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Help Yourself

— See Pages 8 & 9

Mental Hy Talks In Impasse Over What Is Negotiable

McGowan Assails Contract Violation

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. has announced an impasse in its negotiations in behalf of 61,000 employees of the state's Department of Mental Hygiene.

William McGowan, a CSEA vice-president who heads the negotiating team for the union's Mental Hygiene-employed members, said the talks were broken off after the department's representatives had "unilaterally and arbitrarily" declared 40 out of the union's 54 negotiating proposals "no-negotiable."

The agency level bargaining sessions, covering a variety of working conditions within the Mental Hygiene Department only, which are not provided for in CSEA's main work contracts for state employees, began earlier

this month with a target date for agreement of Feb. 15.

'Kicked Bottom Out'

Mr. McGowan said the initial talks had been progressing routinely until Jan. 24 when agency negotiators "suddenly kicked the bottom out of everything by flatly rejecting more than two-thirds of our proposals." This Mr. McGowan claims, is a direct violation of CSEA's existing general contracts which stipulate that the question of negotiability is itself subject to negotiations.

Besides violating our main contract, the agency's position is the height of bargaining in bad faith, and for the thousands of dedicated Mental Hygiene employees who are seeking not high-cost money items, but merely the improvement of numerous problem areas which would help the whole department to run better, we find it intolerable and have no choice but to call the impasse," Mr. McGowan said.

Under the impasse procedure in CSEA's present contracts with the state, the next step called for is a top level meeting between CSEA president Theodore C. Wenzl and the head of employee relations for the state, Melvin Osterman. If their talks fail to produce a settlement, the matter would then go to arbitration.

Cost Of Living Up

Robert Guild, CSEA staff negotiator for Mental Hygiene workers, voiced the hope that the state's "hard-nosed" attitude in this instance does not set the tone for CSEA's major negotiations.

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TICKETS, ANY ONE? — Getting ready for the Syracuse chapter's 37th annual dinner-dance, which will climax the Syracuse Region meeting on Feb. 9, are, from left: Richard Bersani, chapter first vice-president; Alma LaNigra, dinner chairman; Assemblyman Leonard Bersani, principal speaker; Richard Cleary, Region and chapter president; Raymond Moran, toastmaster, and Sally Bennette, ticket chairman. (See story on Page 16.)

Health Dept. Career Ladder OK'd Following 2-Year Quest

ALBANY — Career Ladder Committee members from State Health Department chapters of the Civil Service Employees Assn. have "finally reached a successful conclusion" to their two-year quest for development and implementation of a career ladder for Health Department attendants, according to a spokesman for CSEA.

Attendants at State Health Department facilities who have direct patient care positions or are specially trained in patient care services, direct or indirect, will benefit from a jump of two or three salary grades under the career program developed jointly by the CSEA Health Department Career Ladder Committee and Health Department representatives. The career ladder was

implemented January 17, 1974 and will upgrade qualified Grade 4 and Grade 5 attendants to Grade 7.

Ernst Stroebel, Health Department representative to CSEA's Board of Directors and also chairman of the CSEA career ladder committee, explained the history of the career ladder development briefly:

"In 1972, CSEA Health Department chapters formed the career ladder committee to develop, with State Health Department representatives, a career ladder for Health Department attendants.

"Our objective was to present to Health Department attendants a chance to develop

their skills, patient care knowledge and job proficiency, while also improving their earning power.

"The State representatives, led by James Brown, the Health Department's principal labor relations specialist, and the CSEA career ladder committee met several times and did develop the career ladder proposals rather quickly.

"But getting the proposals from fiction to fact took much more time than originally expected.

"However after several delays and several misunderstandings, the Committee and the Health Department representatives met

(Continued on Page 14)

Bispham Is Upped In Grade

ALBANY — George Bispham, Civil Service Employees Assn. field representative, has been promoted to regional supervisor of the CSEA New York City Region, it was announced by CSEA's director of field services, Patrick G. Rogers.

Mr. Bispham, a native of Barbados, West Indies, has worked as a field representative for CSEA in the New York City region for three years.



GEORGE BISPHAM

He was a news reporter for the Barbados Daily News and a personnel associate for the State University's Downstate Medical

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Inside The Leader

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No Floating Holiday

ALBANY — Civil Service Employees Assn. Headquarters reminds State workers in the four bargaining units represented by CSEA that Lincoln's Birthday will NOT be a so-called "floating holiday" this year, and will be observed on Tuesday, Feb. 12, as one of the 11 regular paid holidays included in the current CSEA-State agreements.

Lincoln's Birthday was observed by State employees as a floating holiday in 1973 as a provision of the "productivity clause" that was part of the CSEA-State contracts that expired last March 31. The new bargaining unit agreements, which expire in 1976, contain no such provision.

Time Change, Pay Is Lost

ALBANY — The institution of daylight saving time on January 6 has illegally shorted certain State Thruway Authority employees one hour's pay, according to a second stage grievance entered by the Civil Service Employees Assn. against the Authority.

Thruway employees who were regularly scheduled to work on an overtime basis on the I shift — an eight-hour shift — on the winter maintenance schedule, in reality worked only seven hours on January 8, due to the time change. The Thruway Authority has refused to pay these employees their appropriate eight-hour

(Continued on Page 3)



Wilson Budget Aims To Maintain Services, Hold Line On Taxes

THE state budget, as submitted to the Legislature by Gov. Malcolm Wilson, clearly charts a middle course that is designed to maintain state services at a high level without adding to the taxpayers' burdens.

The underlying philosophy of

(Continued on Page 6)

FIRE FLIES

by Paul Thayer

To Herbert S. Bauch who authors The Leader column, "The City Employee": Good work for getting that information about the retiree bills and the manner in which you handled it. My good and faithful reader, Mr. Alex Calandra, should be happy with the good news supplied by you.

I recently spent quite a hunk of time in Harlem and I am starting to look like a Harlem

fireman — red eyes, stinking of smoke, aching back, brain not working, wondering how even the young kids coming into the job can take the gaff. For instance, the other night, in addition to a flock of nothings, the 16th Battalion on the 6x9 tour, ran into four "all hands" workers within eight hours. One which the chief escaped but which the companies caught, went to a second alarm. If you wanted to see examples of exhaustion, you should have seen the brothers the next morning.

In one of the "all hands," a woman was rescued by Chris Waters of Battalion 16. As he was pulling her out of the window he asked her if there were any other people in the apartment. In a state of shock she said "No."

B. C. Otto's sixth sense (which is given by God to firefighters) took over by walkie-talkie. He ordered Ladder 28 to make a search. Fire was belching from windows on the second floor and Fireman Robert Thweat scurried up the aerial. Balancing himself on the top rung of the ladder, he bashed the fourth window and then entered the third. After about 45 seconds, he appeared in the plenty "ripe" window with the prostrate form of a two-year-old infant in his arms. He gulped a lung full of fresh air and quickly forced it into the infant's mouth. The baby

gaped and, as Bob said later, "What a beautiful feeling to know you've made a human being breathe again!" He then backed onto the ladder and worked his way down the ladder, stopping every few feet to administer quick mouth-to-mouth to the baby. I got the entire story on film. My respect for Fireman Bob Thweat, which was always great, is now enormous. At the time of this writing, the baby is still alive in Harlem Hospital.

Congratulations to Bronx Fire Dispatcher Dennis O'Connell who, after completing his tour at midnight, got into his car with camera in hand and started to tour the Bronx. He picked up an "all hands" worker in Highbridge where he photographed two firefighters each carrying out babies they had rescued. The photo made the late editions of "The News" and did much to polish the firemanic image. Dennis is one of a small band of dedicated young friends of the firefighter who, because of true dedication to the firefighter's cause, is willing to give a lot more than he will ever receive in return for his efforts. But boy oh boy, the satisfaction money can never buy. Nobody knows that better than this writer. As my bones get stiff and my disposition gets a little on the short side sometimes, it is comforting to know that dedication still exists for a great cause... that of the firefighter's public image. Congratulations Dennis and continued good luck to you!

Last Friday morning just before the Broadway and 125th Street "all hands" I went to Amsterdam Avenue and 148th St. for a fire in the gas meters in the cellar of a gin mill. Engine 80 had a line into the cellar and everything seemed pretty routine. Suddenly they took the line out of the cellar but before "taking up" they each stood in front of the nozzle man who washed them down from head to toe with heavy spray from the pipe. Not imagining what that could be all about, I asked them if maybe they caught cooties. Answer: "Nope." "Cockroaches maybe?" "Nope!" What then? Turns out that the blazing gas meters had ruptured a tube which, under pressure, carried "Coke" syrup to the bar above and when it let go, everyone got sprayed with the sticky, gooey stuff.

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Federal News

Female Work Force

According to a U.S. Dept. of Labor report, 33 million women now make up the American work force. This is about 38 percent, compared to the 20 percent in the 1920's.

Nearly 7 out of 10 women workers have at least a high school diploma, and 1 out of 9 is a college graduate. Generally, the report said, the more education a woman has, the more likely she is to be in the labor force.

A woman is also more likely to be working if she is young and has finished her schooling or if she is mature (35 to 54) and has no young children. She is less apt to be working if she is between 25 and 34, the child-bearing years.

Almost three-fifths (58 percent) of the women workers are married and living with their husbands; almost one-fourth (23 percent) are single; and nearly one-fifth (19 percent) are widowed, divorced or separated from their husbands.

Effect Of Children

The presence of young children in the family has a direct effect on the mother's labor force participation. About 12.7 million working women in March 1972 had children under the age of 18, but 8.2 million of these mothers had no children under the age of six.

The labor force participation rates of minority women are generally higher than those of white women. Forty-nine percent of all minority women 16 years of age and over were working in 1972; while 44 percent of white women were.

Women are more apt than men to be white-collar workers, but the jobs they hold are usually less skilled and pay less than those of men. Less than 1 out of 6 women workers is employed in a blue-collar job, but almost half of the men are in such jobs. Women are almost as likely to be factory workers, but are very seldom employed as skilled craftsmen — the occupation group for 1 out of 5 men workers.

More than 1 out of 5 women but only 1 out of 12 men is a service worker. Almost 8 out of 10 women and virtually all men service workers are employed in occupations other than private household work.

Salaries Lower

Among workers fully employed the year round, women's median earnings (\$5,593) were three-fifths of those of men (\$9,399) in 1971. The study quotes the President's Council of Economic Advisers as saying: "A differential, perhaps on the order of 20 percent, between the earnings of men and women remains after adjusting for factors such as education, work experience during

the year, and even lifelong work experience."

Of the 6.2 million families headed by women in March, 1972, 3.3 million or 53 percent, were working.

Most women who marry experience some breaks in employment during their childbearing and childrearing years. An increasing proportion of young married women, however, are remaining on the work force. More than 4 out of 10 married women between 25 and 34 were working in March, 1972, compared with less than 3 out of 10 in 1962 and less than 2 out of 10 in 1947.

Outlook For Women

Legislation barring sex discrimination in employment should open up new opportunities for women to train for and to enter into more diversified positions, the report predicted. "New job opportunities," the report said, "in expanding occupations, advances in the educational attainment of women, greater longevity of women, and the trend toward smaller families all point to continuing increases in the labor force participation of women."

City To Add \$8 Million To Hospitals

Many of the city's 70 voluntary, non-profit hospitals will receive an additional \$8 million for treatment of the city's indigent sick in advance of billing, announced Comptroller Harrison J. Goldin last week.

The purpose of the increase, which will bring to more than \$70 million the total provided by the city to the hospitals in the form of a "float," is to provide additional immediate cash to meet payrolls and other expenses. Mr. Goldin said he was acting on the basis of projections by the hospitals that they would face an extreme fiscal crisis in late January caused by the time lag involved in billing and receiving payment for Medicaid patients.

The ordinary time lag problem under Medicaid will be aggravated this month, Mr. Goldin explained, because of the hospital strike in November which delayed billings and other paper work and the end of year holidays which had the same effect on the hospitals' billings.

Comput Sys Exam

A total of 173 computer systems analyst candidates have been called to take the competitive written part of exam 0242 by the city Dept. of Personnel on Feb. 1 and 2.

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Dental Insurance, An Explanation

ALBANY — Reports funneling in to headquarters of the Civil Service Employees Assn. indicates there is some confusion as to who sponsors and/or administers the dental insurance plan provided for State workers, according to a CSEA staff spokesman.

Perhaps the most common misconception, said the spokesman, is that the dental insurance is a service or program offered by the Employees Association which, of course, does provide its members

with several optional insurance coverages.

But CSEA headquarters would like it understood clearly that this is not the case with the State-provided dental insurance plan. This came about purely and simply as a benefit negotiated by CSEA for employees in the four State bargaining units which CSEA represents.

Perhaps the easiest way to understand how the State's dental insurance fits into the picture is to consider it as being in the same category as the State health insurance plan, the spokesman said. Both plans are benefits negotiated by CSEA through collective bargaining with the State. Arrangements for operation of both plans in accordance with the negotiated agreement are handled by the State.

CSEA plays no part in the financial or administrative operation of these insurance plans, other than to see to it that covered employees enjoy their full benefits under the negotiated agreement. As authorized bargaining agent for the employees involved, CSEA has the right to advance notification of any developments which might affect the nature or administration of the plans.

Utility Charges Rollback Urged

MINEOLA — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., this week directed an inflation protest by telegrams to President Nixon and Gov. Malcolm Wilson.

