geraldine Cosby, Paul M Chomko, Marva V Barnard, Verna L Willis, Annie L Johnson, Mae M Johnson, Thelma Morgan, Mary W Saiz, Lydia J Gattanel.

No. 161 — 79.075%

161 Lillian C Jordan, Wanda E Searle, Leona M Moffatt, Lou E Hamilton, Patria A Bruno, Mary C Resnick, Patricia R Watson, Mildred A Austin, Vivian E Beckles, Florence M Fletcher, Theresa B Bell, Ruth Jackson, Gertrude A Ragusa, Christine

Beatty, Ethlyn F Grant, Evelyn E Rosenthal, Margaret E Francis, Sophie Kasmere, Corinne W Byfield, Ernestine Hawthorne.

No. 181 — 78.250%

181 Minnie B Rhem, Norma G Bader, Ophelia R Gayden, Elizabeth Redd, Milagros Rodriguez (Myrtle E Jones, Madeline E Collins, Muriel E Randall, Callie B Foster, Eleanor M Kohler, Isis Silva, Baisy Anderson, Brenda D Charles, Rose M Voltura, Anne Holland, Drella M Taylor, Margaret Alexis, Iris W Smith, Barbara J Feagin, Margaret V Allen.

No. 201 — 77.225%

201 Ruth J Fish, Sadye S Mednick, Theodora Phillips, Grace Munk, Raselee Laprince, Anne Solomon, Elizabeth Austin, Louise Ross, Marie A Samuels, Rose Gilman, Elaine E Toombs, Verdell Chapple, Mary J Carter, Rita E Parris, Irene Kessel, Teresa Post, Emma C Stroman, Sarah M Calloway, Elaine M Cordova, Frances Specht.

No. 221 — 76.525%

221 Geraldine Richard, Naomi Eifenbein, Anna Mistretta, Mabel A Washington, Lillie M Moultrie, William E Jeromos, Lorraine E Hall, Margarita Gonzalez, Eunice Jemmott, Margaret B Allen, Harold Flemister, Onelda H Harris, Alice V Pray, Ida Gershman, Shirley M Golden Ruth Amengual, Lynette M Hosten, Brenda E Williams, Rose B Artis, Ruth White.

No. 241 — 76.0%

241 Peggy A Johnson, Marjorie M Grosvenor, Priscilla H Hughes, Josephine Diaz, Elizabeth Pena, Adele Weisman, Ida L Mena, Sylvia M Rosenzweig, Jane O'Neill, Mary L Lewis, Elva Bartlett, Alice Y Anderson, Carrie Sands, Lorraine I Steele, Gloria Godfrey, Ruth M Taylor, Sahron A Mulkerin, Miriam T Shlomm, Barbara M Farrell, Frances M Mallory.

No. 261 — 75.15%

261 Lucienne L Azard, Bessie Belkin, Sonia T Caban, Pecola Lester, Dorothy F Hettler, Marian E Crumpler, Walter R Lofton, Norma Garcia, Georgette Haynes, Jacqueline Sebastian, Beverly D Irving, Georgia L Brathwaite, Mary J Assetto, Donna M Harris, Jean Rosen, Teresa Restrepo, Christine McDowell, Leon W Morgan, Ruth M Miley, Juanita L Manning.

No. 281 — 74.525%

281 Eleanor McGrade, Charlie M Parker, Lucy J Meadows, John M Purnell, Julia B Livingston, Edith Marcelle, Maria A Ramos, Linda Hansley, Gloria S Carter, Lillie L Griffin, Lillian Bowens, Alma C Manners, Carrie E Randall, Elinor Montgomery, Rosanna E Weston, Agatha J Taylor, Annette Bell, Marporie Bowles, Clara M Carter.

No. 301 — 74.225%

301 Naomi Cox, Mary L Pantano, Zeritha E Tate, Edith B Blaustein, Mary L Hollingsworth, Tillie K Abramowitz, Cleo Douglas, Eileen T Cahill, Myra L Hodges, Theresa M Gray, Vidit D Reid, Roberta Matthews, Joyce H Julian, Grace Rothberg, Yvonne F Cosby, Antoinette Miranda, Georgia C Thompson, Lucille E Robinson, Anne R Brown, Irene Ford.

No. 321 — 73.45%

321 Rachela Enea, Lydia A Batson, Virginia R Viglione, Justina W Payne, Ethel C Bohanan, Damaris Bennett, Cecll M Hatcher, Mona S Ford, Lorraine E Lee, Hilda R Gonzalez, Ruth Rhodes, Anna M Deveaux, Ruby P Perry, Mary A Jordan, Barbara J Black, Doris Searcy, Dorothy W Alleyne, Margaret C Greco, Renee C Differ, Helen Margigliana.

No. 341 — 72.675%

341 Beatrice W Wangerman, Ionia Thompson, Rhudine Dash, Denellian Serette, Grace V Tilghman, Lucille V Wells, Elena Vincent, Gladys V Wemp, Matilda Wren, Mattie C Williams, Lilly Roseman, Louise W Richardson, Candida M Martinez, Deloris Cradle, Hattie L Worley, Muriel D Hawkins, Anna M Brown, Jane M Michalski, Annie B Walker, Josephine Maggiore.

No. 361 — 71.90%

361 Arnold M Pack, Irene M Ryan, Doreatha Chapman, Joan Brown, Nathan Gibel, Joann D Barnes, Dorothy H Phillips, Jacqueline Waring, Elizabeth Bates, Lillian Lucas, Kalliope Patterson, Nancy L Willingham, Maria Quinn, Ena R Spencer, Joanne Hoffman, Selma C Keen, Helen L Douglas, Cynthia McLeod, Elma B Green.

(Continued on Page 12)



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Bus Maintainer
A total of 48 candidates for promotion to bus maintainer, group A, will take the competitive practical part of exam 3541 between Jan. 14 and 15. Of the 55 who applied for the exam, seven were found not eligible.

Child Protect List
ALBANY — Four names appear on the eligible list established Dec. 21 from open competitive exam option 27355, associate social services planning specialist (child protection), by the state Dept. of Civil Service.

Eligibles

(Continued from Page 11)

No. 381 — 71.30%

381 Idalia Estrella, Alonzo White, Gertrude Hawkins, Edward Garcia Jr, Raymond H Jordan, Florence Bouchard, Lillian Riggs, Concetta Dillon, Myrtle Brown, Mercedes L Hall, Lamarse D Taylor, William R Gilmore, Cornelia B Overton, Carrie M Halliburton, Dolores Spinelli, Leonora R Blackett, Lilla M Bell, Irene A Lynch, Patricia A Vessels, Margie H Mushatt.

