

Civil Service LEADER

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Central Conference Report

— See Pages 8 & 9



ORANGETOWN PACT OK'D — Representatives of Rockland County's Orangetown unit of the Civil Service Employees Assn., look on as Town Supervisor John J. Kromar signs official approval of a 1972 work contract for the Town's public employees. Highlights of the agreement include a maximum ordinary death benefit of \$20,000, inclusion of up to 165 accumulated sick leave days in pension computation, seniority rights and job security for non-competitive employees, and an in-service training program. From left are, Kromar, John F. Mauro, president of the Orangetown unit, and Edward E. Owen, unit secretary. Standing is CSEA field representative Joseph Sanchez.

Some To Get \$1,800

14 Thruway Aides Win Overtime Pay And Are Back On 37½-Hour Week

ALBANY—An impartial arbitrator has ruled that 14 New York State Thruway maintenance employees, whose working hours were arbitrarily increased by 2½ hours a week in the fall of 1969, be paid in cash for that time.

The arbitrator, William A. Toomey Jr., ruling on a grievance filed in 1969 by the Civil Service Employees Assn., said that the employees who had been working 37½ hours at the Elsmere garage and were forced to work 40 hours a week upon being transferred to the Albany Division garage, should be paid at the rate of time-and-a-half for all hours worked over 37½, since Oct. 1, 1969. Toomey also ruled that the employees be returned to a 37½-hour work week schedule, and be paid overtime for any hours worked in excess of the scheduled week.

A CSEA spokesman said that the back overtime pay could amount to as much as \$1,800 per man.

CSEA's Arguments

In filing the grievance, CSEA officials claimed that the employees were hired to work a five-day, 37½-hour week and that the transfer of the employees in the headquarters garage unit did not result in an appreciable change in the nature of the work they had performed. Toomey agreed, noting that the Authority had simply "moved the (headquarters) unit and the work performed by the unit from one physical location to another." He said, "The work has

remained the same . . ." and found that there was no integration of work forces or work (as contended by the Thruway) and, therefore, the employees had a right to expect that the same hours of work would continue for the same work in the same unit."

The grievance was filed in behalf of Charles Finn, representing employees formerly employed in the headquarters garage. Frederick C. Rlester of the law firm of DeGraff, Foy, Conway, and Holt-Harris; Theodore Dralle, shop steward; and Joseph P. Reedy, collective negotiating specialist, represented CSEA in the arbitration proceedings.

Inside The Leader

Nassau Raise In Danger
—See Page 3

Jefferson County Aides Mark Time — See Page 16

Eligible Lists

—See Page 15

CSEA Member Charges Frank Duane, of A&M, Harasses Union Men

A member of the New York City chapter of the Civil Service Employees Assn., working as a senior meat inspector in the State Department of Agriculture and Markets, announced last week that he was preparing a charge of unfair labor practice against Frank Duane, chief process meat inspector and director of the New York City program of the department.

The CSEA member, Abraham Libow, alleges that with Duane's approval, a active Association chapter delegates have suffered constant harassment on the job because of union activities.

Libow said top officials in the department's New York City offices refuse to respond to final agreement on a grievance procedure and, in general, do not engage in any normal communications to which union representatives are entitled.

"There is an overall attempt to ignore the contract negotiated between the Employees Association and the Department of Agriculture and Markets," Libow said. "We intend to see that this contract is honored and harassment of employees for union activities is stopped."

Replacement DA

John C. McDonald, of Ticonderoga, has been appointed Essex County district attorney for the remainder of the year. He succeeds Daniel T. Manning, Sr., who has been elected to Essex County Court.

Before Joint Committee

Wenzl Leads CSEA Team In Hearing On Mental Hygiene

ALBANY — Yesterday's warnings on the near collapse of basic treatment of patients in the State Mental Hygiene Dept.'s institutions for the mentally ill have become today's reality, Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., said here last week.

Dr. Wenzl led a team of 12 CSEA members who testified last week before a Joint Legislative Committee on Mental Hygiene, held in the Capitol Building here. He lashed out at innovative programs and budget cuts which were responsible for dangerously-reduced staffing in mental hospitals. This, he said, has brought basic care treatment in many of the larger institutions near "virtual collapse."

Heated testimony on employee morale and work conditions was given by other CSEA members.

A Royal Blast

Amos Royals, president of the CSEA chapter at Ward's Island Hospital, blasted the program of unitization in the institutions, charging that the decentralization going on in various institutions results in the hiring of top level staff while ignoring the needs of employees who directly work with the patients.

Royals attacked the spending of thousands of dollars on remodeling executive suites and offices, including the purchase of new furniture, central air conditioning and other luxuries, in carrying out the unitization.