"Food, gasoline and now utility costs are biting into the incomes of middle-class wage earners, including the civil service," Mr. Flaumenbaum said.

He bade the governor roll back the increases in telephone, electric and gas rates to 1972 levels.

The protest had been unanimously supported by a vote at the chapter's last general membership meeting.

Mr. Flaumenbaum said corporate profits are being swelled by "heartless" approval of higher prices by government regulatory agencies.

Adirondack Coalition Organizes As Albany Region 4 Committee

WESTPORT — Delegates from Civil Service Employees Assn. chapters in Clinton, Essex and Warren Counties voted recently to align in an informal group within CSEA's Albany Region 4.

The delegates, gathered at the Airport Inn here, decided to join together as the Adirondack Coalition Committee, on the suggestion of Albany Region 5 president Joseph McDermott, who was one of several regional leaders attending the meeting.

Mr. McDermott had suggested, in a speech to the delegates, that the Adirondack Coalition become a regional committee, following precedents set by the "Uptown" and "Downtown"

committees in the City of Albany. These committees also concern themselves with mutual problems unique to their geographic locations.

All the chapters in Clinton, Essex and Warren Counties have automatically been members of Region 4 since the changes in the CSEA constitution and by-laws were modified



LEADERS PAST. — Utica State Hospital chapter, CSEA, honored its past presidents at its recent holiday party at the Mayfair in Marcy. Theodore C. Wenzl, standing at rear, CSEA statewide president, presented certificates of appreciation to, from left: John Dyman, Helen Blust, Joyce Jewell, Jessie Vega and Joseph Umstetter. Past presidents not shown are Helen Ernenweine and Margaret Fenk. The current president is James Moore.

CSEA Wins Long Fight To Aid Fired Worker

(Special to The Leader)

NORTH PELHAM — Almost three years of disciplinary hearings and court actions came to an end this month when, with the support of the Civil Service Employees Assn., Allan King, an employee of the Village of North Pelham, was ordered restored to his job by the courts.

Mr. King, in July 1971, was charged with absenteeism by Anthony Santore, street commissioner of North Pelham, and was suspended from his job. Appealing to the CSEA of which he is a member for help, Ron Mazzola, a CSEA field representative, was assigned to the case.

At the Section 75 hearing, Mr. King represented by CSEA regional attorney, Stanley Mailman, was found guilty and was discharged from his job. Mr. Mailman began an Article 78 proceeding in the Supreme Court of the County of Westchester. CSEA charged Mr. Santore with having acted in an arbitrary and capricious manner and in violation of lawful procedure and an abuse of discretion.

Ordered Reinstatement

In January 1972, Justice Morris Slifkin ruled that North Pelham had acted "without legal or factual basis" and ordered the Village officials to reinstate Mr. King to his former position with all back pay to June 1971. The Village of North Pelham complied with the court order regarding back pay, re-

stored Mr. King to his job but simultaneously preferred new charges of absenteeism and again suspended him from service.

At the hearing on the new charges, Mr. King, defended by Attorney Mailman, was again found guilty and again had his job terminated by the Village. Attorney Mailman returned to the court, petitioner for relief for Mr. King. In April 1973, Justice Slifkin found there was evidence of only three days of unauthorized absences and in view of an unblemished record of six years of service, ruled that the penalty imposed on Mr. King by the village was "disproportionate to the offense." Justice Slifkin again directed the Village to restore Mr. King to his job with back pay deducting only a fine of \$100.

The Village of North Pelham appealed Justice Slifkin's decision and the CSEA interceded. Mr. Mailman to proceed on Mr. King's behalf. The Appellate Division subsequently affirmed unanimously the judgment of Justice Slifkin with costs to be imposed upon the Village of North Pelham.

Protects Members

Commenting on the successful conclusion of the case, Mr. Mazzola said, "After 2½ years of vicious treadmill, CSEA has again proved itself in protecting its members. This is what CSEA is all about. I hope that in the future, knowing that CSEA stands behind its members, the Village of North Pelham will be more sensitive to the rights of its employees."

Mr. Mailman stated, "Too often people suffer denial of their Civil Service rights through ignorance and lack of legal and financial resources. Here, with the persistent support of the CSEA, our courts were given an opportunity to vindicate the position of Allan King."

Mr. Mailman said, further, that he had been advised by the counsel of North Pelham that the Village will comply with the court's order and that Mr. King will be reinstated on his job as of Jan. 28.



Adirondack Coalition Committee chairman Gil Tatro, in back, is pictured with other participants at recent meeting. Seated, from left, are Betty Lennon, Jean Kelso and Fran Bessette. Standing are Joseph McDermott, Edward Gardephe, Timothy McInerney and William L'Heureux.

through adoption of various proposals presented by the statewide restructuring committee to Delegates Meetings over the last two years.

The Adirondack meeting, chaired by Gil Tatro, with an assist from Betty Lennon, had been called to organize some sort of cooperative effort in the three counties, which are among the largest in the state as far as physical dimension, but which lack any large metropolitan areas. The counties are located in the northeastern part of the state, and border on Canada and the State of Vermont.

Statewide CSEA executive vice-president Thomas H. McDonough was among the non-Adirondack leaders who attended the session. In a brief speech, he praised the efforts of area leaders to bring new vitality to "put the area on the map." He welcomed their decision to work within the framework of the Albany Region 3 structure.

Other regional officers, besides Mr. McDermott, at the meeting were first vice-president Joan Gray and secretary Nonie Kepner Johnson. The regional delegation also included John Burke, Frank Gilder, Mary Moore and Timothy McInerney.

Next meeting of the Adirondack Coalition Committee has been set for Feb. 1, at 8 p.m., in the Mountain Shadow Restaurant, Elizabethtown.

Time Change

(Continued from Page 1)

overtime wage for that day.

The Authority has also refused to pay the overtime meal allowance to employees working the I shift on an overtime basis on January 6.

John Naughter, CSEA collective negotiating specialist, stated: "These employees are being penalized for working an assigned, scheduled overtime shift during a time change beyond their control. Furthermore," he continued, "the Thruway Authority is paying toll collectors who worked the 11 p.m. to 7 a.m. shift, which was affected by the same time change, for an eight-hour day. It's unfair for the Authority to short-change certain employees while providing usual compensation for others similarly situated."

CSEA contends that Article XI (A) — work day, work week and overtime; Article XVI (I) — winter maintenance patrols; and Article XX — maintenance of standards — of the CSEA-Thruway Unit I contract agreement have been violated by the Thruway Authority.

Commission Evaluates Gains In HRA

Although the city Human Resources Administration's (HRA) face-to-face recertification program has resulted in the removal of many ineligible cases from the welfare rolls, the HRA must still hire more staff, improve its computer system and reach an agreement with the State on the frequency of recertification.

These recommendations were made last week by the Citizens Budget Commission, Inc. in the third of a series of studies of productivity in city agencies.

The commission, a non-partisan civic research organization, studied five productivity programs at the HRA, including recertification. It found that "the city agency, for the most part, has made significant initial gains in spite of delays in implementing these programs and conflicts with state officials."

The five programs evaluated were face-to-face recertification, computerization, centralized case closing, management reporting system (MRS) and error accountability, and income maintenance specialist productivity. The commission's 38-page report is entitled "The Human Resources Administration — The Administration of Welfare."

Recertification

The face-to-face recertification program, in which each welfare applicant's eligibility is reviewed on a regular basis, was called "worthy" by the commission. It has resulted in the closing of 17% of all cases which went through the program. Cases were closed for many reasons, the main one being that the client failed to report for the interview, reported the commission.

"This program has had several operational difficulties. Problems in hiring staff have plagued the program since its inception, and,

as a result, the implementation of the program is substantially behind schedule.

"Also, the State and City are in conflict over the frequency of face-to-face recertification. This controversy has exacerbated the already existing problem with delay in the implementation schedule," reported the commission.

The study recommended hiring more staff and improving the computer system for recertification so that it can "track" clients after removal from the rolls and determine if they return to the rolls. Also recommended was reaching an agreement with the State on the frequency of recertification.

Computer Program

The HRA's computer program has experienced time delays and cost escalation but the commission found the program worthwhile and recommended it be pursued "with all deliberate

speed."

Two reasons cited by the report why the installation of the computer system is essential were: it will give HRA, for the first time, accurate information on its caseload and will enable more effective operational implementation of policy decisions.

Centralized Case Closing

The centralized case closing and processing (CCP) system was designed to replace an antiquated, manual system of closing public assistance cases with a centrally-located automated case closing system, explained the report.

HRA claims a saving of \$20 million annually, based on the average size of each check and the number of cases closed one check cycle earlier. There are also savings resulting from reduced paperwork.

"Implementation of CCCP has been speedy and thorough. It has performed according to plan. It

should be maintained," recommended the commission.

MRS & Error Accountability

The management reporting system (MRS) documents various indicators of center performance which reflect the caseload rate of each center, the center's "error rate," the rejection rate on new applicants and the work rate of each center's income maintenance specialist, the commission reported.

The study found the data contained in the MRS "definitely is useful to management," but warns against using the information to make each center conform to a citywide norm rather than judging each center by the clients it serves.

The error accountability report is based on a regular audit of each center's case files for mistakes. Found the commission, "The error accountability report deals solely with the quality of work performed and therefore is a vital tool for effective management.

Now that HRA can count the number of errors, it must move to determine the causes of errors, and take steps to reduce the overall error rate."

Income Maint. Spec.

The separation of the income maintenance function (computation of eligibility and levels of support payments) from the social service function has resulted in the increased productivity of income maintenance, the study said.

The commission commended the project but cautioned the agency to insure the quality of work is not sacrificed for the sake of productivity figures.

General Conclusions

The commission also drew some general conclusions on the directions HRA management improvement programs should take in the future. It recommended paying more attention to areas such as employment and social services.

"Manpower programs, job counseling and job placement practices are still fragmented between the City and State. Similarly, in the general field of social services, there has not been the same desire for management improvements which are occurring within the income maintenance section."

The report also stated, "The introduction of modern techniques in the social welfare area has been long in coming; it must be pursued with vigorous speed. In this vein, the State and City must learn to work together to pursue this common goal."

The Citizens, Budget Commission, Inc. is made up of business leaders and supported by public contributions. The commission has also reported on the Police and Fire Departments as part of an over-all study to assess the progress made in the City's program to improve productivity in its various agencies.

Supvg Welf Inspc List

ALBANY — The names of 14 supervising welfare inspector, general field representative eligibles appear on the list established from open competitive exam 23833 by the state Dept. of Civil Service on Jan. 16.



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Anyone with at least two years of experience in taking and transcribing verbatim testimony, or who has four years of stenographic experience, or who has a diploma from a court reporting school may apply to become a grand jury stenographer in Rockland County. Starting salary in \$10,624.

Candidates must be U.S. citizens, and must be between 18 and 70 years old. By the time of appointment, they must have a valid driver's license. There is no residency requirement, however candidates living in Rockland County may be given preferential hiring status. (No preference is granted to residents in certification from promotion eligible lists.)

Applications must be received by March 1, and candidates will be scheduled to take an exam consisting of recording at the rate of 225 syllables per minute and transcribing by typewriter at an average speed of 22.5 syllables per minute with 95 percent accuracy. Candidates must supply their own recording machines and typewriters.

Further information and applications for this exam, no. 7440, may be obtained from the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956 (telephone: 914-638-0500).

Recruitment for hearing reporters will begin after March 1, and The Leader will print that formal announcement when it is available.

LEGAL NOTICE

SUPPLEMENTAL CITATION — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent.

To MARY GILEVICH, if living, EFFROSINA ZILL, if living, ANASTASIA SHARRY, if living, WASSILE SHARRY, if living, and/or their heirs at law and next of kin and, if any of them be dead, their legal representatives, their husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office addresses are unknown, and any and all unknown persons whose names or parts of whose names, and whose place or places of residence are unknown, and cannot, after due diligent inquiry, be ascertained as distributees, heirs at law and next of kin of said SAMUEL SHARRY and, if any of said unknown distributees, heirs at law or next of kin be dead, their legal representatives, husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office address are unknown; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of SAMUEL SHARRY, deceased, who at the time of his death was a resident of New York County.

SEND GREETING:

Upon the petition of FRANK SHARRY, residing at 3 Berry Street, Syosset, N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 12th day of March, 1974, at nine-thirty o'clock in the forenoon of that day, why the account of proceedings of FRANK SHARRY, as Administrator, should not be judicially settled, and that the legal fee of Schacter, Abuza & Goldfarb be fixed in the sum of \$3,850, of which the sum of \$1,000 has heretofore been paid, and that the net proceeds of decedent's estate be paid over to petitioner, as sole distributee. Dated, Attested and Sealed, January 14th, 1974.

(L.S.) HON. S. SAMUEL DIFALCO, Surrogate, New York County
s/DAVID L. SHEEHAN, Jr.
Chief Clerk.
SCHACTER, ABUZA & GOLDFARB, Attorney for Petitioner(s); 225 Broadway, New York, N.Y. 10007; WO 2-5280.

This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

Prin Tax Apprs List

ALBANY — A total of 60 principal clerk, estate tax appraiser eligibles appear on the list established by the state Dept. of Civil Service on Jan. 15 from open competitive exam 23891.

Assoc Atty Reopened

Filing for exam 3864, promotion to associate attorney, has been reopened from now until Feb. 19, the date technical-oral testing begins, announced the city Dept. of Personnel.