No. 401 — 70.90%

401 Estelle Frazier, Mae B Walden, Margaret A Watson, Annie L Beckett, Sylvia Leiter, Sue Honig, Dolores M Cesiro, Betty Huggins, Geraldine Deshields, Eleanor Tulley, Ruby D Quinonez, Collista C Price, Lillie M Gamble, Henry R Hynes, Catherine Furnari, Lucille Lewis.

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City Open Continuous Job Calendar
Open Competitive Positions

| Title | Salary | Exam No. |
|-------------------------------------|----------|----------|
| Assistant Civil Engineer | \$13,300 | 3041 |
| Assistant Plan Examiner (Buildings) | \$13,700 | 3046 |
| Civil Engineer | \$16,400 | 3058 |
| Civil Engineering Trainee | \$11,500 | 3129 |
| Dental Hygienist | \$ 9,000 | 3065 |
| Landscape Architectural Trainee | \$11,500 | 3044 |
| Occupational Therapist | \$ 9,850 | 3080 |
| Physical Therapist | \$ 9,850 | 3082 |
| Public Health Nurse | \$11,300 | 3085 |
| Veterinarian | \$16,740 | 3119 |

Promotional Positions

| Title | Salary | Exam No. |
|---------------------|----------|----------|
| Civil Engineer | \$16,400 | 3603 |
| Electrical Engineer | \$16,070 | 3608 |
| Plan Examiner | \$16,900 | 3667 |

OPEN COMPETITIVE — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel, 40 Worth St., Manhattan, 10013. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.
PROMOTIONAL — These titles are open only to those already employed by the city in various agencies.

City Eligible Lists

EXAM 2535 PROM. TO ADMINISTRATIVE ENGINEER
This list of 383 candidates, established Jan. 9 for use by 31 city agencies, resulted from oral testing of 464 candidates. Salary is \$13,100.
Bd of Ed
No 1 — 93.625%
1 Nathan Hirsch, Antonio J Saturno, Bernard Klayman, Michael C Arzani, Richard P Day, Daniel Mancini, Sylvester C Nichols, Jack Baronian, Hugh S Houston, Leonard Weinberg, Abraham D Gordon, Walter Pifko, Salvatore Sciano, James F Lorenz, Alfred H Turecarno, Anthony J Saiano, David M. Siegel.

Spero Farris, Arnold H Panzer, Murray B Thaler.
No. 21 — 83.375%
21 Louis Kourelakos, Henry Sulkowski, Francis T McGeard, Thomas J Hall, Donald J Dyer, Robert Nalewayko, Fujio Saito, Bernard F Whalen, James A Brady, Frank P Bueno.
Bd. of Water Supply, Construction
No. 1 — 84.445%
1 Samuel Sigman, Gerhard L Wetzel.
Bd. of Water Supply, Design
No. 1 — 102.50%
1 George Lindner, Arthur H Rothmann, John J Weiburg, Thomas R Fusto, Michael Wolin, Sheldon L Hadden Jr, George F Zack, Daniel Clancy Jr, Vernon L Proper, Stephen Gyimesi, Sverre Tysvaer, Carmine M Demicco.

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Bd. of Water Supply, Res. & Devel.
No. 1 — 87.425%
1 Raphael O Hurwitz, Eugene Bard.
Budget Bureau
No. 1 — 93.625%
1 Daniel S Gravey, Ernest T Debonis, John B Pender, Robert G Radofsky, Henry Olynik, Ants Tomson, Martin P Borsykowsky, Edward V Howard, Gerhard P Coorseen, Daniel J Flynn, Robert J Cannon, James R Molinari, James B Cass, Elias Wilson, Andrew P Pecorini, Thomas F Tolan.
City Plan. Comm.
No. 1 — 94.765%
1 Louis Roberti, Andrew B Karn, Irwin Fruchtman, Julius Spector, Israel N Korman, Herbert Gallon, Richard Riegelhaupt.

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Comptroller's Off.
No. 1 — 91.595%
1 Norman Dubrow, Harold Levine, Seymour Allen, Anthony L Ventriglia, Leonard Marinaccio, John R Anglum, Jerome J Furst, Ernest J Kottenbach, Meyer Gould, Edward I Belkin, Dominick Vitolo, George A Harvey, John H Carskadon, Albert Gross, Gilbert A Tellefsen, Donald A
(Continued on Page 13)

This Week's City Eligible Lists

Federal Job Calendar

Medical

(Continued from Page 10)

| Title | Salary Grade | Exam No. |
|--|--------------|------------------------|
| Dietitian | GS-5 to 12 | WA-8-10 |
| Dietetic Assistant | GS-5 to 7 | WA-8-10 |
| Public Health Nutritionist | GS-9 to 12 | WA-8-10 |
| Medical Machine Technicians | GS-5 to 8 | NY-3-02 (NYC & St.) |
| Medical Officer | GS-11 to 15 | WA-9-02 |
| Medical Radiology Technician (Diagnosis or Therapy) | GS-5, 6 | NY-0-25 (NYC & St.) |
| Medical Record Librarian | GS-5 to 12 | 331 |
| Medical Technician | GS-5 to 7 | NY-3-01 (NYC & St.) |
| Medical Technical Assistant (Public Health Service) | GS-6 | 355 |
| Medical Technologists | GS-5 to 11 | NY-9-02 (NY & NJ) |
| Nursing Assistant | GS-2, 3 | NY-1-16 (NYC & St.) |
| Orthotist, Prosthetist | GS-6 to 11 | WA-7-47 |
| Pharmacist | GS-9 to 11 | WA-8-09 |
| Physician's Assistant | GS-7 to 11 | 428 |
| Professional Nurse | GS-4 to 15 | 419 |
| Resident in Hospital Administration (Vets Adm.) | | WA-9-17 |
| Therapists: Physical, Occupational, Corrective Educational, Manual Arts | GS-6 to 9 | WA-8-03 |
| Veterinarian Trainee (Dept. of Agriculture) | GS-5 to 7 | WA-0-07 |
| Veterinary Medical Officer | GS-9 to 15 | WA-9-07 |