"Comparatively speaking," said Royals, "breaking up Manhattan State Hospital into several separate facilities under the unitization program 'has resulted in five administrations with highly-paid bureaucrats doing what a single administration once did.'"

Royals spoke of understaffed wards where both male and female patients live and the problems that result: physical attacks on both patients and employees because of poor security, inadequate clothing, and the change in the admission policy which allows a patient, no matter how dangerous he is to himself or others, to "roam freely around the hospital."

Mrs. Julia Duffy, CSEA board member and president of the Pilgrim State Hospital chapter, talked of employees purchasing material with their own money to clean up their wards and also spending a great deal of their own money in buying little things, such as cigarettes and toilet articles, considered luxuries for the patients.

Mrs. Duffy, a head nurse, also

told the committee of the inadequate facilities for tuberculous patients who come in weekly from other institutions. She also criticized the Mental Hygiene Dept. administration for not directing its funds where they are most needed, pointing out that ward service personnel—not program analysts, assistant commissioners, deputies directors or other administrators—are needed.

The fiery Long Island CSEA (Continued on Page 14)

CSEA Membership Committee Meets

ALBANY — The statewide Membership Committee of the Civil Service Employees Assn. will meet this Friday at noon in the Venetian Room of the DeWitt Clinton Hotel in Albany.

The meeting was called to make final preparations for the committee's report to CSEA delegates at the March meeting at the Concord, according to Samuel Emmett, State Division, and Howard Cropsey, County Division, who serve as co-chairmen of the committee.

Other members of the committee are, State Division: Terry Dawson, John Schermerhorn, Dorothy Hall, William M. Kempsey, Peter Pavich, and County Division: Michael Sweet, Karen Herbst, James Mangano, Anthony Giannetti, and John Mauro.

Don't Repeat This!

Legislature Off To Slow Start

A N overpowering sense of **A** deja vu pervades the Capitol corridors in Albany, as the Senate and Assembly are each engaged in passing again bills approved by either House last year but not approved by the other House so that

(Continued on Page 6)

Social Service Aides Sought

Daily Filing Led By Typist, Steno

Daily filing remains in effect for a group of six City titles, many of them in the office work field. These are positions without deadlines.

Leading the list are stenographer and typist positions, both requiring practical exams.

Other openings are geared toward the social services: consultant in public health social work, for example.

In this category, too, are the posts of occupational therapist, physical therapist and psychologist. These particular jobs insist on advanced study and the professional certificate or license, generally issued by the State. Relevant experience is also called for. Total weight is given to training and experience.

Prior applications are not necessary. Rather, they can be submitted along with an Experience A Form at the time of applying.

Filing for such open-continuous jobs takes place at 40 Worth St., Manhattan, rather than at the usual Thomas St. address. No applications will be accepted after 11 a.m., emphasized a Personnel Dept. spokesman.

Those desiring the official exam notice may secure same at 49 Thomas St., Manhattan, during regular weekday hours, as indicated on Page 4.

Design Navigation Light

Highest Suggestion Award Shared By 3 State Men

ALBANY — Mrs. Ira H. Poston, president of the New York State Civil Service Commission, has announced cash awards totaling \$6,930 to State employees who contributed money-saving suggestions which will result in net first year savings to the State of \$163,730.

A \$6,000 cash award, the highest ever presented under the State's Employee Suggestion Program, will go to three State employees who jointly designed a more efficient and economical navigation light and developed an improved design for the buoys used to mark State waterways.

William J. Kiley, Waterford; Edward Bevelander, Bayshore, L.I., and Alex Gronvall, Schenectady, all of the Office of Parks and Recreation, will share in the cash award. The navigation lights and buoys produced according to their specifications cost approximately one-third as much as the equipment they replaced and have resulted in yearly savings which average from \$124,000 to \$148,000 a year.

Other top suggestion award winners were: M. Adelaide Morgan, Department of Motor Vehicles, Utica, who received an award of \$350, and Joseph F. Pickett, Sr., Education Department, Albany, received a \$100 award.

Clara Boone Earns Award

Awards of \$50 were presented to: Joan Greene, NYSIS, Albany, and James E. Vickers, Department of Transportation, Herkimer.

Awards of \$25 were received by: former CSEA Central Conference president Clara Boone,

Department of State, Utica; Carol Brown, Department of Commerce, Albany; Sarah L. Bruce, Department of State, Albany; Samuel R. Costantino, Department of Mental Hygiene, West Seneca; Joan D'Amico, Department of State, Albany; Stanley M. Graham, Department of Motor Vehicles, Albany; Newton L. Hazell, Narcotic Addiction Control Commission, Staten Island; John Kromhout, Department of Transportation, Babylon; William A. Minkler, Office of General Services, Albany; James V. Puccio, Department of Transportation, Buffalo; Donald Schumacher, State University, Albany; Warren L. Shapiro, Department of Correctional Services, Beacon; and Cortland R. Wenk, Department of Tax and Finance, Albany.