Civil Service Activities Association

Travel

February Flights from \$149 Packages from \$179

- | | | | |
|---|---------------------------------------|----------------------------------|------------------------------|
| <input type="checkbox"/> London | <input type="checkbox"/> Israel | <input type="checkbox"/> Egypt | <input type="checkbox"/> Ski |
| <input type="checkbox"/> Canary Islands | <input type="checkbox"/> Portugal | <input type="checkbox"/> Greece | |
| <input type="checkbox"/> Paris | <input type="checkbox"/> Torremolinos | <input type="checkbox"/> Iceland | |

Northern Hemisphere and Hawaii Packages

- | | | | |
|------------------------------------|--------------------------------------|-----------------------------------|-------------------------------------|
| <input type="checkbox"/> Mexico | <input type="checkbox"/> Disneyworld | <input type="checkbox"/> Trinidad | <input type="checkbox"/> Nassau |
| <input type="checkbox"/> Acapulco | <input type="checkbox"/> West Coast | <input type="checkbox"/> Freeport | <input type="checkbox"/> St. Thomas |
| <input type="checkbox"/> Caracas | <input type="checkbox"/> Las Vegas | <input type="checkbox"/> Aruba | <input type="checkbox"/> Jamaica |
| <input type="checkbox"/> Guatemala | <input type="checkbox"/> San Juan | <input type="checkbox"/> Curacao | <input type="checkbox"/> Hawaii |
| | | | <input type="checkbox"/> Ski |

Easter Flights from \$119 Packages from \$149

- | | | |
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| <input type="checkbox"/> London | <input type="checkbox"/> Dubrovnik | <input type="checkbox"/> Canary Is. |
| <input type="checkbox"/> Paris | <input type="checkbox"/> Amsterdam | <input type="checkbox"/> Russia |
| <input type="checkbox"/> Rome | <input type="checkbox"/> Majorca | <input type="checkbox"/> Athens |
| <input type="checkbox"/> Portugal | <input type="checkbox"/> Israel | <input type="checkbox"/> Torremolinos |

Northern Hemisphere and Hawaii Packages

- | | | |
|--------------------------------------|--------------------------------------|--|
| <input type="checkbox"/> Guatemala | <input type="checkbox"/> Aruba | <input type="checkbox"/> Jamaica |
| <input type="checkbox"/> Curacao | <input type="checkbox"/> Las Vegas | <input type="checkbox"/> Hawaii |
| <input type="checkbox"/> Disneyworld | <input type="checkbox"/> Miami | <input type="checkbox"/> Mexico |
| <input type="checkbox"/> Acapulco | <input type="checkbox"/> Los Angeles | <input type="checkbox"/> San Francisco |
| <input type="checkbox"/> Puerto Rico | <input type="checkbox"/> Freeport | <input type="checkbox"/> Nassau |
| <input type="checkbox"/> Panama | | |

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TUESDAY, JANUARY 29, 1974

Service And Disservice

Career service "is one of the greatest strengths of our democratic process—and one of the best guarantees of sound, effective and efficient government—even more so in 1974 than in 1883."

United States Vice President Gerald R. Ford

"Can you imagine how miserable you'd be if you were getting all the government you are paying for? It isn't elected officials, it is the permanent structure safeguarded by civil service that causes problems. This is where the evil lies."

California Governor Ronald Reagan

OUT of respect for the higher title of Mr. Ford we have stated his opinion first. It also happens to be the one that we agree with.

The Vice President's statement was made before an audience of Federal Civil Service Commission employees at a recent ceremony commemorating the 91st anniversary of the Civil Service Act. On the other hand, Governor Reagan was quoted from a speech made to a group of high school students.

Maybe each in his own way was merely responding to the expectations of his particular audience. After all, civil servants, like any other people, like to be recognized for their accomplishments, and students are traditionally anti-establishment. Be that as it may, the conflict of viewpoint by these two national political figures points up the confusion in the public mind about government and public employees — both elected and civil servants.

A recent New York Times survey, conducted by Daniel Yankelovich, Inc., indicated that 9 percent of the people interviewed believed that corruption in government ranks as one of the problems of greatest concern. This placed it halfway down the list of issues, and far behind "crime" which was named by 63 percent of those surveyed.

We suppose it is gratifying to realize that so few people listed government corruption among the major problems. In truth, anyhow, we prefer to turn the figure around and say that 91 percent of the interviews did *not* list corruption.

It is unfortunate that civil servants and elected officials should be tainted by any feeling of corruption, though. After all, it must be remembered that the illegal activities—so much in the news lately—have been by appointed officials.

It is particularly discouraging to have a man in Governor Reagan's position do such a disservice to civil servants by his sweeping ill-founded generalization.

We prefer to think, as the Vice President has said: "To me, civil service means tremendous knowledge and a great depth of understanding on the part of career people who have devoted their lives to government."

Credit Union Change

NEW YORK CITY — The New York State Employees Federal Credit Union has announced that beginning Feb. 4 its office will be located in Room 4455, No. 2 World Trade Center.

Telephone numbers are unchanged. They are 488-3273 and 488-3842.

The present offices at 80 Centre St. and 270 Broadway will be discontinued.

Albany SUNY Meeting

ALBANY — SUNY at Albany chapter, Civil Service Employees Assn., will hold a general membership meeting and dinner Feb. 22 at Italian Benevolent Association Hall, Exchange St., West Albany.

Starting time is 5:30 p.m. Dinner tickets are \$2 and may be obtained from the chapter executive committee or John Burke, telephone 472-7223.

Don't Repeat This!

(Continued from Page 1)

the budget was defined by the Governor in the opening words of the budget message: "The budget before you today is premised on one paramount need," the Governor said, "to reflect our shared compassion for people, within a framework of governmental economy and efficiency and deep sensitivity to the burden of taxes imposed on our citizens by every level of government."

Employees Raises

As mandated by labor agreements, the budget provides \$108 million to cover salary increases and other monetary adjustments for public employees. This includes the 5½ percent pay increases for employees in the four negotiating units represented by the state's largest public employees union, the Civil Service Employees Assn.

In terms of reflecting a "shared compassion" for people, the budget appropriates an additional sum of \$99.2 million for the Department of Mental Hygiene. The conditions in Willowbrook and other state institutions were fully exposed last year by ABC commentator Gerardo Rivera and Assemblyman Andrew Stein. These conditions have long been a sore point with CSEA employees at those institutions. The Governor said that he is "committed to doing all we can to provide modern service to those citizens who, through no fault of their own are wards in our care as mental retardates."

From the point of view of the taxpayer, the Governor proposed the repeal of the 2½ percent surcharge on the personal income tax, providing a total of \$85 million in tax relief for the state's taxpayers. The Governor expressed the hope that the repeal of the tax surcharge will prove "attractive to job-producing new industries which carefully weigh the state-to-state advantages of differing tax systems."

The proposed budget is a hefty document whose preparation was the primary responsibility of Budget Director Richard Durham. By all accounts, Durham performed a monumental task in its preparation, particularly since the work had to be completed by a statutory deadline, during an interval of transition from the Rockefeller to the Wilson Administration.

Up To Legislature

The next act concerning the budget will take place in the Legislature. Assembly Speaker Perry B. Duryea, Jr. and Senate Majority Leader Warren M. Anderson typically have their own ideas as to taxation and appropriations. Senator John Marchi, chairman of the Senate Finance Committee, and Assemblyman Willis H. Stephens, chairman of the Assembly Ways and Means Committee, are both familiar with the complexities of the budgeting process.

They will conduct the required public hearings, listen to the arguments of lobbyists for special interest groups, get reports for county, town, city and village officials, and from school boards, most of whom will be making insistent demands for greater appropriations. Democratic members of the Legislature will attempt to zero in on what they regard as shortcomings in the budget.

Ultimately a consensus will emerge from the deliberations of

(Continued on Page 10)



Civil Service Law & You

By RICHARD GABA

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

Taylor Law Shield Is Disallowed

As a result of a strike by public employees in Manhattan on June 7, 1971, approximately one billion gallons of raw sewage was discharged into the waters of the upper East River. Tidal confluence of the East River and the waters of Long Island Sound create a phenomenon known as a mixing bowl, which means that the two bodies of water not only converge, but are completely intermingled. Thus, the raw sewage and garbage that was dumped into the East River was dispersed into Long Island Sound, ultimately washing up on the beaches of Nassau County and contaminating the water there.

The plaintiffs, officials of the Towns of North Hempstead and Oyster Bay and of Nassau County were not the employers of the strikers, but sued the union on behalf of their respective governmental units for damage done to their waters and beaches. The plaintiffs claimed that the acts were conspiratorial, malicious and wilful, and sued for actual compensatory and punitive damages in the amount of \$9 million under the common law doctrine of nuisance.

The defendants claimed there was no such cause of action because the Taylor Law, which prohibits strikes by public employees, provides the exclusive remedies for strikes of that nature. The defendants further asserted that the courts have only such jurisdiction over public employee unions as is provided in the Taylor Law and most of those provisions allow the courts to intervene only to insure the enforcement of the law.

THE TAYLOR LAW provides that public employees and their unions may be punished for engaging in a strike—the employee by the loss of two days' pay for each day on strike, and the union by the loss of its dues checkoff right. In addition, such strikes may be enjoined by the Supreme Court. In the event of a violation of such an injunction, the striking employees and their union may be punished by fines for contempt of court, and the employees may also be jailed.

If officials responsible for obtaining injunctions fail to do so, a proceeding pursuant to Article 78, CPLR, may be commenced to compel the performance of that duty. The court noted that union employees and the union in this case had already been fined almost one million dollars for the strike.

The court said the Taylor Law reflects the Legislature's attempt to balance the right of public employees against those of their employers. The Act was intended to monitor employer-employee relationships and not public employee relations with the public.

The court noted that the drafters of the bill stated that the Taylor Law "should provide the basis upon which viable government employee relationships in New York can be developed." The court said, "Clearly, this law was a response to the unique problems of public employee relation..." The court stated that the Taylor Law was *not* intended to govern public employees' relations with the general public or others.

THE PURPOSE of the Taylor Law and the prohibition against public employee strikes, as well as the general welfare of the public, are best served by permitting appropriate remedies for violations of the law. The court concluded that since the Legislature found that physical constraints were appropriate to punish union transgressions, it did not seem that the form, whether fines or damages, would be a controlling distinction.

It further noted that another factor indicating the intent of the Legislature in enacting the Taylor Law was that when a remedy was to be exclusive under the statute, the Legislature clearly so stated. This is illustrated in section 205 (D) (S) of the Civil Service Law, which invests establish procedures for the presentations of claims of im-establish procedures for the presentations of claims of improper employer and employee organization practices. However, there is no Taylor Law provision limiting the remedies against a striking public employees' union.

THE COURT also noted that the law had been applied remedially in conjunction with other statutes containing other remedies in the past, again indicating that its remedies

(Continued on Page 10)

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	35-472

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

Regional offices of the Dept. of Civil 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.

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

LETTERS TO THE EDITOR

An Open Letter To The Mayor

Honorable Abraham Beame
Office of the Mayor
City Hall
New York, New York 10038

Dear Mr. Mayor:

I have lived in New York City all of my 24 years. I love the city, not only because of what it is but because of what it can be. It was this love plus a commitment to make this city better, a little more human, a little more responding, that made me postpone my education in Architectural Design and seek a position with the Youth Service Agency. I obtained the position of Youth Service Specialist on a provisional line in June 1973. A love affair was to grow between me and this Agency; I learned, I listened, I participated, I've seen employees drawing salaries without working (both Civil Service and provisional employees). But saddest of all I've seen the people of this city go cheated and unserved.

When you ran for office I was a Student Advisor to some local Brooklyn community groups, basically Italian, basically working class. They feared the city, the people, the corruption. I was at first distraught at your running. But now I feel that you are perhaps the city's "New Hope." I have enough sense to know that if this city is to be saved it is a dollars and cents affair. I applaud your pecuniary measures. We as a city have been giving too much away for too long. We have been paying employees for work they don't do, for too long.

I am a dedicated and sincere worker, both to my job and this city, and I am in a different position than you are, perhaps because your vision and wisdom are obscured by your position or your advisors. But I am compelled to say that you are in

the midst of a grave mistake. Your arbitrary decision to eliminate provisional employees will get rid of much dead weight. It is basically a good decision, but it will cost the city some of its best employees. In the case of this Agency, I, for one, think this provisional elimination effort is a welcome purge. Many of these employees do more damage than they could ever do good.

But out of this barrel of inept workers are some of the best talent the city government could hope to attract. They are educated, articulate, sincere, honest, capable — and soon to be lost. My concern lies not with myself (I can go back to school), but with the Agency. Instead of reinforcing it you seem to be smashing it. This Agency is only as strong and effective as its staff. A strong and qualified staff means a relevant and working Youth Service Agency. Discount this Agency from any political considerations. Allow no patronage, no personality to dominate your decisions with us, but let qualifications and ability rule and you can establish yourself as a real Mayor, a public servant. Push race, religion and ethnicity aside; refuse to bend beneath the pressures, and lord knows those pressures are enormous, and you do more service to the youth of this city than our Agency has done in the past eight years.

The solution lies in letting both supervisors and Borough Coordinators evaluate their employees, reasonably and rationally. Retain or dismiss those whom all feel are useless, and there are many. There are those who are unable to carry the load the Agency demands. This city cannot afford to lose the very talent it thrives upon.