Military

| | | |
|--|------------|------------------------|
| Air Reserve Technician (Administrative, Clerical/Technical positions) | GS-5 to 15 | AT-0-59 ART |
| Army Reserve Technician: | | |
| Aircraft Pilot | GS-12 | NY-3-06 (NY & NJ) |
| Flight Instructor | GS-11 | |
| Aircraft Dispatcher | GS-7 | |
| Army Reserve Technician: Administrative Supply Technician | GS-4 to 6 | NY-9-26 (NYC & St.) |
| Staff Administrative Specialist | GS-7 | |
| Staff Administrative Assistant | GS-9 | |
| Staff Training Assistant | GS-7, 9 | |
| Marine Operations | | PH-0-23 |
| Military Sealift Command | | 73-1 |
| Tailor | GS-7 | NY-0-16 (West Pt.) |
| Cutter | GS-10 | |
| Presser | GS-6 | |
| Sewer—Hand Machine | GS-5 | |

Social And Education

| | | |
|--|------------|------------------------|
| Correctional Officer | GS-6 | WA-2-04 |
| Hospital Police Officer | GS-4 | NY-72-2 (NYC & St.) |
| Indian Education—Elementary Teacher, Secondary Teacher, and Guidance Counselor (Bureau Indian Affairs) | GS-5 to 9 | DM-2-02 |
| Museum Technician | GS-5, 7 | WAM-103 (DC area) |
| Professional Careers for Librarians | GS-7 to 12 | 422 |
| Psychologist (Clinical, Counseling, VA and Psychologists) | GS-11, 12 | WA-9-13 |
| Social Worker and Correctional Treatment Specialist | GS-9 to 12 | 426 |
| Therapy | GS-5 to 9 | WAH-803 |

Stenography And Typing

| | | |
|------------------------|-----------|---------------------------------|
| Data Transcriber | GS-2, 3 | NY-1-14 (Suffolk Co.) |
| Key Punch Operator | GS-2, 3 | NY-3-01 (NYC & St.) |
| Reporting Stenographer | GS-5 | NY-9-17 (NYC & St.) |
| Stenographer | GS-2 to 5 | WA-9-01 (D.C. area, written) |
| Shorthand Reporter | GS-7, 9 | NY-9-17 (NYC & St.) |
| Typist | GS-2 to 4 | WA-9-01 (DC area) |

(Continued from Page 12)
Morcone, Tibor Pocze, Mauro P Capurso, Stanley Harvey, Herman P Weigord.

No. 21 — 83.0%

21 Jack H Ross, Walter S Bortko, Robert Berger, Marvin Kirsch, Anthony T Cannizzaro, Bernard Mahler, Mario A Grauso, Richard E Thornton, John Davis, James A Brunn, Fred M Campisano.

Econ. Devel. Admin.

No. 1 — 91.50%

1 Joseph K Madigan, Joseph H Medler, Joseph B Zinn.

Envir. Prot. Adm.

No. 1 — 96.475%

1 Benjamin C Radzka, George DeFalco, Joseph T Miller, Leonard Plekarsky, Charles A Walwyn Sr, Norman M Cherry, James M Hennessy, Arthur Louis, Fred R Krellen, John L Dimartino, John T Flaherty, Joseph W Spiselman, Philip Powerstein, Burton Fitzpatrick, Paul P Zarryluk, Irving H Braff, John J Uhran, Mitchel Saoe, Herman J Smith, Paul Zoltametzky Jr.

No. 21 — 90.43%

21 Paul A Kostick, Christian Meyer, Richard Siegel, Harry W Blumenthal, Thomas E Murray, Marvin Baratt, Gordon J Fleming, Patrick H Murphy, Benedetto Fargione, John K Cloonan, William Melnichuk, Jerry Dosekal, Thomas L Eckrich, Norman R Melbinger, Ben J Stein, William J Stampe, Jerome Haberman, Maurice F Breen, Louis Leibowitz, Hugh E Tippine.

No. 41 — 85.89%

41 Irwin W Novick, Harold Roth, Nicholas S Iljic, David Leal, Paul P Krasnoff, Martin J Gelfano, Edward W Bartell, Mohan S Jethwani, Nathan N Rothman, Howard Salzman, Warren J Neuberger, Edward F Conway, Nahum M Namme, Martin H Rivlin, Melchior Figliori, Herbert M Kass, Norma L Schlissel, Lawrence J Scheiber, Carl A Pickin, Herman Rosen.

No. 61 — 82.70%

61 Martin E Engelhardt, Larry A Klein, Edward O Wagner, John J Donnellon, Ado Uriko, Peter M Termine, Jack Greenberg, Joseph Perri, Francis A Skelly, Lyle L Proper, William W Lee, Herbert J Puttre.

Finan. Admin.

No. 1 — 84.170%

1 Edward L Antoniazzi, Donald R West.

Fire Dept.

No. 1 — 94.39%

1 Nicholas J Reinhardt, Milton Fishkin, Frank V Kovar.

Health Dept.

No. 1 — 90.140%

1 Gerald M Lacerre, Frederick Greenberg.

Higher Ed. Cent. Off.

No. 1 — 86.945%

1 Allen Lieberman, William Horozan, Kenneth J Krasnoff.

Housing Auth.

No. 1 — 91.425%

1 Daniel Balk, Gordon O Dedrick, William F Curran, Eric Nadel, Jacob Rubin, David F Lipson, Irving Cherry, Frank Chambers, John A Procaccino, Sidney Leventhal, Frank H Levin, Jacob Grossman, Vladimir L Gilevitch, Robert Schmahel, Gaspare L Degaetano, Jerome Siegel.

Housing Devel. Adm.

No. 1 — 97.495%

1 William C Kuper, Harry M

Carroll, Lazarus Radlow, Theodore T Karaghevzoff, Henry C Sloan, Charles Pumilla, Joseph G Minde, George E Berger, Charles J Falco, Phill Goldstein, George C Sakona, Philip Olin, Irving Polsky, Edwin P Mink Jr, Walter B Whitchee, Henry Nissen, Ernest W Coccolicchio, Humberto Soto, Arthur L Jack, Irving Greenhouse.

No. 21 — 79.625%

21 Marvin Hassman, Jacob Grill, Pon T Wu, Irving Benjamin, David Sobel, Ralph J Gurfield, Irving Levy, Milton T Zanger.

Munic. Serv. Adm.

No. 1 — 96.50%

1 Thomas R Taylor Jr, Nathan Rutkin, John Scolaro, Frederick Novotny, Adolph Roher, Leo Bernstein, Seymour H Steinsapir, Joseph G Chiovari, Sidney Levy, Joseph A Grillo, Samuel B Perl, Pasquale A Razzano, Richard J Carr, Saulius P Remeza, William Starr, Annon Ruzi, Julius Singer, William F Morris Jr, Charles S Foti, Leonard J Burney.