Awards of \$15 were presented to: Emily J. Engel, Narcotic Addiction Control Commission, New York; Elaine Novack, Narcotic Addiction Control Commission, New York; and Everett Shine-man, Division of Employment, Albany.

An award of \$10 was received by Eleanor Flagler, Department of Tax and Finance, Albany.

Certificates of Merit were received by Peter Basalyga, Office of General Services, Albany and Stanley H. Duma, Department of Transportation, Albany.

Keeping Records For A State Auto Shop Earns \$6M

Jobs are available around the State for motor equipment records assistants, who receive a salary of \$5,520 to \$6,564 with the Department of Transportation. For New York City area residents, a \$200 cost-of-living differential is also allotted.

The only requirements for application are either completion of a high school level auto mechanics course before July 1972, or three months of experience in automotive or diesel repair. Experience in clerical work in an automotive or equipment repair shop is also acceptable.

The filing deadline for this job is March 20. A written exam will be held on April 22, covering identification of automotive repair parts, arithmetic and record keeping.

A motor equipment records assistant handles clerical duties associated with equipment repair shops of the DOT. Scheduling equipment for preventative maintenance, handling emergency scheduling of repairs, maintaining repair records and preparing labor time cards should be expected, in addition to maintenance of parts stock.

See Page 4 for where to obtain more information or to apply for this State job. Request announcement No. 23-579.

TA Seeks Road Car Inspectors

Monday, March 6 marks the opening of open competitive filing for road car inspector, a Transit Authority post paying \$5.4725 an hour. Since candidates are rated in order of filing, early application is advisable.

Several vacancies currently exist for this title, in which one may be required to work day, evening or night shifts, including Saturdays, Sundays and holidays. Eligible lists are established periodically, and candidates are judged on the basis of their training and experience; no written exam is required.

The TA is looking for applicants with the following minimum qualifications: six years of full-time experience at the mechanic level performing repairs on multiple-unit electric railroad cars or diesel-electric locomotives. Experience in constructing, testing, inspecting or maintaining electromechanical equipment is also acceptable.

Experience Form A should be filled out, detailing training and experience. More information is available from the TA's main floor lobby application office, 370 Jay St., Brooklyn, N. Y. 11201. Filing is in person only, weekdays from 8:30 a.m. to 4:30 p.m. at this office. Application forms are also available from the N.Y.C. Department of Personnel, 49 Thomas St., in Manhattan. Announcement of Examination No. 0126 should be requested.

Experience Form A should be filled out, detailing training and experience. More information is available from the TA's main floor lobby application office, 370 Jay St., Brooklyn, N. Y. 11201. Filing is in person only, weekdays from 8:30 a.m. to 4:30 p.m. at this office. Application forms are also available from the N.Y.C. Department of Personnel, 49 Thomas St., in Manhattan. Announcement of Examination No. 0126 should be requested.

A.V. Aides Summoned

Forty-seven applicants for audio-visual aide technician have been called for a qualifying physical exam to be held on March 14. This is one of the last steps in open competitive examination No. 1066.

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 Taxes & Gratuities \$ 10
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K-3056 May 25-May 29
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 Taxes and gratuities \$ 15
 Single \$ 15
 Air only \$165
 Price includes: Jet air transportation, twin-bedded rooms with bath, Continental Breakfast daily, half-day sightseeing tour of London, one theatre ticket and hospitality desk.

- LISBON (Portugal)** 4 Days/3 Nights
K-3065 May 25-May 29 Via Jet Airliner
 At the luxurious ESTORIL SOL HOTEL\$239
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 Air only \$170
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 *from Buffalo\$204 plus taxes

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K-3155: MISS DELORAS FUSSELL, 111 Winthrop Ave., Albany, N.Y. 12203. Tel. (518) 482-3597 (after 6 P.M.).
K-3056, K-3001, K-3065: MR. SAM EMMET, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel. (212) 868-3700.

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Poughkeepsie CSEA Scores Points On Rehiring Of Aides

POUGHKEEPSIE — The City of Poughkeepsie unit of the Civil Service Employees Assn. has ratified an agreement concerning the layoff of employees under the 1972 operating budget and the possible reinstatement of these persons during the year.

The agreement was passed by "an overwhelming majority" of the approximately 50 CSEA members who attended a recent meeting, according to Gerard Reilly, unit president.

According to Reilly, the agreement will become official when signed by him and John C. F. Gelb, acting city manager.