Appoint who you will to Housing Commissioner, Human Rights, Consumer Affairs, Deputy Mayor, or whatever office. If you feel you must, use color, race, language, style of shoes or whatever mad criteria city politicians demand you use. But please allow the Youth Service Agency to recover from the scandals of Ted Gross and John Lindsay. Give us a strong and concerned Youth Board, a capable Commissioner, a recognition amongst all other city agencies and departments, and we will deliver to this city a crop of youths dedicated to an honest, human life, a city whose concrete is its sidewalks, not its heart.

JOSEPH SPARACIA
Brooklyn

Needs More Money

Editor, The Leader:

In the Civil Service Leader I read that a bill was signed allowing Dept. of Sanitation pensioners to receive a high cost-of-living increase. My husband retired 14 years ago and he has been receiving the same pension. He is on the old pension system. We are oldsters and it is difficult to get along, prices of food being what they are today. Would you please enlighten me as to when we can get some help? I hope it is soon.

MRS. ANGELO GAGLIARDI
Brooklyn

Editor's note: Through the efforts of the Civil Service Retired Employees Assn., a bill was passed by the City Council and signed Dec. 22 by Mayor Lindsay to boost the pensions of those coming under the old system. Thus, if your husband retired in 1960, he can look forward to an increase of approximately 23 percent in his pension check of Feb. 28.

ALBANY AREA PUBLIC EMPLOYEES SAVE BETWEEN 10% — 40% ON EVERYTHING YOU BUY

NOW someone is doing something about the high cost of living. The Public Employees Consumer Group, now in its second year, has assembled over 30 "Quality" merchants (as listed below) who are willing to give public employee members "cash discounts," ranging from 10% - 40% on their normal purchases.

You simply join the Group; shop in any of our member stores; pick out what you want; get the price; "then and only then" do you show your membership card and get the cash discounts ranging from 10% to 40%.

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COLONIE COLISEUM — LATHAM
DALE PETS — COLONIE CENTER
DOUGLAS DECORATORS — COLONIE
DENOYER CHEVROLET — COLONIE
EDMAR FURNITURE — ALBANY
ENDICOTT JOHNSON SHOES — 5 Locations
FAIRWAY BARBER SHOP — COLONIE
FINKS MENS STORE — ALBANY

HAROLD FINKLE JEWELERS — ALBANY
HILTON MUSIC STORES — 3 Locations
JULIET HOUSE OF BRIDES — LATHAM
LaPORTE (TOY) MERCHANDISING — ALBANY
NATIONAL BRANDS DISCOUNT OUTLET — COLONIE
NOSTALGIC RECORDS (FREE DEL.) — RENNELAER
ONE STOP AUTO PARTS — 5 Locations
REGINA BEAUTY SALON — ALBANY
SILVER ELECTRONICS — SCHENECTADY
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SUN COLOR PORTRAITS — ALBANY
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To join the Group there is a nominal fee of \$5.00 per year. If we can't demonstrate satisfactorily the great savings this program offers we'll gladly refund your money! So hurry and join and tell your friends and co-workers about us.

"Remember the more members we get
the more discounts we'll be getting in
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Heart Attack, Stroke—Help Yourself

(Editor's Note: Heart attack and stroke are major killers, and much of the funds to help control them comes during the annual February drive by the American Heart Association. Because knowledge of these diseases is important, and steps can be taken by individuals to protect themselves, The Leader as a public service offers the following material. Please read it. It may mean your life.)

The heart and blood vessels, because they are so interdependent, are referred to as the cardiovascular system. Diseases affecting this system can be inherited, can result from living habits, or can be caused by infections or injuries during embryonic life or at any time following birth.

Some diseases primarily affect the blood vessels; others only the heart itself. Among the major diseases are those which cause the blood vessels to narrow and deteriorate with resultant damage to the heart, brain, kidneys, or other parts of the body.

Latest estimates indicate that, in the U.S. alone, more than 27 million are afflicted with cardiovascular diseases, which are responsible for more than one million deaths each year. This represents more deaths than for all other causes combined.

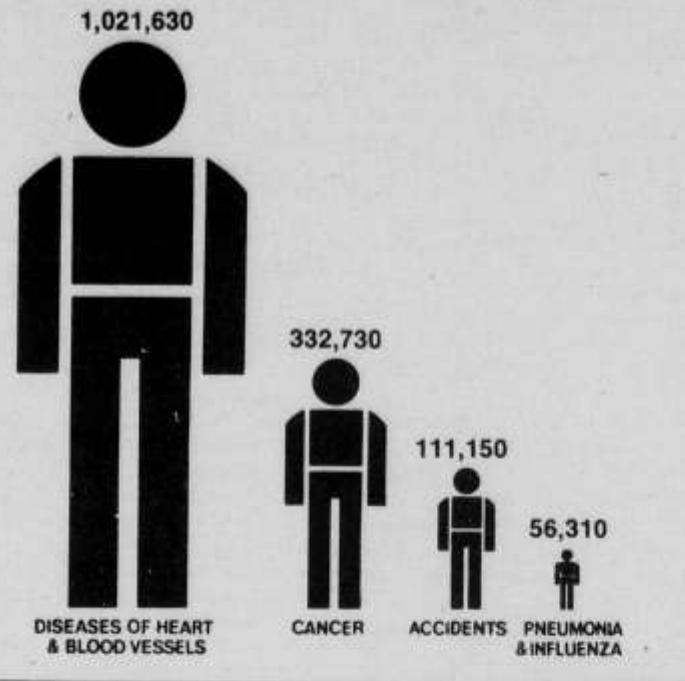
Major diseases of the cardiovascular system include: high blood pressure, atherosclerosis, heart attack, stroke, congestive heart failure, rheumatic heart disease and congenital defects. A rundown on these follows, provided by the American Heart Association.

High Blood Pressure: A Silent Killer

Everyone needs blood pressure to move blood through the circulatory system. Blood pressure is created by contractions of the heart muscle, which pumps the blood through the vessels, and by the resistance of the arterial walls. With each beat of the heart, blood pressure goes up and down within a limited range. When it goes up and stays up,

Leading Causes of Death in U.S.A.

SOURCE: 1971 estimates from National Center for Health Statistics, U.S. Public Health Service, DHEW.



DEADLY FIRST — Heart attack, stroke and other cardiovascular diseases kill more Americans than all other causes combined. In 1974, these diseases will claim more than one million lives — 53 percent of all deaths.

it is called high blood pressure, also known as hypertension.

High blood pressure is a silent, mysterious killer... silent because it has no characteristic symptoms; mysterious because, in more than 90 percent of the cases, the cause is known, and there is no cure. If hypertension is not controlled, serious cardiovascular complications may result.

High blood pressure is a leading cause of disease and death in this country. One in every six adults has some elevation of blood pressure. High blood pressure can result in stroke, congestive heart failure and kidney failure and is a major risk factor in coronary artery disease. It is a major cause of death in black Americans.

Surveys of various population groups indicate that only 10 to 20 percent of hypertensive patients are currently receiving pre-

ventive treatment. Approximately half of those with high blood pressure do not know that they have it.

This disease can be detected by a simple test.

How To Measure

Here is how blood pressure is measured. An inflatable rubber cuff connected to a graduated glass tube filled with mercury (or a pressure gauge), called a sphygmomanometer, is used to determine blood pressure. The cuff is wrapped around the upper arm. Enough air is pumped into the cuff to cut off circulation. As the air is gradually released, the physician listens, with a stethoscope, for the first sound of blood rushing through the artery while noting the pressure on the gauge at that moment.

The pressure measured at this point is called systolic, indicating the pressure exerted when the heart contracts. After noting the

systolic pressure, the physician continues to release air from the cuff. At the point where the sounds become muffled or disappear, the doctor checks the pressure registered on the gauge. This is the diastolic pressure, which is the lowest level that occurs between beats, when the heart is at rest.

Once diagnosed, effective treatment is now available which can be administered by a physician or by specially-trained nurses or allied health personnel working under the direction of a physician.

Treatment of even moderate high blood pressure can prevent its dangerous end-results — stroke and heart and kidney failure — and reduce the risk of heart attack. The American Heart Association urges that individuals have regular medical checkups which include tests for blood pressure, blood cholesterol and blood sugar as well as an electrocardiogram.

Atherosclerosis: It Sets The Stage

Atherosclerosis is a slow, progressive disease that sets the stage for heart attack and stroke. In this disease, which may have its beginnings early in life, the linings of the arteries become thickened and roughened by deposits of fat, fibrin (a clotting material), cellular debris and calcium.

As this build-up on the inner walls becomes heavy and thick arteries lose their ability to expand and contract. The blood moves with difficulty through the narrowed artery channels. This makes it easier for a clot to form which will block the channel and deprive the heart, brain or other organs of blood.

When the blockage occurs in a coronary artery, the result is coronary thrombosis, one form of heart attack. When it occurs in the brain, the result is a cerebral thrombosis, one form of stroke.

Atherosclerosis, as an underlying cause, contributes directly to more than 880,000 deaths annually from heart attack and stroke. It is known to be significant primarily in adults, but

there is now greater interest in just when it begins.

Autopsies of children killed in accidents, or who have died from other causes, reveal the beginnings of the atherosclerotic process. And autopsies of servicemen killed during the Korean War revealed that, in some cases, the atherosclerotic process had already reached advanced stages by the early 20's and 30's. Adolescents, and even their parents, often ignore the importance of adhering to a diet low in saturated fat and cholesterol. This points to an obvious need for prevention to begin early in life.

Atherosclerosis, a major research target of the American Heart Association, often goes undetected until it is far advanced. For this reason the Association urges education beginning in the early grades to make children and their parents more aware of the dangers of atherosclerosis later in life.

Early identification and modification of the risk factors — particularly high blood pressure and elevated blood cholesterol — could help prevent or retard the development of atherosclerosis and the heart attack and stroke which may result.

Heart Attack: The Big Build-up

No heart attack is ever really "sudden." It may just seem that way to the patient and members of his family. Coronary disease has in all likelihood been building over the years, helped along by the patient who has ignored the risk factors and failed to heed the early warning signs.

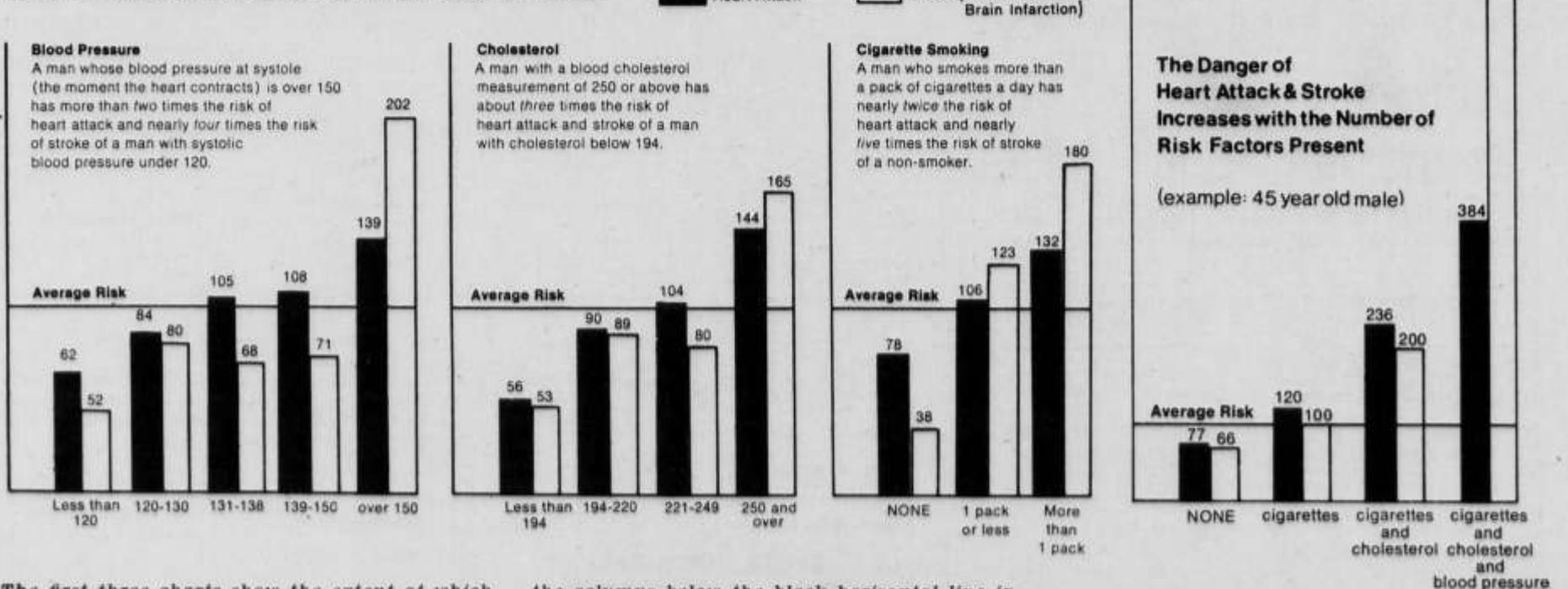
Usually, when we speak of a heart attack, we mean a sudden blocking of one of the arteries that supply the heart muscle with blood.