No. 21 — 81.345%

21 Morris K Kunins, Ralph P Rillero, William Periman, Richard Blonda, Morris Slavin, Joseph Furman, Harry H Edwards, Jack Merzin, Robert S Gomez, Ralph J Alliegro.

Pks. Rec. & Cul. Affrs. Adm.

No. 1 — 94.0%

1 Saul Dubowy, Gerard M Yasillo.

Police Dept.

No. 1 — 84.770%

1 Hal Bloomberg.

Queens Boro Pres.

No. 1 — 74.35%

1 James J Golia.

Social Services

No. 1 — 91.50%

1 Richard D Dunlop.

TA, Advance Plan.

No. 1 — 90.75%

1 Melvin Novogroder, Calvin L Turin, Jack Nastasi, Eugene J Callaghan.

TA, Cars & Shops

No. 1 — 96.50%

1 Joseph Sebastiano, Harvey E Balch.

TA, Chief Engin. Div.

No. 1 — 94.0%

1 Louis Radin, Salvatore Valenza, Bernard Adler, John F Culhane, Leonard J Horn, George J Ziegler, Robert I Kline, Jaromann.

TA, Civ. Eng. & Arch. Div.

No. 1 — 92.895%

1 William M Haid, Noel Marks, Samuel Ginesin, Norman Kowalsky, Leon Rossum, Bennett T Romm, William J Stolz, Martin P Kornspan, Arthur J Wolf, Stanley N Kottick, Abraham H Blumberg, Theodore T Truskolaski, Belvin Oberter, Melvin S Levy, Arnold Goldman, George T Kontozoglous, James M Georgalis, Richard L Mitchell, Oswald R Anselmo.

TA, Construction

No. 1 — 91.50%

1 Myron Kranis, Morris Lozhinsky, Marvin Eckstein, Oscar M Lehmann, Jan F Polivka, William C Weinpahl, Louis Overdank, Paul H Sanpietro, Peter B Fisher, Sol Katz, Elbert H Gallagher, John F Jaskot, Ralph J Maldarelli, Mortimer Sanders, Nicholas D Kourkoutas, Theodore A Martino, Peter Fertig.

TA, Equip. Div.

No. 1 — 94.0%

1 Sol Roinick, Ralph J Bozzo, Daniel D Hodes, Harry Liebman, Jack Appelbaum, Jules P Schweisguth.

TA, Mater. Inspec.

No. 1 — 82.55%

1 Michael J Pisani, Bertram A Lane.

TA, Power

No. 1 — 91.50%

1 Rudolph V Wegele, Joseph Cordato, Robert Zibblatt, Vito A Rabito, Albert P Somersille.

TA, Signal & Comm.

No. 1 — 92.945%

1 Theodore E Kaminski, Charles Brody, John L Chillemi, Patrick A Kilgannon, Elwood J Mason, John J Blake, Milton Kramer.

Transport. Adm.

No. 1 — 95.070%

1 Harvey Samuelson, Lawrence W Haas, Walter A Zimmerman, James Mazzaferro, Sidney Fine, James Budass, George E Toth, Thomas B Sheridan, George V Rossetti, John J Lopuch, Richard J Pressel, Germain J Bianco, Joseph H Dubolse, Barney Lagreca, William P Zipe, Anthony C Gulotta, Edward G Galanty, Thomas H Markham, George Levy.

No. 21 — 83.0%

21 Arthur Asserson, Martin B Greneberg, Harry Kamamis, Arthur L Gross, Welland M Fuller, William A Torres, Stanley Travin, Robert C Nash, Gerard F Reninger, John Barbaro, Joseph A Genuardi, Vito J Fossella, Ernest C Langjahr.

Trib. Brid. & Tun. Auth.

No. 1 — 84.465%

1 Nicholas M Patels, Ingolf Kohn, Michael R Shubar, Barry N Gray, John J Kaveny.

EXAM 2616

PROM. TO SENIOR CLAIM EXAMINER

This list of 25 eligibles, established Jan. 9, for use by three city agencies, resulted from written testing for which 70 candidates field, 64 were called and 60 appeared. Salary is \$10,000.

Controller's Office

No. 1 — 89.085%

1 Eliot S Landsberg, Andrew L Tulumello, John A Neary, Andrew M Zonneveld, James R Currier, Forbes A Irving, Bernard J Kamenker, Andrew J Rizzo, Carmine P Bartiromo, Steven P Gevirtz, Paul E Hanrahan.

Law Dept.

No. 1 — 88.170%

1 Gerald J Neufeld, Angelo J Devaney.

Transit Auth., Leg.

No. 1 — 89.470%

1 Walter J Phelan, Andrew A Carey, Lawrence Loucatos, Michael E Wilson, Saul Lazofsky, Robert U Macri, Jose E Serrano, Peter A Lenz, Robert M Gittens, John H Brewton, Joseph Raiola.

EXAM 3034

MAINTENANCE AND CONTROL PLANNER

This list of eight eligibles, established Jan. 9, resulted from evaluation of 63 candidates. Salary is \$9,100.

No. 1 — 92.0%

1 Beverly Caldwell, Martin J Maciag, Albert W Aceto, Henry J Sarno, Nicholas P Syriani, Ibrahim K Doss, John Tarrago, Peter Ingenito.



ONEIDA PARTY — Here's the line-up at the Christmas party of the Oneida County chapter, CSEA, attended by 600 persons at the Twin Ponds Golf and Country Club, Utica. Standing, from left, are: Richard Cleary, president of Syracuse Region No. 5; Louie Sunderhaft, region executive vice-president and president of Oneida County chapter; Francis Miller, president of Oswego County chapter; Dorothy MacTavish, statewide secretary; Thomas McDonough, statewide executive vice-president; Theodore C. Wenzl, statewide president and principal speaker at the dinner; Jack Gallagher, statewide treasurer; Francis Martello, regional field supervisor; Lewis Eddy, dinner-dance chairman; John Scholl, regional attorney, and Roger Sollimando, chapter representative. Seated, from left, are: Roger F. Kane, field representative and toastmaster; Mrs. Louis Sunderhaft, Mrs. Jack Gallagher and Mrs. Francis Martello. Shown at the table, left foreground, are Ray Pritchard, president of the Fort Stanwix chapter, Rome, and Mr. and Mrs. Orlando Illi, treasurer.