The approval of the agreement comes after several weeks of negotiations between city officials and representatives of the municipal, regional and State chapters of the Association.

Among the points outlined in the agreement are procedures by which those persons dismissed as of Dec. 31 can return to employment with the city.

Constant Review

It reads, in part, "The parties agree that the city will contin-

uously review and reappraise its financial and budgetary position throughout the year and in particular to scrutinize the same on a continuing basis in order to determine whether or not surpluses will or may become available.

"In the event such surpluses become available, it will in its discretion recreate positions and/or services giving priority to those employees previously laid off . . ."

The agreement provides that employees who were laid off and are able to return to work for the City will be reinstated rather than rehired, where permitted by law. Reinstatement will allow the employee to retain seniority rights and to return to a post equal in rank to the one he held at the time of the layoff.

New 'Masterplan' For CSEA Members Draws

ALBANY — Response to the new auto and homeowners' insurance plan program recently offered state-employed members of the Civil Service Employees Assn. is running heavy, officials of the plan revealed late last week.

At Leader presstime, with the new coverage available only a scant two weeks, upwards of 13,000 requests for premium quotations had already been returned to service offices of the underwriters, The Travelers.

A Travelers' spokesman noted that a surprisingly large number of requests were being made in person on a "walk-in" basis at the company's service offices. He encouraged the practice as the most direct, immediate way to exchange the information necessary in each, individual

case.

Under the new program, called CSEA Masterplan, eligible CSEA members may now purchase—through payroll deduction—insurance coverage for automobiles, homes and, for those who rent, tenant's policies. Either of the coverages may be bought individually with various options available within each type of coverage.

The mass purchasing aspect of the program makes possible

(Continued on Page 16)

Southold Unit Contract Shows Newer Benefits

SOUTHOLD — The Southold Town unit of the Suffolk chapter, Civil Service Employees Assn., has signed a one-year contract for 1972 bringing new benefits and pay increases.

Major provisions bring:

- Fifteen days vacation after eight years, and 20 days after 12 years.
- Four days bereavement leave.
- Two-man crew for emergency calls at time and one-half.
- One day personal leave.
- Pay increase bringing laborers to \$3.85 per hour.

Laborers were paid \$2.85 when the employees organized a CSEA unit in 1968.

Members of the negotiating team were: unit president Henry Tyler, George Capon, Paul Gratian and Walter Bondarchuk. They were assisted by CSEA field representative Irwin M. Scharfeld.



ALL TOGETHER — New directors of Nassau County Medical Center unit of the Nassau chapter, CSEA, pose with chapter president Irving Flaumenbaum, wearing eyeglasses and standing, and new unit president John Geraghty, left of Flaumenbaum. They are seated, from left, Leo Reiss, Susan Campbell, Leona Vanderhayden, Lucille Colognion, Elizabeth Heiter and Frances Schaefer, and standing, from left, Peter Guadagno, John Remuzzi, hospital administrator Edward Rosasco, Geraghty, Flaumenbaum, Don Dunakey, Frank Molinelli and Frank Schaefer.

Flaumenbaum To Washington As Pay Board Blocks Raise

(From Leader Correspondent)

MINEOLA — A notice from the Federal Pay Board that it may disallow the hard-won Nassau County settlement set the stage for a showdown meeting in Washington, D.C., on Feb. 22, with the County and the Civil Service Employees battling to save their contract, it was learned at Leader presstime.

Both Irving Flaumenbaum, president of the 17,000 member Nassau chapter of CSEA, and Thomas DeVivo, Nassau County's chief budget officer, opposed the threatened Federal move.

Flaumenbaum said CSEA would go to court if necessary to block the move, but expressed hope that this week's conference would produce agreement that the settlement is valid.

The Pay Board notice to Nassau County cited guidelines of Feb. 8—one month after the settlement—that held that increments are to be considered as part of the package that must come within anti-inflationary limits.

At the time of the settlement,

however, a ruling by the Board had specifically excluded increments.

The Nassau workers had settled, after a stormy 30 weeks of negotiations, for a five percent cost-of-living adjustment and fringe benefits in addition to their normal increments.

Flaumenbaum asserted: "The Pay Board is trying to change the rules after the game is over. No judge would uphold such tactics. The County agrees with us on this."

Other Shadows

The action casts a shadow over hundreds of other contract settlements being faced by CSEA throughout the State.

Flaumenbaum was accompanied to Washington by regional counsel Richard C. Gaba, John Keating, of the Nassau CSEA negotiating team and a lawyer from the Albany Headquarters staff.

It was hoped that the Pay Board question could be disposed of in time to permit adoption of the new salary plan as scheduled at the Feb. 28 meeting of the Board of Supervisors and the inclusion of the extra pay in checks starting March 9. A retroactive payment by separate check for the February pay period had been arranged to follow by April 10.