Although the heart attack itself is sudden, it is the result of a slowly-developing disease process (atherosclerosis) of the coronary arteries. In atherosclerosis, the passageway through the arteries becomes roughened and narrowed by fatty deposits.

When this happens, a blood clot (thrombus) may form in the narrowed artery and block

(Continued on Page 9)

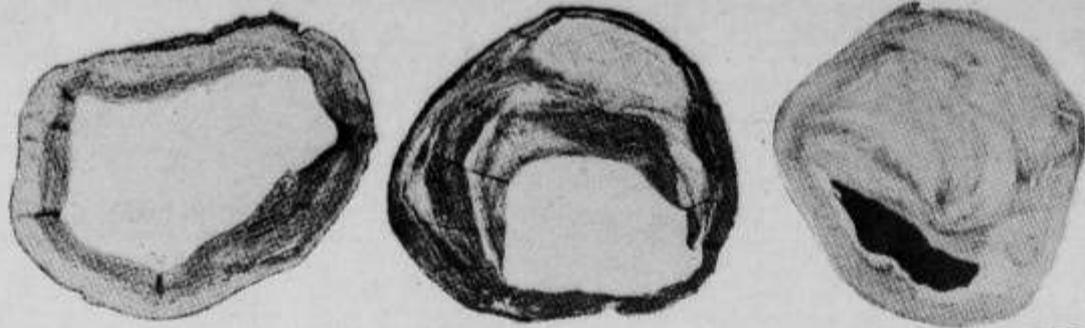
RISK FACTORS IN HEART ATTACK AND STROKE



The first three charts show the extent of which particular risk factors increases the risk of heart attack and stroke for men. The American figures are based on a survey of the male population, aged 30-32, in Framingham, Mass. For each disease,

the columns below the black horizontal line indicate lower than average risk; columns above the line show higher than average risk. The extreme right-hand chart shows how a combination of three major factors can increase the

likelihood of heart attack and stroke. For purposes of illustration, this chart uses an abnormal blood pressure level of 180 systolic, and a cholesterol level of 310 in a 45-year-old man.



The deterioration of a normal artery (left) is seen as atherosclerosis develops and begins depositing fatty substances and roughening the channel lining (center) until a clot forms (right) and plugs the artery to deprive the heart muscle of vital blood which results in heart attack.

Heart Attack, Stroke—Help Yourself

(Continued from Page 8)

the flow of blood to the part of the heart muscle supplied by the artery. The result is heart attack, which physicians may call coronary thrombosis, coronary occlusion or myocardial infarction. In myocardial infarction, that part of the heart muscle supplied by the blocked artery does not get enough oxygen and other nutrients and begins to die.

To enable the damaged heart muscle to heal, small blood vessels open up to detour more blood through the damaged area. This is called collateral circulation. It is heart's own life-saving method in which other blood vessels take over the functions of the blocked artery. As healing progresses, part of the injured muscle may be replaced by scar tissue.

The collateral circulatory system may also be evident long before a heart attack occurs as these detours open up to take on some of the functions of coronary blood vessels narrowed by atherosclerosis.

In other types of heart attack, a wandering blood clot (embolus) may travel through the arterial channel until it reaches a narrow point where it wedges and forms a dam.

Narrow but unclogged coronary arteries may not be able to deliver the additional oxygen required in emotional excitement or severe physical exertion, and this may lead to a serious or even fatal disruption of heart rhythm.

When the heart fails to get enough blood from an inadequate circulatory system to meet its oxygen needs, a warning signal short of an actual heart attack often develops. This chest pain is called angina pectoris, and is indicated by a sensation of tightening in the chest and heavy pressure or pain behind the breastbone, sometimes radiating to the shoulder, neck, arm, hand or back.

When angina pain strikes, physical demands on the heart must be reduced. Nitroglycerin can ease the load on the heart by dilating the vessels and improving the blood flow. But in true heart attack, pain is usually more persistent and is unrelieved by nitroglycerin or rest.

Stroke: Interference In Blood To Brain

Stroke occurs when there is interference with the blood supply to the brain. One of the commonest causes is the blocking of one of the arteries in the brain (cerebral arteries) by a clot (thrombus) that forms inside the artery. This condition is called cerebral thrombosis.

A clot is not likely to occur in a healthy artery. But when arteries are damaged by atherosclerosis, a thick, rough deposit

forms on the artery wall and narrows the passageway, slowing blood flow. As these deposits build up and project into the blood stream, clots are apt to form around them.

Sometimes a wandering blood clot (embolus) is carried in the blood stream and becomes wedged in one of the cerebral arteries. This is called a cerebral embolism.

When a clot — either a thrombus or an embolus — plugs up a cerebral artery, doctors call the resultant condition cerebrovascular occlusion.

Stroke also occurs when a diseased artery in the brain bursts, flooding the surrounding tissue with blood. This is called a cerebral hemorrhage. Cells nourished by the artery are deprived of blood and cannot function. Also the accumulation of blood from the burst artery soon forms a clot. By displacing brain tissue, it may interfere with brain function and cause mild or severe symptoms.

A cerebral hemorrhage is more likely to occur when the patient suffers from a combination of atherosclerosis and high blood pressure.

Hemorrhage, or bleeding, of an artery in the brain may also be caused by a head injury or when an aneurysm bursts. Aneurysms are blood-filled pouches that balloon out from a weak spot in the artery wall and are often associated with high blood pressure. Aneurysms do not always cause trouble, but when one bursts in the brain, the result is a stroke.

When a stroke occurs, the blood supply to a part of the brain tissue is cut off, and the nerve cells in that part of the brain cannot function. The nerve cells control sensation and most of our bodily movements. When some nerve cells in the brain are not able to function, the part of the body controlled by these cells cannot function either.

The result of a stroke may be difficulty in speaking, inability to walk or loss of memory. The effects of a stroke may be slight or severe, temporary or permanent, depending on which brain cells have been damaged, how widespread the damage is, how effectively the body can repair its system of blood supply, or how rapidly other areas of brain tissue can take over the work of the damaged cells.

In order to function, the brain cells must have a continuous and ample supply of oxygen-rich blood. If brain cells are deprived of blood for more than a few minutes, they will die.

Candidates For Stroke

The American Heart Association Council on Stroke defines a candidate for stroke as one with high blood pressure and a history of brief, intermittent stroke episodes. Examinations often show evidence of harden-

ing of the arteries (atherosclerosis) in the heart, neck and legs and indications of diabetes. Tests may reveal increased cholesterol level and other fats in the blood. Less well-documented are indications of a high red blood cell level and gout. Often the stroke candidate smokes heavily.

Prevention

Since injured brain cells, unlike those of other organs, cannot regenerate, prevention is a major concern of the American Heart Association. Close adherence to a program of risk reduction — especially control of high blood pressure — is of prime importance.

While risk factors of heart attack and stroke overlap, some play a more definitive role in one than the other. But it is believed that modification of certain risk factors specific to coronary artery disease may also lessen the incidence of stroke.

An important part of any prevention program is... (Continued on Page 14)

If You Have Attack, It Is Not 'Sudden'

A heart attack is often describe as "sudden." Yet, there are no sudden heart attacks — only those that seem to happen suddenly.

A heart attack is often described as "sudden." Yet, accident." It's not an accident in human terms. Underlying causes build over the years.

Both have their roots in basic risk factors: high blood pressure, high blood cholesterol and excess cigaret smoking. Others include heredity, a lack of exercise, a diet high in saturated fats and cholesterol and obesity.

"Some risk factors can be avoided by an alteration of lifestyle," says Dr. Richard S. Ross, president of the American Association. "Others can be minimized by an awareness of them. But equally important, we should know and heed the early warning signs that often precede a heart attack or stroke."

Dr. Ross, Physician to the Johns Hopkins Hospital, Baltimore, and Director of the Cardiovascular Division of the Department of Medicine there, lists the warning signs, published in materials supplied as a result of Heart Fund contributions. They are:

Heart Attack

- Prolonged, oppressive pain or unusual discomfort in the center of the chest, behind the breastbone.
- Pain may radiate to the shoulder, arm, neck or jaw.
- Pain or discomfort is often accompanied by sweating.
- Nausea, vomiting and shortness of breath may also occur.
- Sometimes these symptoms

subside and then return.

Stroke

- Sudden temporary weakness or numbness of the face, arm or leg.
- Temporary difficulty or loss of speech, or trouble understanding speech.
- Temporary dimness or loss of vision, particularly in one eye.
- An episode of double vision.
- Unexplained dizziness or unsteadiness.
- Changes in personality, mental ability or the pattern of headaches.

"As the warning signs indicate," Dr. Ross says, "heart attack is never sudden, stroke is never an accident. By being aware of these warning signs, and by seeking immediate medical help when they occur, you literally can save your own life."

Heart disease claims over a million lives each year, he continues. In the U.S. this year, an estimated 675,580 will die of heart attacks, and another 207,920 will suffer from fatal strokes.

"The goal of the American Heart volunteers call at your home during February — American Heart Month — they'll give you information on the warning signs of heart attack and stroke. Give generously to the Heart Fund."

Smoking: Health Goes Up In It; Tough To Quit, But Tougher Not To

Women are still less vulnerable to heart attack than men — but if they smoke heavily, their natural protection is reduced. Increased cigaret smoking by women has found them catching up to men in the incidence of heart attack.

Dr. Richard S. Ross, president of the American Heart Association, points to these facts in discussing smokers:

- A Public Health Service report to Congress says that the risk of death in women age 45 to 54 who smoke 10 or more cigarets a day is twice as high as for non-smokers in the same age group.

- A study of autopsy data by a researcher at the Brookdale Hospital Medical Center, Brooklyn, N.Y., shows that of 182 cases of women who suffered sudden death from all causes, two-thirds of the 29 who died from heart attack were known to be heavy smokers — over 20 cigarets a day.

- Evidence has been found that the health of asthmatic children is adversely affected by cigaret smoke exhaled by their parents.

- Studies of the male population of Framingham, Mass., indicate that cigaret smoking ranks with two other factors — elevated cholesterol levels and high blood pressure — in increasing risk of heart attack and stroke.

- A man who smokes more than a pack a day has nearly twice the risk of heart attack

and nearly five times the risk of a stroke of a non-smoker. Cigaretts affect fats in the bloodstream, cause constriction of the blood vessels, make the heart beat faster and harder and tend to increase blood pressure.

- Teenagers who begin smoking before they are 15 tend to smoke more cigarets, to inhale more and to have "especially high death rates," compared to those who start smoking in their 20's. When these early male smokers reach the 45 to 54 age bracket, their death rate is more than three times that of non-smokers.

Dr. Ross, Physician to Johns Hopkins Hospital, Baltimore, and Director of the Cardiovascular Division of the Department of Medicine there, adds that even non-smokers are affected by those who do smoke. According to the U.S. Surgeon General's office, carbon monoxide in

poorly ventilated areas is often raised to the danger point and beyond by smoke.

With all this evidence at hand, why do cigaret sales continue to climb? Why is it so hard to get people to give them up?

"Because cigaret smoking is more psychologically than physiologically addictive," says Dr. Ross, adding that it's a "learned habit that can be unlearned."

Efforts to get smokers to quit cold turkey have met with only limited success, he explains. But it's possible to get them to cut down — eventually quit altogether. "Few heavy smokers," he contends, "will quit all at once unless they suffer a heart attack or have some equally frightening experience."

FATAL FIGURES

In 1971, an estimated 1,021,630 persons died from heart and blood vessel diseases — 53 percent of deaths from all causes. Of this total, heart attack was responsible for 675,580; stroke, 207,920; rheumatic heart disease, 14,130; hypertensive disease, 21,240, and congenital heart defects, 7,500.

MILLIONS AFFLICTED

It is estimated that 27,710,000 Americans have some major form of heart and blood vessel disease. Hypertension afflicts 22,340,000; coronary heart disease, 3,870,000; rheumatic heart disease, 1,700,000, and stroke, 1,650,000.

Perform a death-defying act.

Have your blood pressure checked.

Give Heart Fund



Don't Repeat This!

(Continued from Page 6)

the Finance and the Ways and Means Committees. The Legislature will necessarily shift some funds from one purpose to another, develop some accommodation with local government officials, and finally approve a budget.

However, in the final analysis, the budget will remain substantially within the guidelines charted by the Governor.

Prk Enf Agnt Certs

A total of 257 parking enforcement agent eligibles have been certified for 40 jobs with the Transportation Administration. See "List Progress" on page 3 of this issue of "The Leader" for more details.

Late Registration

Late registration for the Spring 1974 semester of the Fire Department-John Jay College Satellite Program will be held on Feb. 7 and 8 from 10 a.m. to 6 p.m. at John Jay College, North Hall, 445 West 59th St., Manhattan, faculty cafeteria, second floor.

For further information, contact Capt. Eugene J. Fottrell, 566-3206.

Chem OC Exam

A total of 471 chemist candidates have been called to take the competitive written part of exam 3137 on Feb. 16 by the city Dept. of Personnel.

Asst Chem OC Exam

A total of 524 assistant chemist candidates have been called by the city Dept. of Personnel to take the competitive written part of exam 3042 on Feb. 16.

Civil Service Law & You

(Continued from Page 6)

were not intended to govern all persons and all relationships involving public employees and cited *McCoy v. Helsby*, 28 NYS 2d 790; *Local 456, International Brotherhood of Teamsters v. Town of Cortland*, 68 Misc. 2d 645.