Rooksby Lauds Monroe Sheriff For Rescinding Political Appointments

ROCHESTER — Monroe County Sheriff William M. Lombard, who took office just a week ago, made a good impression upon the president of the deputy sheriff's unit of the Civil Service Employees Assn. with his first major decision.

Sheriff Lombard rescinded the seven promotions made in the department by former Sheriff Albert W. Skinner just four days before Mr. Skinner stepped down from the office.

Howard C. Rooksby, president of the deputies unit, had attacked the last-minute promotions as "a lame duck system of political patronage for campaign efforts."

He said the deputies unit supported "Sheriff Lombard's professional system of opportunities for the deputies and is anticipating a strong move from a strong sheriff."

He defined the "strong move" as "action against the promotions."

Political Promotions

Mr. Rooksby charged that the promotions were political and that most of those promoted had recently resigned jobs in the local Republican party administration.

He said some of the positions Mr. Skinner filled had been vacant for more than a year. "He could have very easily made the promotions before the election," he said.

The sheriff's unit didn't oppose the individuals promoted but the way in which it was done, Mr. Rooksby said.

"For us, it might be years before we have an opening again," he said. "It's not fair for us, for our futures."

Mr. Rooksby said the statement was not an attempt to "get the new sheriff's good graces. This is something we've been fighting for years."

At least two other men were offered promotions, but turned them down, he said.

Sheriff Lombard called the promotions "very poor judgment on the part of a lame-duck administration, particularly in view of the fact that the assistant chief and lieutenant positions had been

vacant for upwards of a year and a half."

Without Prejudice

He said he notified the seven men that his action was taken without prejudice and that their personal file will not show that any disciplinary action was taken.

"This was not an arbitrary and capricious act on my part," he said. "Any of the officers has recourse through the grievance procedure under the CSEA unit labor contract."

The seven men are: Robert Ensman, who had been promoted from lieutenant to assistant chief; Garry Coles and William Sextone, both from sergeant to lieutenant, and Albert Detandt, George Reese, Richard Schott and David Steinmiller, all from sheriff's deputy to sergeant.

Agree On Arbitrator

(Continued from Page 1)

also provide for a more equitable distribution of the arbitration workload on the panel of arbitrators mutually agreed upon by CSEA and the State. "The individual agencies have seemed to use the services of certain arbitrators excessively, while neglecting others. With the AAA on top of the whole operation, we can count on their rotating the list of arbitrators in the manner the disciplinary procedure intended," a CSEA legal spokesman said.

Time Saver

CSEA attorneys noted that while the retaining of the Arbitration Association would constitute an expense to be shared equally by CSEA and the State, money paid to the non-profit organization would be a sound investment in terms of the much improved efficiency to be realized. The savings in time for CSEA attorneys would be considerable, the spokesman said, in being freed from the extensive volume of paper work, phone calls and general administrative

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on to a non-member.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

January

- 23—Statewide Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.
- 24, 25—Workshop on negotiating procedures and tactics for SUNY representatives: Hilton Inn, Syracuse.
- 25-26—Buffalo Region No. 6 meeting: Lydecker Post VFW Hall, Lydecker Rd., West Seneca.
- 28—Albany Region No. 4 meeting: 5:30 p.m., Jack's Restaurant, State Street, Albany.
- 28—Binghamton Area Retirees chapter meeting: 2 p.m. American Legion Clubhouse, 76 Main St., Binghamton.

February

- 6—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, Midland Plaza, Rochester.
- 20—Buffalo chapter meeting: 6 p.m. Plaza Suite, Buffalo.
- 22—SUNY at Albany chapter meeting and dinner: 5:30 p.m., Italian Benevolent Assn. Hall, Exchange St., Albany.

State Eligible Lists

EXAM 55306
COURT ASSISTANT II,
NASSAU COUNTY

| | |
|----------------------------|------|
| 1 Chavis A N Bellmore | 94.6 |
| 2 Maher J Hicksville | 94.3 |
| 3 Champlin P Lynbrook | 92.8 |
| 4 Sanford A Farmingdale | 82.7 |
| 5 Brager R Franklin Sq | 91.4 |
| 6 Hennessey V Hicksville | 91.4 |
| 7 Porter D Island Pk | 91.4 |
| 8 Mancuso N Mineola | 91.2 |
| 9 Moran E Levittown | 91.2 |
| 10 Metzdorf L Westbury | 91.1 |
| 11 Frey N Franklin Sq | 91.0 |
| 12 Krapata D Massapequa Pk | 89.6 |
| 13 Moskow S Glen Head | 89.5 |
| 14 Ciockel L Franklin Sq | 89.5 |
| 15 Tieffenworth P Westbury | 88.2 |
| 16 Arons A New Hyde Pk | 88.2 |
| 17 Sasek H Franklin Sq | 87.2 |
| 18 O'Connor J Wantagh | 87.2 |
| 19 Mackin D Garden City | 86.7 |
| 20 Vapio C Bellmore | 86.6 |
| 21 Costagliola A Sea Cliff | 86.2 |
| 22 Poulos E East Meadow | 85.0 |
| 23 Moran D Seaford | 84.8 |
| 24 Donegan K Levittown | 83.8 |
| 25 Rossini Y Elmont | 83.7 |
| 26 Collins C Hempstead | 83.6 |
| 27 Silverstri G Levittown | 83.4 |
| 28 Donnelly A Floral Pk | 83.4 |
| 29 Miller J Val Stream | 83.2 |
| 30 Strongin E Syosset | 83.0 |
| 31 Burke C Hicksville | 82.2 |
| 32 Quinn E Bellmore | 81.9 |
| 33 Lapenter H Hempstead | 81.8 |
| 34 Hay I Garden City | 81.8 |
| 35 Olsen H East Meadow | 81.6 |
| 36 Moylan A Bellerose | 81.6 |
| 37 Murooney M Williston Pk | 81.4 |
| 38 Grebel H Roslyn | 80.8 |