Stony Brook Unit Blocks Night Shift

STONY BROOK — The Stony Brook University chapter of the Civil Service Employees Assn. has succeeded in averting a planning shift to night work for 13 custodial employees.

Chapter president Albert J. Varacchi headed a delegation which conferred with Clifford Decker, director of physical plant, and emerged with the day shifts intact.

Employees had argued that the proposed night shift work threatened their normal family lives and was a special hardship on those women employees who have families. In addition, it was argued that the night work presented physical hazards, and that seniority had been ignored in tapping the personnel for the proposed shifts.

The negotiating delegation consisted of Varacchi, CSEA field representative Nicholas Polcino, grievance committee chairman James Kenniff, and Elsie Owens and Minnie Lee of the custodial staff.



PARTY TIME — Civil Service Employees Assn. Oneida County chapter's recent party at Twin Ponds Golf and Country Club attracted 400 members and guests, including statewide CSEA president Theodore C. Wenzl, standing second from right. Others in picture, seated, from left, are Grace Bendix; Ms. Phillip Caruso; Ms. Louis Sunderhaft, Lillian Stanbrook, and Ms. Nicholas Cimino. Standing, from left, are Roger Solimando; Felix Palezynski, unit president of Utica chapter; Phillip Caruso, president of Utica chapter; Ray Pritchard, president of Rome State School chapter; Louis Sunderhaft, president of Oneida County chapter; Louis Eddy; Dr. Wenzl; Nicholas Cimino, president of Transportation chapter. Chairman of event was Harry Thompson, with co-chairmen Lieut. Henry Haas and Frank Argento. Other committee members were Virginia Moskal, Teddy Kowalszyk, Jean Coluzzi, Beatrice De Sanits, Louis Eddy, and Roger Solimando. Principal speaker was Dr. Rolf H. Monge. Gerald Bochlert was toastmaster for the evening, and the Reverend Donald J. Moskal gave the invocation. Among the guests were former Utica Mayor Dominick Assaro, Rome Mayor William A. Valentine; former County Executive Harry Daniels, and CSEA third vice-president Richard Tarmey.

Home Economist Trainees May Find City Jobs

College graduates with 30 credits in home economics fields are sought by the City for the title of home economist trainee, a one-year position which leads to automatic advancement to the job of home economist.

Home economics courses must have included at least one course each in foods, clothing and textiles, family economics, and family relations/child development. These requirements may be met by the last date of filing, which is March 22.

Home economist trainees are paid \$8,600 per year. Presently there are two vacancies with the Department of Social Services. Under close supervision, these trainees work in the field of home economics in a social service center, children's or adult program.

Training and experience will be the only criteria used to

evaluate applicants; no written test is required. Candidates should submit Experience Form A for this post, which is listed as Examination No. 1177. For more information and where to apply, see Page 4 of The Leader.

Install Officers At Ballston Spa

BALLSTON SPA—At the regular monthly meeting of the Ballston Spa Central School unit of the Civil Service Employees Assn., unit officers were sworn in by Saratoga County chapter president Edward Wilcox.

New unit officers are John McMillin, president; Margaret Boswell, vice-president, and Wallace Bouchard, secretary-treasurer.

Wilcox spoke briefly on the value of establishing strong and active committees to maintain an interesting unit. The actual meeting focused on the value and correct usage of personal leave.

Admin Associate Prom Exam Slated For May; Filing Opens March 2

A promotional exam for administrative associate has been slated for May 13, the City Personnel Dept. has announced, with filing to be conducted from March 2 through March 22. Many City departments and agencies will be affected.

This \$10,650 post is open to City employees holding the title of administrative assistant (with or without specialty), head clerk (District Attorney's Office), assistant methods analyst, mortgage tax examiner, personnel assistant or senior satisfaction clerk for at least three months. Rule X titles equated to the above Rule XI titles are also eligible, although Rule X standing must be forfeited upon appointment.

The written test, of multiple choice questions, will cover budget preparation and administration, government operations, mathematical reasoning, chart interpretation and supervisory skills. This exam, weighted 70 percent of the candidate's final score, will be supplemented by 15 percent weight given to seniority.

For details of job duties and how to apply, contact the Department of Personnel at the address listed on Page 4.

Exam Postponed

The date of the written test for promotion to administrative manager (Exam No. 1656) has been changed from April 8 to May 13, 1972, the City Civil Service Commission announced.

LEGAL NOTICE

At a Special Term, Part I, of the Supreme Court of the State of New York, held in and for the County of Bronx, at the Courthouse in said County, on the 25th day of January, 1972.

PRESENT: HON. BIRDIE AMSTERDAM, Justice.