The court reasoned that if the statute were interpreted in the manner that the defendant suggested, it would become an impenetrable shield of immunity for public employees who illegally cause serious damage to persons or parties other than their employers. It said that there was no wisdom in a decision which would put the right of a public employee union to engage in illegal activities entirely beyond the courts' abilities to find suitable redress, particularly in the compelling circumstances of the case before it where the union activities allegedly had endangered the lives and health of millions of persons and caused possible irreparable damage to the environment.

The court distinguished the case of *Jamur Products Corp. v. Quill*, 51 Misc. 2d 501, where the Supreme Court, New York County, refused to allow an injunction by businessmen injured by the shutdown of the transit strike of 1966. In the *Jamur* case, which had been decided under the Condon-Wadlin Act, the damage was more tangential.

IN THE INSTANT case, the conduct of District Council 37, with the resultant damage, was wilful and malicious. The assumption in the *Jamur* case was that the risk of damage in a subway strike was unforeseeable. However, this was rejected, since it is the very inevitability of extensive damage which led to the prohibition of public strikes.

The court ended by saying, "Thus, we conclude that there is a common law cause of action in the instant case. The Taylor Law does not contain the exclusive remedies for violation of its provisions, nor does it vest exclusive jurisdiction to provide remedies for wrongs in the officials of the governmental agencies which employ the striking union members. We must reject both of these contentions made by the defendants and affirm the order of Special Term insofar as appealed from."

Reduced to its most simple and direct terms: an employee organization and its members may be liable in money damages if the strike action they engage in causes damage which is a foreseeable consequence of that strike action; and that these money damages are separate and apart from the other remedies against strike action spelled out in the Taylor Law. *Ralph G. Case, Individually, and as County Executive of the County of Nassau, et al., Respondents, v. District Council 37, AFSCME, et al., Appellants*, decided December 10, 1973. Appellate Division, 2d Dept.

Training Spec List

ALBANY — A total of 29 names appear on the eligible list established by the state Dept. of Civil Service from open competitive exam 23871, on-the-job training specialist. The list was established Jan. 15.

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	452
Computer Specialist	GS-11, 12 in NY	420
Tax Examiner	GS-5 to 12	NY-1-15 (Suffolk Co.)
Treasury Enforcement Agent	GS-2 to 4	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	409
	GS-5 to 12	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)
Frieght 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, Engr, 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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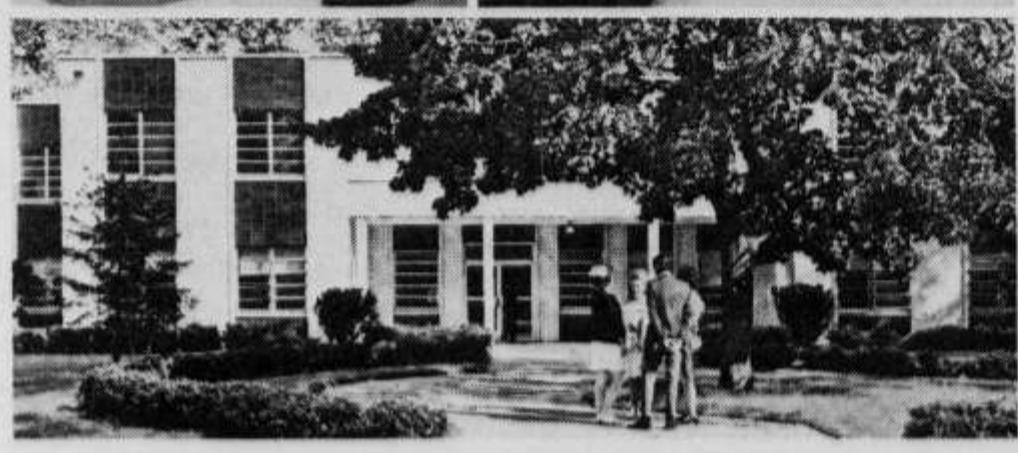
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Medical Director*

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*Philip Goldberg, M.D.
Medical Director*



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Latest State And County Eligible Lists

EXAM 35172
SR EXCISE TAX INVSTGR
 Test Held May 12, 1973
 List Est. Nov. 11, 1973

1 Berkowitz B West Islip	95.5
2 Mattera J Oceanside	88.1
3 Spertell I Hollis	84.4
4 Berna B Bronx	82.1
5 Higgins J Bronx	81.5
6 Norton K Bklyn	80.5

7 Rudd E Sloatsburg	79.9
8 Sheu G NYC	77.3
9 Slanderburgo J Queens	75.1
10 Grogan J Floral Pk	75.0
11 Moreno B Carle Pt	72.8
12 Bitinsky G NYC	72.5
13 Mallon L Oyster Bay	71.0

Test Held May 12, 1973
 List Est. Oct. 23, 1973

1 Mullins J Bklyn	86.3
2 McQueeney J Bayside	83.3
3 Donovan J Staten Is	79.9
4 Urzi E Bklyn	79.9
5 Castel P Franklin Sq	73.3

EXAM 35174
CHF EXCISE TAX INVSTGR
 Test Held May 12, 1973
 List Est. Oct. 23, 1973

6 Schwartz R Bklyn	72.4
7 Macintyre R NYC	72.2

EXAM 55-550
COURT REPORTER II,
NEW YORK CITY

1 Pantano C Levittown	96.4
2 Cantor F NY	93.3
3 Goldberg I Bklyn	92.1
4 Levine B Spring Valley	91.2
5 Schoenbach W Forest Hills	90.9
6 Karp F Bklyn	90.5
7 Dolan J Nanuet	90.4
8 Swirsky D Fresh Meadows	89.8
9 Weinstein B Fresh Meadows	89.3
10 Yenser L Bklyn	89.3
11 Feis R Flushing	87.7
12 Fuchs J Jericho	87.3
13 Siegel M Bklyn	86.8
14 Biggs A NY	85.7
15 Gershon I Bayside	84.6
16 Zachofsky S Bklyn	84.4
17 Dowling S Rockaway Bch	82.5
18 Wisdom J NY	81.7
19 Warshawsky A Howard Bch	81.3
20 Ferstandig B Bklyn	81.2
21 McCullough D Bklyn	80.1
22 Fields L Queens	79.8
23 Calderon M Plainview	79.2
24 Elk A Bklyn	79.2
25 Sobin H Howard Bch	78.6
26 Pirozzi J Bklyn	77.4
27 Jones H Bklyn	76.6
28 Ford T Bklyn	75.9
29 Perillo M Staten Is	75.9
30 Nichiarico T Bklyn	75.2
31 Feuerstein S Howard Bch	73.7
32 Fishman S Jamaica	73.0
33 Restivo V Sayville	71.2

EXAM 35173
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4 Hilgeman J Pt Jefferson	75.0
5 Kovner H Bklyn	75.0
6 Migliaro S Wantagh	75.0
7 Goldstein S Eastport	72.0
8 Frost T Selden	72.0
9 Mitchell L Wyandanch	70.0
10 Hopson L Riverhead	70.0

EXAM 35344
PRIN DRAFTSMAN MECHANICAL
 Test Held Oct. 13, 1973
 List Est. Jan. 14, 1974

1 Valentine A Catskill	84.2
2 Francis A Schenectady	78.7
3 Farrel F Rensselaer	75.8
4 Koleci L Albany	71.8

EXAM 35343
SR DRAFTSMAN MECHANICAL
 Test Held Oct. 13, 1973
 List Est. Jan. -4, 1974

1 Berlin R Kinderhook	83.1
2 Erno R Waterford	83.0

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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)

EXAM 55319 PROM TO CT CLERK I NYC JDCL CONF		
1 McGrath K Fresh Meadows	100.6	39 Stone M Bklyn
2 Kileoyle T Bklyn	97.5	40 Sheridan J Bklyn
3 Newman S Forest Hills	97.4	41 Douglas K Flushing
4 Como J Bklyn	97.0	42 Aurigema M Flushing
5 Digicia L Levittown	96.7	43 Kaucet I Bronx
6 Joshua A Bklyn	95.0	44 Frangipane A Bklyn
7 Canner R Richmond HI	95.9	45 Polik F Woodside
8 Touhey T Bklyn	95.3	46 Murphy T Pearl River
9 Solomita L Bklyn	95.7	47 Daly B Commack
10 Osikiewicz J Bronx	95.7	48 Celso S LI City
11 Alcock W Staten Is	95.5	49 Campbell B Bklyn
12 McCormick K E Meadow	94.8	50 Sundelson J Rego Park
13 Cafarelli F E Northport	94.8	51 Disanto R Bronx
14 O'Brien J Fresh Meadows	94.5	52 Vanson W Bayside
15 Gold A Bronx	94.3	53 Williams W Jamaica
16 Albert S Bronxville	93.7	54 Srebnick W Bklyn
17 Jenkins M Rosedale	93.1	55 Shasan G Jackson Hts
18 Cusick J Bklyn	92.7	56 Deloughry D Bronx
19 Kenney B Bronx	92.7	57 Dugan E Bklyn
20 Kalugin S Jackson Hts	92.4	58 Deleva T NYC
21 Wallace T Larchmont	92.2	59 Rowe T Bronx
22 Mulhall R Bklyn	92.2	60 Taccetta N Bronx
23 Kelly J Flushing	92.0	61 Matthews D LI City
24 Gentile M Flushing	92.0	62 James M Woodhaves
25 Roer S Kew Gdn Hts	91.8	63 Gordon R Glen Oaks
26 Lieberman A NYC	91.7	64 McKinney R Rockaway Pk
27 Dodley J Bklyn	91.7	65 Green A Bronx
28 Weiscode D Bklyn	91.7	66 McKeon J Rockaway Bch
29 Sherman B Bklyn	91.6	67 Sullivan L Staten Is
30 Greenberg M Bklyn	91.5	68 Carney J NYC
31 Turkfeld I Bklyn	91.4	69 Wasenius A New Hyde Pk
32 Butchen M Merrick	91.4	70 Crowley J Bronx
33 Walters R Ozone Pk	91.2	71 Hughes R Woodhaven
34 Bowman E Staten Is	91.2	72 Higgins J Rego Pk
35 Buckley J Bayside	91.1	73 Murphy J Staten Is
36 Dimonda V N Bellmore	91.0	74 Stafford H Bklyn
37 Glasman W Bklyn	90.9	75 Glymph A Bklyn
38 Tabb S NYC	90.7	76 Hurley B Little Neck
		77 Gei th H Bklyn
		78 Fleisher H Bklyn
		79 McHugh J NYC NNNNN
		80 Kenney L Rosedale