| | |
|---------------------------|------|
| 39 Capini M Franklin Sq | 80.8 |
| 40 McGough D Woodbury | 80.2 |
| 41 Chmil S Westbury | 80.0 |
| 42 Krummeck I Hicksville | 80.0 |
| 43 Turner M Mineola | 79.9 |
| 44 Gordon S Freeport | 79.8 |
| 45 Speranzo O East Meadow | 79.3 |
| 46 Withun R Hempstead | 78.8 |
| 47 Bivona J Elmont | 78.4 |
| 48 Muller H Levittown | 77.6 |
| 49 Silbes A Merrick | 77.5 |
| 50 Periola L Hempstead | 77.2 |
| 51 Furnell A Oyster Bay | 77.1 |
| 52 Mormile M Rockvil Ctr | 76.8 |
| 53 Cohen C Massapequa | 76.7 |
| 54 Davison N Oceanside | 76.6 |
| 55 Fields N N Bellmore | 76.6 |
| 56 Harker A New Hyde Pk | 76.2 |
| 57 Lorigan M N Massapequa | 76.0 |
| 58 Doran I Uniondale | 76.0 |
| 59 Darr M N Massapequa | 75.8 |
| 60 Feigelman N Hempstead | 75.4 |
| 61 Sydor M Westbury | 75.3 |
| 62 Boll D East Meadow | 75.2 |
| 63 Faustmann R Hempstead | 75.2 |
| 64 Reder F Westbury | 75.2 |
| 65 Bathie A Glen Cove | 75.1 |
| 66 Hyland B Bayville | 75.1 |
| 67 Maguire C Wantagh | 75.1 |
| 68 Connolly D Roslyn Hts | 73.7 |
| 69 Marulock A Uniondale | 73.6 |
| 70 Ehrlich T Massapequa | 73.5 |
| 71 Simonelli F Westbury | 73.5 |
| 72 Pieta R Garden City | 73.2 |
| 73 Vanvelsor B Oyster Bay | 72.6 |
| 74 Kelly M Hicksville | 72.2 |

JUDICIAL CONFERENCE

For Information Only, Not for Appt. Pur.
55-289 Principal Stenographer, NYC.

| | |
|-------------------------|------|
| 1 Olds M Elmhurst | 88.9 |
| 2 Schweitzer J Bx | 83.7 |
| 3 O'Connor D Woodhaven | 83.3 |
| 4 Cook I Jamaica | 80.8 |
| 5 Molinaro A Whitestone | 79.4 |
| 6 Arcuri F Bx | 77.3 |
| 7 Engler M Staten Is | 75.1 |
| 8 O'Brien B Woodside | 73.0 |
| 9 Sams N Bx | 72.4 |
| 10 Pierce E Staten Is | 72.4 |
| 11 Valle M Bx | 72.2 |
| 12 Rastone M Yonkers | 71.2 |
| 13 Scriven R Flushing | 70.8 |
| 14 Wallace C Bx | 70.7 |
| 15 Nierenberg H Bx | 70.4 |

Pay Survey Being Held For Ulster

KINGSTON — A salary and classification study of Ulster County employees is now being conducted by the County in accordance with the terms of the 1972-74 contract between the County and the Civil Service Employees Assn.'s Ulster County unit.

Questionnaires have been mailed to all county employees and, according to William Blom, CSEA's director of research, the response to date has been good.

However, the deadline for returning questionnaires is Jan. 25, and Mr. Blom advised any Ulster County employees who have not received these forms to contact Frank Greco, secretary of the Ulster County Civil Service Commission, immediately, or to write to Mr. Blom at CSEA headquarters at 33 Elk Street in Albany.

Harold DeGraff, president of the Ulster County CSEA chapter, said, "I am deeply gratified that this study, which will have important ramifications for County employees, is being carried out according to the contract."

The study will be used as a basis for negotiating a new contract which will take effect on Jan. 1, 1975. Negotiations between CSEA and the County will begin this spring.

The base salary used in the study for Ulster County employees will be the \$5,000 minimum salary recently enacted by the Ulster County Legislature.

Assoc Med Asst List

ALBANY — An eligible list of four names was established by the state Dept. of Civil Service on Dec. 21 from open competitive exam option 27358, associate social services medical assistance specialist.

details involved in running the arbitration program previously.

To file appeals for arbitration, employees will be supplied with a new blue form on which they will indicate their CSEA representative or attorney and their choice of location for a hearing, available sites being Albany, Binghamton, Buffalo, Mineola, New York City, Plattsburgh, Poughkeepsie and Syracuse. A copy of the appeal form is to be sent to the American Arbitration Association either in Syracuse or New York City, depending on whether the choice of hearing site is upstate or at one of the two available downstate locations, New York City or Mineola. The other copy of the form, for information only, is sent to the employee's appointing authority.

Rule Agency Shop

(Continued from Page 1)

in their fight to get a union security clause in their agreement.

CSEA vice-president James Lennon hailed the arbitrator's decision, and said that he hoped this would be the "start of a trend that will go right through the state, taking in other local governments and school districts as well as the state itself."

Mr. Lennon, who heads Southern Region 3, said that the agency shop could be an important factor in working out good labor relations. "I strongly favor the agency shop because it can help us, as union leaders, to provide better services for all governmental employees.

"Let's face it," Mr. Lennon continued, "in these days of spiraling costs, a union must also meet its payrolls to provide vital services to its members. CSEA has, within the last few months, provided salary increases for its own office workers and field staff personnel. It's only fair that those employees who share the fruits of CSEA's labor should provide a little of the bread."

There are 28 positions of professional librarians, clerks, typists and drivers employed by the library. Of these, 25 are already members of the Civil Service Employees Assn.

Anne Butler is president of the Orange County chapter.

This Week's New York City Eligible Lists

EXAM 3033 MAINTENANCE PLANNING AND CONTROL SUPERVISOR

This list of six eligibles, established Jan. 9, resulted from evaluation of 77 candidates. Salary is \$11,400.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.

No. 1 — 100.0%
1 Anthony Pisani, Thomas R Mullady, Veverly Caldwell, Martin J Maciag, Albert W Aceto, Ibrahim K Doss.

**EXAM 3057
CHIEF OF RESOURCES
MANAGEMENT —
CIVIL DEFENSE**
This list of 14 eligibles, established Jan. 9, resulted from evaluation of 62 candidates. Salary is \$12,750.

No. 1 — 100.0%
1 Joseph W Murtha, Morris Sheer, Donald H Schmoldt Alvin A Lederman, Arthur H Troemel, Robert P Gilmartin, Ruben M Deveras, Joseph V Martin, Leo Pogrow, George Sollogub, Harold Fallick, John H Wiggins, Joseph R Lewis, Charles T Pistor.

**EXAM 3115
PARKING ENFORCEMENT
AGENT — GROUP 3**
This list of 107 eligibles, made public Jan. 9, resulted from Sept. 17 written testing for which 9,466 candidates filed and 900 were called. Salary is \$7,600.