In the Matter of An Application for the Judicial Dissolution of VERTICALS INC., A domestic corporation. Index No. 6325/72. — ORDER TO SHOW CAUSE.

Upon reading and filing the petition of M. Klahr, Inc., in which he alleges that he is the owner of one-half of all outstanding shares of Verticals, Inc., entitled to vote in an election of directors of Verticals, Inc., a domestic corporation having its office located in Bronx County, for dissolution of said corporation under the Business Corporation Law, duly verified on January 21, 1972, from which petition it appears that the case is one for dissolution as specified in the Business Corporation Law;

And if further appearing to the satisfaction of the Court from said petition that the shares of such corporation are equally divided;

And the petitioner having prayed this Court for temporary relief pending the hearing hereon, and due cause appearing therefor;

LET Verticals Inc., and all persons interested in said corporation show cause before a Special Term Part I of this Court to be held at the Courthouse at 851 Grand Concourse in the Borough of Bronx, City of New York, on the 28th day of February, 1972, at 9:30 o'clock in the forenoon of that day, or as soon thereafter as counsel can be heard, why the said corporation should not be dissolved; and it is

ORDERED, that a copy of this order be published by the petitioner at least once in each of the three weeks immediately preceding said 28th day of February, 1972, in The New York Law Journal and Civil Service Leader, newspapers published in the County of Bronx; and it is further

ORDERED, that a copy of this order and the papers upon which it is based be served personally by the petitioner on Techtron Building Products Co. Inc., and a copy of this order be served by the petitioner on the State Tax Commission at its office and on the persons named in the petition personally at least ten (10) days before the said 28th day of February, 1972, or by mailing a copy of this order to the aforesaid post office prepaid, at least twenty (20) days before the said 28th day of February, 1972, addressed to the person to be served at his last known address and as shown in the annexed petition and that a copy of this order and the petition shall be filed by the petitioner within ten (10) days after the entry of this order with the Calendar Clerk of the Supreme Court, County of Bronx.

ENTER
/s/ Birdie Amsterdam
Justice of the Supreme Court
Frederick L. Soha
Attorney for Petitioner
Office Address
500 Fifth Avenue
New York, N.Y. 10036
Oxford 5-0150

Free Tuition 200 Office Jobs In City Colleges

Two hundred vacancies are waiting to be filled in the New York City Board of Higher Education by high school graduates with two years of office experience or a year of college. The filing period for these jobs, which pay \$6,600, is set for March 2 through March 22.

For both jobs, college office assistant A and college secretarial assistant A, candidates must be able to type 35 words per minute with a maximum of 8 errors in five minutes; to determine this, a qualifying typing test will be conducted. In addition, a written test of multiple choice questions relating to college office work will be held. Knowledge of English usage, job situations, letter writing, filing, coding, reading comprehension and understanding of charts will be covered on this test, tentatively set for April 22. Passing score is 70 percent.

These positions are open in municipal colleges; duties include specialized office and secretarial tasks in connection with the educational process.

A special benefit of these positions is that, after six months on the job, incumbents will not

have to pay tuition for any undergraduate courses they choose to elect at colleges under Board of Higher Education jurisdiction. How to apply is detailed below.

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m. Saturday hours have been suspended.

Application blanks are obtainable free either by the applicant in person or by his representative at the Department of Personnel. Telephone 566-8700.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

The Personnel Dept. Application Section on Thomas St. is two blocks north of Chambers St. Those lines having Chambers St. stations are 7th Ave. IRT and 8th Ave. IND. The closest Lexington Line stop is at Worth St.; for the BMT, at City Hall.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; these offices are open on weekday only.

Judicial Conference jobs are filled at 270 Broadway, New York City.

After 5 p.m., telephone (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain applications only in person at the offices of the New York State Employment Service.

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza at Dyane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop. Federal titles are usually open-continuous.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Nominations Due For State Fund Chapter Officers

Nominations for officers of the State Insurance Fund chapter of the Civil Service Employees Assn. must be submitted by Feb. 25, according to Randolph V. Jacobs, chairman of the nominating committee.

Jacobs, who was recently appointed to the position by chapter president Vincent F. Rubano, will be assisted on the committee by Rita Eisinger and Herbert Jacobs.

The biennial election is scheduled for March 1972. Nominations are being accepted for the following offices: president, first vice-president, second vice-president, recording secretary, corresponding secretary and treasurer.

Sewage Workers Called

More than 2,000 candidates for open competitive exam No. 1071 for the title of sewage treatment worker have been called to take the written test; 2,241 candidates were summoned to appear on Feb. 26 for this exam.

Investigators Investi.