81 Mahoney R NYC	87.4
82 Jacobs F Bklyn	87.3
83 Caruso J Bklyn	87.3
84 Hibler I Jamaica	87.2
85 Stein H Bklyn	87.2
86 Willett W Freeport	87.1
87 Loggia R Bklyn	87.0
88 Vassallo W NYC	86.8
89 Downey J Val Stream	86.8
90 Rowe A Bklyn	86.8
91 Farrelly B Bronx	86.8
92 Garcia J Jamaica	86.8
93 Smith C Seaford	86.8
94 Amato B Kew Gardens	86.7
95 O'Brien K Queens Vill	86.7
96 Plaskett M Bklyn	86.5
97 Fichtenbaum G Jackson Hts	86.5
98 Laub C Staten Is	86.3
99 Einledge M NYC	85.9
100 Daly W Staten Is	85.8
101 Cicero P Bronx	85.8
102 Dangelis D Hicksville	85.8
103 Shea T E Meadow	85.8
104 Verley F Jamaica	85.8
105 Whalen C Jackson NJ	85.7
106 Scinski J Bklyn	85.7
107 Davis S NYC	85.7
108 Quimry K Sprngld Gdn	85.7
109 Desmond J Bklyn	85.5
110 Lang O West Islip	85.4
111 Goodman J Bronx	85.4
112 Medows J NYC	85.3
113 Zimowski E Woodhaven	85.2
114 Christopher U E Elmhurst	85.2
115 Donaldson J Bethpage	85.1
116 Rossi B Bklyn	85.0
117 Vitale M Bklyn	85.0
118 Scherl F Rockaway Bch	85.0
119 Suarez M NYC	84.9
120 Villante T Rosedale	84.8
121 Aidone A Bklyn	84.8
122 McNamara C Seaford	84.7
123 Weinstein H Bklyn	84.7
124 Szymboeski L Bklyn	84.6
125 Reid J Ctl Islip	84.6
126 Sica T Chester	84.5
127 O'Leary D Bklyn	84.5
128 Kliatzko G Bklyn	84.5
129 Dreznick J Flushing	84.4
130 Einstein F NYC	84.4
131 Goodman J Flushing	84.3
132 Gaines C Bklyn	84.3
133 Dubois P Woodside	84.2
134 Wood K LI City	84.2
135 Bonner M Bklyn	84.0
136 Bobrick A Bklyn	83.0
137 Russell R Bayside	83.8
138 Wekarski S Staten Is	83.8
139 Wolff E New City	83.8
140 Hamill A Bklyn	83.8
141 Hennessy T LI City	83.8
142 Slodowitz A Bklyn	83.8
143 Burton J Bronx	83.8
144 Bussey E NYC	83.7
145 O'Boyle R Howard Beach	83.7
146 O'Aourke W NYC	83.7
147 Davis R Cambria Hts	83.6
148 Conway B Seaford	83.5
149 Beaves R Bronx	83.4
150 Rubin M Bklyn	83.4
151 Leiman N NYC	83.4
152 Gormley E Flushing	83.3
153 Goldenstein A Haverstraw	83.2
154 Monahan K Staten Is	83.2
155 Hartstein R NYC	83.2
156 Katz H Bklyn	83.1
157 Mogan E Bronx	82.9
158 Walsh A Flushing	82.8
159 Schoenberg R NYC	82.8
160 Ceruti H Flushing	82.8
161 Libertelli J Melville	82.7
162 Jackson C NYC	82.7
163 Mucatel H Bklyn	82.7
164 Dzirich V LI City	82.7
165 Armstrong B Ozone Pk	82.7
166 Fernandez E Richmond HI	82.7
167 Coleman J Staten Is	82.6
168 Burns J Bronx	82.6
169 Morley T Bronx	82.6
170 Giustiniani T Yonkers	82.5
171 Leone J Bklyn	82.4
172 Newman C Lk Ronkonkma	82.3
173 Ryan J Bklyn	82.2
174 Jedlowski R Bklyn	82.2
175 Cohen J Bklyn	82.2
176 Casten R Bklyn	82.1
177 Walton C W Hempstead	82.0
178 Todman J Bronx	82.0
179 Trimboli A Bklyn	82.0
180 Cassidy F Bronx	81.8
181 Albury R Bay Shore	81.8
182 Badamo J Val Stream	81.8
183 Ralesandro A E Northport	81.7
184 Menkes N Bklyn	81.7
185 Wheeler C Bronx	81.7
186 Farrenkope J Bayside	81.7
187 Quiteman I Bklyn	81.7
188 Lynch D Hartsdale	81.6
189 Murphy E Jamaica	81.6
190 Cusack J Rego Pk	81.5
191 Moses T Bklyn	81.5
192 Wade E Bklyn	81.5
193 Ahearn P Bklyn	81.5
194 Nealon L Bronx	81.4
195 Wall J NYC	81.4
196 Campbell J Hollis	81.4
197 Gilday G eSaford	81.2
198 Meyer A Forest Hills	81.2
199 Ahearn J College Pnt	81.1
200 Lewis A Bronx	81.1
201 McLoughlin H NYC	81.0
202 Cole F Jamaica	81.0
203 Coles R Staten Is	81.0
204 Stein R Bklyn	81.0
205 Luby J Emerson NJ	80.9
206 Molen J Breezy Point	80.9
207 Zolla J Staten Is	80.9
208 Tumminia P Staten Is	80.9
209 Gaiwiski S Far Rockaway	80.8
210 Washop R Staten Is	80.8
211 Dubrosa V Staten Is	80.8
212 Kosick M Bronx	80.8
213 Balardelle H Bklyn	80.8
214 Frey R Pearl River	80.8
215 Berger B Bklyn	80.8
216 Marulit R NYC	80.7
217 Mulvihill J Flushing	80.7
218 Redmond P Bklyn	80.7
219 River K Bklyn	80.7
220 Brennan J NYC	80.6
221 Grossman M Bronx	80.6
222 Morris NYC	80.6
223 Jacobsen B Staten Is	80.4

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(Continued on Page 15)

Heart Attack, Stroke—Help Yourself Education Group Formed In Oswego

(Continued from Page 9)
vention program is detection. Programs to prevent stroke through early diagnosis and treatment are a major Association thrust, particularly among black Americans who are uniquely vulnerable to high blood pressure, a major contributor to stroke.

Congestive Heart Failure

Congestive heart failure occurs when damage to the heart muscle (myocardium) from rheumatic fever, birth defects, heart attack, atherosclerosis or high blood pressure has reduced the heart's pumping power well below its normal capacity. When the pumping ability of the heart falls below normal, fluid begins to collect in the lungs and extremities of the body.

As blood accumulates in the lungs, pulmonary congestion occurs, and shortness of breath develops, through the thin capillary walls, swelling (edema) results, especially in dependent areas such as the ankles and legs.

Congestive heart failure is treated by reducing the work load on the heart, modifying sodium intake, giving diuretics to rid the body of excess fluid and using digitalis or other drugs to improve the efficiency of the heart-pumping mechanism.

Rheumatic Fever: A Children's Disease

Rheumatic fever — usually thought of as a childhood disease — most frequently strikes between ages 5 and 15. It is always preceded by streptococcal infection, usually a sore throat. But not all "strep" infections lead to rheumatic fever.

After an initial attack, rheumatic fever is apt to recur. That is why it is important for those who have suffered rheumatic fever in childhood to remain on long-term penicillin or other antibiotic therapy. This can prevent recurrence of strep infection and resultant rheumatic fever and rheumatic heart disease in which the heart valves become scarred and deformed.

Mortality from rheumatic heart disease has declined sharply in the 5-to-24 age group since the mid-1940's, largely due to use of antibiotics to prevent strep infection.

Rheumatic heart disease can not only shorten life, but also seriously impair the quality of the patient's life. Although rheumatic fever and rheumatic heart disease are preventable, incidence rates remain far too high, particularly among disadvantaged groups.

The problem is to motivate those most at risk to seek prevention and to insure that effective preventive measures are available to them.

Rheumatic fever has its highest incidence in school-age populations, although attacks are also seen in young adults, particularly those who have had a previous attack. In urban areas, incidence rates have been shown to be higher in blacks than whites. Major social and economic improvements are probably essential for the complete prevention of this disease. However, until such far-reaching changes are effected, much can be done.

This first step in primary prevention is identification of streptococcal infection. This requires education of parents, patients,

school nurses, clinic personnel and physicians. It also requires access to reliable laboratories where streptococcal identification can be accomplished at reasonable cost.

The second step is effective treatment for streptococcal infection. This also requires lay and professional education and motivation. Low-cost penicillin is generally available, as are substitute drugs for patients sensitive to penicillin.

The prevention of rheumatic heart disease depends on the effective prevention of rheumatic fever. Prevention of recurrent attacks of rheumatic fever requires motivation of the patient to persist with long-term prophylaxis and continued medical care to monitor and reinforce this prophylaxis.

Congenital Defects: Cause and Recovery

In most cases science still does not know what makes the heart develop abnormally before a baby is born.

German measles (rubella) during the first three months of pregnancy may, in some cases, interfere with the normal development of a baby's heart or produce other malformations. The possibility that other viral diseases may be involved is being investigated.

The role of heredity is still being studied. Although more than one child in a family may have a congenital heart defect, this rarely occurs.

Approximately eight out of every 1,000 children born in the U.S. have congenital heart disease. If a child is born with a heart defect, he has a better chance today than ever before to overcome this handicap and look forward to normal adult life. Many thousands of lives are saved due to remarkable progress in diagnosis and treatment of congenital heart disease. Vaccination prior to pregnancy can prevent malformations caused by German measles.

After a child has been diagnosed as having a congenital heart defect, further tests may be needed to help the heart specialist and surgeon decide whether an operation is advisable.

The most common defects are holes in the ventricular septum, the dividing wall between the lower chambers of the heart. These holes may also be present in the atrial septum, the wall between the upper chambers. The defect can sometimes be detected at birth because of the unusual murmur the heart makes with each beat. Diagnosis of other defects, however, may require highly elaborate tests.

Among defects are patent ductus arteriosus, a defect in which the pre-natal channel between the artery delivering blood to the body and the artery delivering blood to the lungs fails to close after birth. Coarctation of the aorta, another congenital defect, is a constriction or narrowing of the largest artery of the body. This may lead to heart failure unless the constricted or pinched area is repaired by surgery. Another common defect results when the arteries delivering the blood to the body and the lungs are transposed and attached to the wrong ventricles. Victims of this condition are often referred to as "blue babies." The red, oxygen-rich blood that should be going to the body is returned to the lungs. The blue,

oxygen-poor blood going to the body fails to supply enough oxygen for essential cell functions.

In most, though not all, congenital defects, a heart murmur is present. Many youngsters with healthy hearts also have heart murmurs, which disappear as they mature. The problem is to distinguish between those with organic murmurs and those whose murmurs are not associated with cardiac defects.

The chief causes of death from congenital heart disease are cardiac failure and hypoxia, where the organs and tissues of the body have less than normal oxygen content. Since accurate diagnosis and treatment to correct or relieve congenital malformations are now available, many such deaths can and should be prevented.

To do so requires early recognition that the new-born infant distressed with cyanosis, respiratory difficulty, or failure to thrive may be suffering from congenital heart disease. Immediate referral should be arranged to a cardiac center where complete diagnostic evaluation and medical and surgical treatment can be carried out 24 hours a day.

Bispham

(Continued from Page 1)
Center in Brooklyn before joining CSEA in 1971.

Mr. Bispham plans to make local CSEA members aware of the services CSEA can provide for them in the regional office at 11 Park Place, New York City.

"The office is the center of CSEA services," Bispham noted. "We have a staff ready to serve the members' needs in every area. A Ter Bush and Powell insurance representative is available daily; legal advice can be quickly obtained from our regional attorneys, Mr. Mailman and Mr. Vollin, who were recently joined by Stanley Cantor from the Attorney General's Office."

"Chapter presidents can use our facility for board meetings," Mr. Bispham continued. "The office can hold 30 people for such sessions, and we can assist members in publicizing events by

OSWEGO — The establishment of an education committee was announced by Dale Dusharm, president of SUNY-Oswego chapter, with Sandra L. Patching appointed as Civil Service Employees Assn. chairman.

At present, the committee is in its formative stages, Mr. Dusharm said, but eventually it will have the responsibility for appraising chapter and unit members of current developments in the following areas:

Employee development and training; benefits or changes to retirement plans; grievance and appeal procedures; government laws; attendance rules, and collective bargaining procedures.

In addition, the committee will be responsible for any other items that affect an employee's terms and conditions of employment.

Until the other responsibilities of the committee can be worked out, Ms. Patchin has stated that the immediate goals of the committee will be to provide interested employees with inform-

ation regarding educational opportunities available to them.

She said, "Any employee willing to take courses for possible promotion opportunities, for a degree, or for the pure pleasure of learning should be encouraged to do so. This encouragement should be manifested by understanding supervisors and by tuition support. The SUNY motto, 'Let each become all he is capable of being' should be a byword to those employees who want to improve themselves."

Career Ladder

(Continued from Page 1)
and calmly worked out all the numerous problems which had developed. CSEA explained the dire need for the earliest implementation of this program and after a short delay the program cleared all required State channels and was implemented," Stroebel concluded.

Attendants at Health Department facilities who do not qual-

Mental Hy

(Continued from Page 1)

negotiations for state workers coming up later this year. "If it does," Mr. Guild said, "we're in for a stormy session, because with the cost of living going up like it is, our people are going to need money, and the state will have to expect to bend."

Mr. Guild's reference was to the third-year reopener on salaries and other money items in CSEA's present three-year contracts covering more than 135,000 state workers. Benefits agreed on in the reopener will take effect April 1, 1975, which means that CSEA will be gearing up to launch intensive, all-out negotiations with the state next fall.

delivering their news items to the Civil Service Leader." (Any information for The Leader can also be forwarded directly to The Leader's New York City office.)

Mr. Bispham will be regional supervisor for an area that includes all CSEA chapters and units in the five boroughs of New York City.



ERNST STROEBEL

ify for the upgrading due to job position, work area, etc., will be given priority to transfer to qualifying positions as vacancies occur, according to the CSEA spokesman.

Other members of the CSEA Health Department Career Ladder Committee were Viola Svenson, Patricia Commerford, and Genevieve Clark.

Poses To Retire; Luncheon Planned

NEW YORK CITY — Meyer Poses, of the Division of Housing and Community Renewal, will be tendered a farewell luncheon Jan. 31 at 12:30 p.m. at Rosoff's Restaurant, 147 West 43rd St., Manhattan.

Mr. Poses, an associate attorney specializing in public housing law with the division's law bureau, will retire Feb. 6 after 26 years of service there. He recently was given the Division's Haugaard Award for outstanding service.

Luncheon attendance arrangements are being handled by Rosemarie Carter and Nathaniel Saperstein.

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
- 31—New York City chapter executive committee meeting: 5:30 p.m., Barclay's Downtown, 57 Murray St., Manhattan.
- February
- 1—Adirondack Coalition Committee meeting: 8 p.m., Mountain Shadow Restaurant, Elizabethtown.
- 6—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, Midland Plaza, Rochester.
- 7—Office of General Services chapter meeting: 5:30 p.m., Clebill's Restaurant, 100 Madison Ave., Albany.
- 7—King's Park State Hospital chapter meeting: 8 p.m., conference room, Bldg. 22, King's Park State Hospital.
- 8-9—Syracuse Region 5 meeting: Sheraton Motor Inn, Liverpool.
- 9—Syracuse chapter 37th annual dinner-dance: 6:30 p.m., Sheraton Motor Inn, Liverpool.
- 14—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
- 14—Rockland-Westchester Retirees chapter: Harvest House, Rt. 9W, Rockland Lake.
- 16—Central Islip State Hospital chapter annual dinner-dance: 8 p.m., Robbins Hall, Central Islip.
- 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.