No. 1 — 101.0%
1 Richard Willosn, John F Bonagura, George Bove, Michael E Kelly, Dacid A Collins, Joseph D Congemi, Lillian Strulic, William Washington, Stephanie D Deas, Gerald A Deas, Benjamin A Gordon, Allen Suber Jr, Sam-

uel Davis, Anthony Smith, Carmine Buscemi, George F Allen, Daniel E Osorio, Isaac Klayman, James J O'Brien, Thomas F Cox.

No. 21 — 90.0%
21 Joan A Cantalino, William J Furst Jr, Thomas W Lodato, Earl C Martin, Helon A Wyllie Jr, Angel D Rios, William Cordista, Bernard Collier, Edward Clifford, Joseph P Timmes, Everett W Holmes Jr, Martha J Richardson, Kenneth S Willison, Benjamin S Horowitz, Richard Tanagretta, Felipe Diaz, Linda Jiggetts, Andre D Cummings, Joan Howard, Robert W Hirsch.

No. 41 — 84.0%
41 Lynda D Monroe, Gloria Richards, John J Amantea Jr, Gloria M Bussie, Ellen Alleyne, Edward J Mallen, Warnie Bishop, Frank A Corso, Seymour Feldman, Jose R Vega, Rene J Mirand, Thomas J Kelly, Michael Lancelot, Thomas J Bria, Eloise Smith, John A Gollub, John E Quinn, Charles O Yearwood, Harold S Broadnax Jr, George Lalloo.

No. 61 — 78.0%
61 Julio Vasquez, Marilyn Riley, Charles H Presley, Mildred A Sharp, Bernice B Jackson, Phillip M Grady, Michael O'Keefe Jr, Felipe Marrero, Jose L Vega, Diane L Nelson, George Ricardo, Susie Nesbitt, John Stofa, Ola M Edwards, Sheldon Guttenplan, Lindsey C Webb, David Heyward, Sigfrido Nieves, Theodore Montecicciolo, William C Ellerbee.

No. 81 — 74.0%
81 John L Young, Oscar Vazquez, Neil A Nigro, Robert G Lever, Willie A Ragin, Theodis Walker, Paula F Kueper, Harold

J Hidalgo, Isaac Zietter, Dorothy O Grant, Milton L Webbe, Domenica Miraldi, Gilbert Nieves, Frank I Spinato, Duane Harrison, Glenda S Lassiter, Hector L Rivas, Jack J Ponzio, Charles R Caputo, Lloyd A Baronowski.

No. 101 — 70.0%
101 Joseph Allocca, Renadine Baptiste, Louis M Pacheco, Carmelo Rodriguez, Vincent C Donadio, Lewis Jones, Jose F Velez.

Safety Inspect List
ALBANY — A total of 92 names appear on the construction safety inspector eligible list established by the state Dept. of Civil Service on Dec. 28 from open competitive exam 23946.

Asst Microbio Exam
A total of 132 assistant microbiologist candidates have been called by the city Dept. of Personnel to take the competitive written part of promotional exam 3004 on Jan. 19.

8 Fail Maint Exam
Eight candidates for area manager of school maintenance, exam 0053, have failed the competitive technical-oral part of the test, according to the city Dept. of Personnel.

**EXAM 2240
HOISTS & RIGGING
INSPECTOR**
This list of four eligibles, made public Jan. 9, resulted from written testing for which 13 candidates filed, all were called, and 8 appeared. Salary is \$10,500.

No. 1 — 94.5%
1 Francis Quayle, Louis J Tambini, Lawrence Tambini, Salvatore Argento.

Aging Plan Spec List
ALBANY — A list of two associate social services planning specialist (aging) eligibles was established Dec. 21 by the state Dept. of Civil Service from open competitive exam option 27354.

Assoc Pin Spec List
ALBANY — Nine names appear on the associate social services planning specialist eligible list established by the state Dept. of Civil Service on Dec. 21 from open competitive exam option 27359.

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L.I. Zeros In On Productivity

CIVIL SERVICE LEADER, Tuesday, January 15, 1974

The role of the Nassau Chapter of the Civil Service Employees Assn. in a joint labor-management productivity study is spotlighted in the Jan. 5 issue of the national business periodical, *Business Week*.

The feature article labels the Nassau study "unique" because of its 50-50 partnership between labor and management.

Operating under \$450,000 in grants from the U.S. Labor Department, National Commission on Productivity, the Ford Foundation and the county, the project team is seeking to identify ways the county's 14,000 employees can "work smarter, not harder."

Save Money

The idea is to save money by working efficiently, not by cutting jobs.

And the savings, according to Nassau chapter president Irving Flaumenbaum and project director Vincent J. Macri, can be shared by the employees and the county.

Galpin Dinner Set Jan. 22

ALBANY — The first annual Civil Service Employees Assn. County Executive Committee Christmas dinner, postponed from last month because of inclement weather, has been rescheduled for Jan. 22.

The dinner will honor F. Henry Galpin, who retired from his post as assistant executive director of CSEA on Dec. 14.

Tickets for the affair are \$10 each and may be obtained by sending a check or money order payable to "CSEA Sunshine Fund" to the attention of Anthony Camplone, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

The dinner will be held at the Albany Hyatt House, 1375 Washington Ave., Albany. The meal will be served at 8 p.m. with a cash bar preceding at 7 p.m.

Deadline for reservations is Jan. 17.

The Business Week article says:

"Now a year old, the productivity push in the county has labor leaders and local officials huddling to work out hoped-for cost-cutting changes in work practices, schedules and the use of equipment. What brought labor leader, 'was the promise Flaumenbaum, the county's top labor leader, 'was the promise of sharing any savings equally with the county and the realization that we couldn't keep bargaining away as we had until now.'"

Other Ideas

The article also deals with some earlier, less sophisticated productivity measures adopted by labor and management in Detroit; Tacoma, Wash.; Orange, Calif., and New York City.

The Nassau study was envisioned under the federal government's stress on increased productivity as a means to limit taxes and to fight inflation.

But, Nassau mapped a unique approach — made possible by the commanding position of CSEA in public employment. The study would encompass not only the county but the three townships within the county. All are longtime CSEA bastions.

It was, therefore, dubbed the Multi-Municipal Productivity Project. Its twin goals were to discover ways to increase produc-

tivity and to determine ways to bargain a return to the employees.

Service Is Product

Project director Macri acknowledged the difficulty of defining productivity in government, which provides service rather than a product. The productivity tools of industry were inapplicable.

Instead, the project undertook to identify problem areas and seek solutions via the employees themselves. An opinion survey was initiated. Meanwhile, test studies were started in the emergency room of the county hospital and the Bureau of Pur-

chase and Supply.