The attrition rate for open competitive exam No. 1068, investigator, was fairly high last week, as the City Board of Examiners disqualified 171 applicants from eligibility for this title; 870 applicants have received list notices of eligibility.

Exec. Reclassified

Mayor John V. Lindsay has approved the change in the status of City post of executive director to the Environmental Control Board, removing this job from the career and salary plan.

Salary for this post is now fixed at \$13,100 per year, under the provision of the managerial pay plan and/or the executive pay plan. The job is now established in the classified service rank of City titles.

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Innovation, Effort Pay Off For 147 Postal Employees

Cash awards and certificates of merit were awarded to 147 City Postal employees during January, it was announced last week by officer in charge George J. Hass, in recognition for outstanding performance and valuable suggestions.

Under the New York Post Office's Incentive Awards Program, these employees from the five boroughs were rewarded for superior work and various innovations in postal procedure that will save an estimated \$29,300 for the Post Office. Individual cash awards mounted as high as \$250.

Manhattan employees receiving suggestion awards were James P. Patten, Erich G. Henke, Sidney Shapiro, Harry O. Libson, Rosalio B. Robles and Joseph P. Sala.

Special achievement awards were granted to Manhattan employees Grafton S. Trew, Paul W. Bowler, Francis J. Byrnes, Herman Nunnally, Lester M. Rouse, Paul Zucconi, Harry Greenberg No. 6, Elpidio C. Rodriguez, John C. Tolver, Charles Trmal, Mary L. Mayfield, Gabriel R. Talavera and Charles U. Belfrum.

Bronx employees rewarded for outstanding performance were Abraham Kronenfeld, Joseph V. Celentano, Manuel Jacome, Jr., Carlos Maldonado-Estrada, John J. Murray No. 3, Miguel A. Sede, Albert Stark, Michael A. Vernale, Jack M. Weiss, Peter S. Falli, Charles N. Hill, Harold Kohn, Louis J. Kusy, Hector M. Llanos, Felix R. Quintero, Gilbert W. Reeh, Arthur L. Reinertsen, Joseph P. Taranto, Dina Vazquez, William W. Pettis, Lacy R. Lawrence and Luis Rodriguez No. 3.

Awards for adopted suggestions went to Bronx employees Jacob Eichenholtz, Louis P. Ballerini, Vincent V. Gabson, Irving Shatz, Seymour S. Spiegel, Juan E. Ramirez, Morton Brooks, Victor P. Leidman, Virginia S. Miller, Joseph S. Fortunato, Stanley D. Elsdorfer, Michael Gelber, Bert L. Griffin, James A. Johnson, Andrew J. Penachio, Philip Perisky and Anthony A. Vricella.

Brooklyn employees who received awards for superior service were Louis Cear, Anthony Ferrigno, Leon L. Scotto, Pejsach Smuschkowitz, David Warner No. 1, Walter Worsley, Ira L. Yemmans, Salvatore Attanasio, Leo N. Klein, Herman W. Foell, Thomas J. McNamara, John H. Carmody, Max Cohen No. 14, Alfred J. Ghlanda, Irving Lenowitz, William J. Saunders, Benny Mirabile, Theodore C. Ritzle and William A. Sisk.

Awards for adopted suggestions went to the following Brooklyn employees: Walter Sims, Joseph R. DiChiara, Frank J. Byrnes, Robert J. Walsh, George J. Barasch, Max Abraskin, Harold Altman, Saverino B. Scotti, Benjamin Fried, John LaGreca, Paul Carbone, Usher Durst, Dalla Kuzmitsky and Robert J. Pollina.

Queens employees receiving awards for outstanding performance were Samuel M. Eisenberg, Bernard Blance, George Carrall, Eugene C. Mitchell, Lawrence Newman, Saul Rafson, Frank P. Serio, Michael J. Vrazo, August J. Bellino, George Bloom,

**FIRE FIGHTERS FIGHT FIRES
... NOT PEOPLE**

Frederick M. Carl, George R. Coburn, Emil Peifer, Luis E. Fernandez, Paul J. Harris, Frances L. Hayes, Clayton A. Joseph, Herman Kornbluth, Daniel Logan, Louis G. Moller, Jeronimo Rodriguez, Eddie Smalls, Fred Padovan, George A. Myers, Norman E. Duffy, Leon E. Johnson, Jr. and John Klimowich.

Awards for adopted suggestions went to these Queens employees: Alan Barr, Jesse W. Hopkins, James C. Doran, David Kalugin, Albert Eisenmeyer and Max Schneir.

The following Staten Island employees received awards for outstanding performance: Howard D. Hett, Vanis W. Trapp, William Willner and Blaggio A. Scuderi.

Two Staten Island employees were rewarded for adopted suggestions. They are Anthony Palazzo and Anthony J. Camera.