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The Leader
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Latest State And County Eligible Lists

(Continued from Page 13)

224 Daly J Terryville	80.4
225 Walton J Bklyn	80.3
226 Hoemann R Mineola	80.3
227 Bonfiglio S Bklyn	80.2
228 Schlachter S NYC	80.0
229 Cardoza J Bklyn	80.0
230 Reidman O Bellerose	80.0
231 Jordan W Bklyn	80.0
232 Tabussi A Bklyn	79.9
233 Haberman M Arverne	79.9
234 Muldon R NYC	79.9

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, 12228; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

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

235 Victory E Syosset	79.9	272 Yellen E Bronx	78.7
236 McNamara T Bronx	79.9	273 Cannella J Bklyn	78.7
237 Ullmann F Middle Vill	79.8	274 Oregon T Bklyn	78.7
238 Tully J Woodside	79.8	275 Ward J St Albans	78.7
239 Titus R Jamaica	79.8	276 Randozzo F E Meadow	78.6
240 Amerige C Wantagh	79.8	277 Canonico M Chester	78.5
241 Giacalone M Glendale	79.7	278 Crowley G Bronx	78.5
242 Mulligan R Oakland Gdns	79.7	279 Traynor M Ozone Pk	78.4
243 Mulli J Bronx	79.7	280 Mosato C NYC	78.4
244 Coffey T Bronx	79.7	281 Gafren W NYC	78.4
245 Schwartz W Bronx	79.7	282 Grabkowitz S Jamaica	78.3
246 Bailey R Bklyn	79.7	283 Gurrier F Astoria	78.3
247 Merjanian J Bklyn	79.7	284 Bendoff I Centerach	78.2
248 Craiden J Bronx	79.6	285 Troeller J East Islip	78.2
249 Rosebaum E NYC	79.6	286 Gibbons T Bklyn	78.1
250 Palladino H Bronx	79.6	287 Neddleman I Bklyn	78.1
251 Iardo J S Ozone Pk	79.5	288 Aronofsky W Bronx	78.1
252 Murray E Greenwood Lk	79.5	289 Ryan H Maspeth	78.0
253 Kimelman N Bronx	79.4	290 Johnston K Selden	78.0
254 Yannece J Bayside	79.4	291 Ayler T NYC	77.9
255 Greaves T Hollis	79.4	292 Tammaro, P Yorktown Hts	77.8
256 O'Toole G Glen Head	79.4	293 McNulty R Bronx	77.8
257 Cecepe R New Hyde Pk	79.3	294 Brown C Bronx	77.8
258 Parham P K Babylon	79.3	295 Ferrantino A Staten Is	77.8
259 Coates S Bronx	79.2	296 Dibrienza J Staten Is	77.7
260 Sekel A Staten Is	79.2	297 Patcher S Bronx	77.7
261 James R NYC	79.2	298 Molan W Bklyn	77.7
262 Ryan R tStaten Is	79.1	299 Rennie J NYC	77.7
263 Puliochio E Bronx	79.1	300 O'Connor T Jackson Hts	77.7
264 Geis V Far Rockaway	79.1	301 McInerney J Bronx	77.7
265 Crawford T New Rochelle	79.0	302 Feurtalo M NYC	77.6
266 Pilgrim I Bklyn	79.0	303 Raguso S Bklyn	77.6
267 Ercolani H Bronx	78.9	304 Correa D Staten Is	77.6
268 Santaly F Lw Ranamoka	78.8	305 Childs H Staten Is	77.6
269 Mayes F Bronx	78.8	306 Cameron C NYC	77.5
270 Quinones S Bklyn	78.8	307 Kennedy W Bronx	77.5
271 Leibbrook P Massapequa	78.8	308 Contessa J Howard Beach	77.5
		309 Gulino F Stony Brook	77.3
		310 Lombardo E Woodside	77.3
		311 Seabile I Bronx	77.2
		312 Kasak S Flushing	77.2
		313 Goldman B NYC	77.1
		314 Connor A Queens Vill	77.1
		315 Gaynor M Bklyn	77.1
		316 Cohn W NYC	77.1
		317 Brickley R Bklyn	77.1
		318 Stein A Bayside	77.0
		319 Stein M Bronx	76.9
		320 Kraus J Bklyn	76.8
		321 Zukowsky E College Pnt	76.8
		322 Binn W Peekskill	76.8
		323 Cinsore G Bklyn	76.7
		324 Goffey J Bronx	76.7
		325 McManus E NYC	76.6
		326 Mandracchia M Bklyn	76.6
		327 Queen R Bklyn	76.6
		328 Regan J NYC	76.6
		329 Johns C Queens Vill	76.6
		330 Dabosso A NYC	76.5
		331 Desch W Woodside	76.5
		332 McDermott M Belle Harbor	76.5
		333 Farham D Springfld Gdn	76.5
		334 Reilly M Bronx	76.5
		335 Dubois R Flushing	76.4
		336 Kummer E NYC	76.4
		337 Krigger P Mr Vernon	76.4
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345 Stevens J Flushing	76.2	419 Morena A Elmont	73.6
346 Richards D Bronx	76.1	420 Novoa C LI City	73.5
347 Schwartz C Bronx	76.1	421 Affronti V NYC	73.5
348 Macaluso O Garden City	76.0	422 Lipuma G Bronx	73.5
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355 Carkins L Bronx	75.9	429 Tampon D Yonkers	73.1
356 Mecci P Lakewood NJ	75.8	430 Stubbs W F Elmhurst	73.1
357 Cox R Jamaica	75.8	431 Anderson A Bronx	73.0
358 Gerald V Bklyn	75.8	432 Kuskowski A New Hyde Pk	72.9
359 Desimone V Bklyn	75.7	433 Decicco G Bklyn	72.7
360 Otero C Bronx	75.7	434 Warren W Hempstead	72.7
361 Lafayette J Holtsville	75.7	435 Forgenie M Forest Hills	72.7
362 Carney F NYC	75.7	436 Finkel I Elmhurst	72.6
363 Spadotto R Bklyn	75.4	437 Scott I Jamaica	72.6
364 Taubert H Woodside	75.4	438 Schultz E Bayside	72.6
365 Etkin E Bronx	75.3	439 Bursillo C Staten Is	72.6
366 Resto H Bronx	75.2	440 Sorocki F Bklyn	72.6
367 Sullivan J Flushing	75.2	441 Sullivan P Bklyn	72.5
368 Savarese S Bklyn	75.2	442 Turner V Jamaica	72.4
369 Dunn E Woodside	75.2	443 Condrick L Lindenhurst	72.3
370 Gilaer G Bklyn	75.1	444 Connors E NYC	72.3
371 Gittleman D Lynbrook	75.1	445 Tonkin R Staten Is	72.2
372 Chennan M Bklyn	75.1	446 Garrette R Jamaica	72.2
373 Chadwick L Bronx	75.0	447 Eustace J Bronx	72.1
374 Dash J Bronx	75.0	448 Andrews H Staten Is	72.1
375 Robak P Manhasset	75.0	449 Geller S Bklyn	71.9
376 Rosenkeng E Bklyn	75.0	450 Miller Y Bronx	71.9
377 Nigro V Staten Is	75.0	451 Simon H Bklyn	71.9
378 Carty B Queens Vill	75.0	452 Berger H Yonkers	71.9
379 Blair V Bklyn	74.9	453 Hulst W New Hyde Pk	71.8
380 Kelly D Bronx	74.9	454 Toomer J Bronx	71.8
381 Jones I Bklyn	74.9	455 Providence C Bklyn	71.8
382 Balaban I Bklyn	74.8	456 Hurson J Comack	71.8
383 Tingling H Corona	74.8	457 Roberts C Staten Is	71.7
384 Duzoonian A Bronx	74.8	458 Berg H Bethpage	71.7
385 Ryan W Bklyn	74.7	459 O'Leary P Bronx	71.6
386 Tustin R Flushing	74.7	460 Joerner W Bronx	71.6
387 Fisher N Maspeth	74.7	461 Burch E Elmhurst	71.6
388 Walcott D Bronx	74.7	462 Burns E Bronx	71.6
389 Sileo M Rosedale	74.7	463 Clancy E Bronx	71.5
390 Iannuzzi J Lynbrook	74.5	464 Toma P Flushing	71.5
391 Strenberg A Freeport	74.5	465 Owens E Bklyn	71.2
392 Czelusniak A Bklyn	74.5	466 Jefferson T NYC	71.1
393 Dalesio A Bronx	74.4	467 Asolese R Bklyn	70.8
394 Baez H Staten Is	74.4	468 Hagan R Yonkers	70.8
395 Baid R Yonkers	74.4	469 Rorman K Yonkers	70.8
396 Murphy P NYC	74.4	470 Birner C Yonkers	70.8
397 Howfield U Elmont	74.3	471 O'Neill J NYC	70.7
398 Prescott A Bronx	74.2	472 Novello J Bklyn	70.7
399 Pope B Mr Vernon	74.2	473 Solomon M Bronx	70.6
400 Hamilton T Bklyn	74.1	474 Pollina F Staten Is	70.6
401 Doloff E New Hyde Pk	74.0	475 Duffy J Bklyn	70.6
402 Addeo J N Merrick	74.0	476 Ventura J Bronx	70.5
403 Pensabene D Staten Is	74.0	477 Bregenzler J Bronx	70.5
404 Howard G Kew Gardens	74.0	478 Ferrara J Bklyn	70.4
405 Flyn A Bronx	74.0		
406 Mennella T Val Stream	73.9		
407 Cascio W Queens Vill	73.8		
408 Lafauci A Bklyn	73.8		
409 Nason R Flushing	73.7		
410 Peckman S NYC	73.7		
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The Jan. 22 dinner of the CSEA County Executive Committee at Albany's Hyatt House became a testimonial for F. Henry Galpin, CSEA's former assistant executive director who retired last month after 22 years with CSEA. Shown here, from left, are: Joseph McDermott, Albany Region 4 president; Hazel Abrams, former CSEA fifth vice-president; Mr. Galpin; Thomas McDonough, executive vice-president; Dorothy MacTavish, statewide secretary; Jack Gallagher, statewide treasurer, and Irving Flaumenbaum, Long Island Region 1 president.

Galpin Is Honored At Albany Dinner



Arthur Bolton, chairman of the County Executive Committee, passes pleasantries with the guest of honor.



Joseph Dolan, CSEA's director of local government affairs, chats with Mr. Galpin at the Hyatt House event.

Syracuse Region Meets Feb. 8, 9

SYRACUSE — Richard Cleary, as president of Syracuse chapter of the Civil Service Employees Assn., will be host Feb. 8-9 to Richard Cleary, president of CSEA's Syracuse Region 5.

Mr. Cleary, who holds both of the similar sounding titles, will preside over the Region's business meeting on Friday and Saturday, and over the chapter's 37th annual dinner-dance Saturday evening.

The agenda for the weekend follows.

Friday, Feb. 8

1 to 3 p.m. — Regional Executive Committee and all chapter presidents meeting to select the committees for the region.

3:30 to 5 p.m. — Committee

meetings to be held in chairman's room (check posting when registering for members of committees).

8 to 10 p.m. — Mock negotiation session to be arranged by Dr. Diamond (for interest of both state and county delegates).

10 p.m. to ? — Social hour hosted by Onondaga County Chapter.

Saturday, Feb. 9

8 a.m. — President's breakfast — main dining room.

10 a.m. to noon — State delegates meeting on employees development and training program and tuition waivers, treasurer's seminar conducted by treasurer Jack Gallagher.

11 a.m. to 1:30 p.m. — County workshop and luncheon.

1:30 p.m. — General business meeting.

6:30 to 7:30 p.m. — Cocktail hour.

7:30 p.m. — Dinner-dance.

Alma LaNigra, dinner chairman, has selected the following committee members: Sally Bennett, Helene Callahan, Peg Kress, Helen Hanlon and Clare McGrath. Toastmaster will be Assistant Industrial Commissioner Raymond J. Moran and the principal speaker will be Assemblyman Leonard Bersani.



Abe Kranker, chairman of the CSEA legal committee, recalls highlights with the former assistant executive director.



It was family time, also, for the much-praised Mr. Galpin. From left are: Peter Meister, his son-in-law; wife Helene Galpin; Mr. Galpin, and Mary Ann Meister, the couple's daughter. The Meisters flew in from West Berlin for the occasion.

CSEA Ulster Survey

ALBANY — A story on the salary and classification survey of Ulster County employee in the January 15 issue of The Leader mistakenly stated that the survey is being conducted by Ulster County. It is being conducted by CSEA.

In an additional statement on this survey, William Blom, CSEA director of research, urged all county employees to return their questionnaires even though the January 25 deadline is passed.

According to Mr. Blom, questionnaires received in a reasonable amount of time after the deadline will be included in the survey in order to insure the most concise study of the situation possible. The return to date has been a disappointing 25 percent.

Mr. Blom also noted that the County had inadvertently failed to submit a list of community college employees to CSEA. This list is now being supplied, and CSEA will get the questionnaires directly to these employees, who are requested to return them no later than a week after they have been received.

Rome School Pact Agreed

ROME — The city's Board of Education has approved a 2-year contract with the school district's clerical employees, represented by Oneida County Educational chapter, Civil Service Employees Assn.

The contract grants a 5.5 percent increase in salary plus increments the first year and a 5 percent increase plus step the following year.

The contract also gives an extra day of vacation each year between the 11th and 15th year of employment, and sets a study committee to review a new salary structure, terminal leave plan and possible creation of paraprofessional positions.

Both sides had been in dispute on a contract, and on Sept. 17 the board conducted a legislative hearing under terms of the Taylor Law. But the CSEA and administrative negotiating teams returned to the table before a decision was rendered and came up with a compromise.