Mr. Macri said that the studies are aimed at the systems under which the employees work, and not at employees. He has also pledged that no jobs will be lost as a result of the studies.

A major problem, according to *Business Week*, has been getting employees to realize that productivity is a way for public employees and local government to solve their mutual problem of how to get along in the face of rising local government costs and rapidly increasing taxpayer resistance.

CSEA Protection

Mr. Flaumenbaum, who has

been critical of the New York City productivity project because it is unilateral, said CSEA had made sure that the project would not degenerate into a mere speed-up at the expense of employees.

"We are taxpayers, too, and we suffer at least as much as any other segment of society from inflation," Mr. Flaumenbaum asserted. "A mature and responsible union like CSEA will join in constructive efforts.

"We hope to save money for government, improve the salaries of the employees and make the work more satisfying, at once. It certainly is worth the effort."

Workshops Ready Jan. 23

MINEOLA — The Multi-Municipal Productivity Project will hold a joint labor-management workshop in productivity on Jan. 23 for the towns of Hempstead, North Hempstead and Oyster Bay employees, and on Jan. 30 for Nassau County employees.

The workshops will be at the Hillwood Commons Bldg. at the C.W. Post College of Long Island University.

Each department or major division in the four municipalities will be represented at the workshop by a liaison from the Civil Service Employees Assn. and from management. Local elected officials, plus representatives from the U.S. Department of Labor, the Ford Foundation, and the N.Y. State Office for Local Government, which are fund-

ing the project, and people from national organizations interested in the project, such as the National Organization of Counties, have indicated they will attend.

Also present will be Irving Flaumenbaum, Nassau CSEA president and president of the Long Island Region, who is the assistant director and one of the voting members of the productivity project; and Kenneth Cadieux, CSEA president for the Town of Hempstead, Ed Ochenski, CSEA for North Hempstead, and Augustine Lanzelotto, CSEA for Oyster Bay.

Their management counterparts will also attend, including Vincent J. Macri, project director; Harold Braun, Town of Hempstead; Arthur G. Bingham, Town of North Hempstead, and Richard G. Gaiser, Town of Oyster Bay.

Scheduled to speak are Thomas G. DeVivo, chief deputy county executive for fiscal affairs, and Dr. Edward Cook, acting president of C.W. Post College.

The Multi-Municipal Productivity Project began in November 1972 and these workshops are the kickoff event for the project's

second-year plan.

At the workshops, labor and management representatives will be trained in developing plans for productivity improvement in their own departments.

Approximately 350 will attend.

Queensbury Pact Gives 7% Hikes

QUEENSBURY — A new two-year work agreement for employees of the Town of Queensbury includes a 7 percent wage increase for each year of the contract.

The pact, negotiated for town employees by members of the Town of Queensbury unit of the Warren County chapter, Civil Service Employees Assn., covers the period from Jan. 1, 1974, to Dec. 31, 1975. The first 7 percent raise is effective Jan. 1, 1974, with the second wage boost effective Jan. 1, 1975.

The CSEA negotiating team was headed by unit president Felix Burch and was assisted by Nels Carlson, CSEA collective negotiating specialist.



IRVING FLAUMENBAUM

Seminars Due On Arbitration

NEW YORK — The American Arbitration Association has announced separate arbitration seminars for labor and management officials who are actively engaged in the arbitration process.

Both seminars will be held at the Sheraton Boston, in Boston, Mass. The labor sessions will be Feb. 4 and 5 and management Feb. 6 and 7.

Attendance is limited, and further information and the fee schedule may be obtained from the association, at 140 West 51 St., New York, N.Y. 10020.

The Late Months: Time Of Campaign And Conciliation

(Continued from Page 3)

DECEMBER

Adequate personnel to assure availability of a wide variety of job-related competitive examinations is recommended by CSEA president Theodore C. Wenzl in testimony before State Senate Standing Committee on Civil Service and Pensions.

CSEA Board of Directors registers its disapproval of ethnic coding system, asks CSEA president to request state to destroy all ethnic coding gathered for inclusion on employees' personnel records. Letter sent by Dr. Wenzl to Civil Service Commission chairman Ezra Poston.

Improper practice charge filed asking state to "refrain from threatening, intimidating and harassing" employees of the Department of Insurance in an attempt to "force them to refrain from organized activity." It also seeks an order directing the state to cease refusing to make provisional appointments in the Insurance Department "solely for the purpose of forcing such employees to refrain from their organized activity." Situation dates back to early 1972 when discrepancies arose over scheduled promotional exams and proposed elimination of certain parenthetical designations connected with some of the job titles.

Energy crisis and resultant inflation trigger various proposals from CSEA leaders on the situation. Suffolk chapter president Ben Porter and Rochester chapter

president Samuel Grossfield call for four-day work week. Nassau chapter president Irving Flaumenbaum asks county for immediate mileage hike to 15 cents per mile, with realistic figure to be determined later. Albany Region 4 president Joseph McDermott writes letter, at request of Region delegates, asking raise in mileage allowance.

Local problems have serious impact in certain locations. So-called lice infestation causes Green Haven chapter to file grievance. Chapter president Angelo Senisi says exterminator's efforts in past had only resulted in moving the problem around. At World Trade Center in New York City, employees complain about inability to hear signals for fire drills. City chapter president Solomon Bendet continues to impress the seriousness of the situation upon city and state officials. Saratoga County Supervisors publicly blame CSEA chapter for causing property tax increase, then turn around and vote themselves 22 percent salary increase. "Now the shoe is on the other foot," says chapter president Edward Wilcox, "there seems to be plenty of money available and no wage guidelines."

Talks resume on Food Service career ladder.

Gov. Nelson Rockefeller resigns after 15 years as the state's chief executive in order to devote time to chairmanship of two national commissions. Gov. Malcolm Wilson sworn in after 15 years as lieutenant governor and 20 years as Assemblyman.

One-grade salary reallocations won for more than



Senate Majority Leader Warren Anderson, left, guest speaker at statewide officer installation at Concord Hotel in October, shares a humorous moment with CSEA executive vice-president Thomas H. McDonough and president Theodore C. Wenzl.

300 state employees in four bank examiner job titles, pending formal fiscal approval by Division of Budget. Request had originally been turned down by director of classification and compensation, but was honored on appeal to Civil Service Commission.

CSEA Headquarters announces 30 percent cutback in lighting as part of effort to conserve energy.

Holiday season brings hope for a new year of peace, progress and prosperity.