City's Need For Additional Stenos Keeps Walk-In Aloft

A substantial need for stenographers has been cited by various City agencies, causing the City Personnel Dept. to continue scheduling daily walk-in practicals for the positions.

Room M-10, at the 40 Worth St. offices of the Department, provides the test site. Walk-in candidates, if successful, can start off at \$5,600 and go up incrementally to the \$7,550 plateau. In addition, chance for promotion arise periodically to the senior steno level; salaries there run \$6,000-8,500.

New duties have recently been inserted into the steno job description. Most relate to secretarial chores, such as the operation of office machines.

The other major change involves citizenship. Formerly, an applicant needed only to pledge the desire for American citizenship, but now must be a U.S. citizen prior to taking the exam.

Few Qualifications
Aside from citizenship, few other standards have been erected. Neither age, experience nor education will be invoked in

Little Experience Needed For Many Post Office Jobs

Jobs as mail handler, which has no training or experience requirements, are open for application at any time with the U.S. Postal Service in Manhattan. In addition, some experience as custodian, garageman or motor vehicle operator may land applicants a Post Office job in one of these titles.

Applicants for mail handler need present no experience, and anyone at least 17 years old may apply for this job, which pays from \$7,290 to \$9,688 a year for regular employees; substitute employees are paid from \$3.63 to \$4.82 an hour.

Two tests must be taken for this job. The written test, approximately two hours in length, tests address checking, following oral directions and the understanding of words. The strength and stamina test, given after passage of the written exam, requires the lifting and manipulating of sacks weighing up to 70 pounds.

Candidates for custodian with the Manhattan Postal Service will be rated on their experience in using hand or power cleaning equipment, ability to handle weights and loads, and ability to work relatively independently. There is no written test.

Custodians are paid \$6,097 a year. Age requirement is 18 years, or 16 years for high school graduates. In general, there is no

age limit.

Prospective garagemen with the Postal Service must show ability to service trucks, help mechanics, and to work independently. In addition to being rated for training and experience in this area, candidates must take a written exam testing comprehension of written instructions. As duties include servicing, lubricating, cleaning, and driving trucks to and from the garage, applicants must have a New York State driver's license. They will also be required to pass a road test for a Government li-

cence and must demonstrate a safe driving record. Applicants must also be at least 18 years of age.

Starting salary for garagemen is \$3.63 an hour.

One year of full-time experience driving trucks or buses of at least 11-passenger capacity will qualify a candidate for a motor vehicle operator. Applicants are rated on their training and experience, and ability to drive safely under local driving conditions. A road test and written exam will be given as well.

Applicants must have a New York State driver's license by the time of appointment, and must be at least 18 years of age. Salary starts at \$3.90 an hour.

Applicants for any of these jobs (located in Manhattan only) should apply to the U.S. Postal Service Examination Section, 1980 Broadway (at 67th St.), or to the General Post Office, Rm. 3506, 380 W. 33 St. in Manhattan. Additional information is also available at these locations.

4 Fire Department Promotions Made

Fire Commissioner Robert O. Lowery last week announced the promotion of three men to Captain, and one to Battalion Chief in the New York City Fire Department.

Former Captain John J. Walsh, of Engine 234, was promoted to Battalion Chief.

These former Lieutenants were raised to the rank of Captain: Russell E. Farewell, Engine 88; Michael J. Caholl, Engine 88, and William A. Will, Rescue 1.

The promotions were all effective on Feb. 19.

Batterymen Out

The New York City Civil Service Commission last week voted to cancel open competitive exam No. 7013 for batteryman. Filing for this title is now closed until further notice.

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TUESDAY, FEBRUARY 22, 1972

A Fresh Note

FOR a change, it was refreshing last week in Syracuse to hear a Republican legislator, Assemblyman Leonard F. Bersani, declare publicly that "I don't think we (the Legislature) should shut the door on your legitimate demands and negotiations because of our budget problems."

The Onondaga legislator was speaking to a group of public employees attending a meeting of the Civil Service Employees Assn. Savings will have to be found then in the State's budget, he declared, to meet the State's increased costs.

We sincerely hope the Assemblyman can influence a good many of his co-legislators in the GOP to start making some similar pronouncements. It is certainly a good sign when a breath of fresh air on benefits for civil servants comes from the Onondaga area, a county hardly known for championing the cause of State employees.

Pressure Building

CIVIL Service organizations in New York City and throughout the State are certain to start generating some pressures in the Legislature soon if some positive action is not taken on getting pension measures out of the hands of a so-called special committee and back onto the floors of the Senate and the Assembly where they belong.

No one in public employment has been fooled into thinking that this special committee intends to do anything about retirement legislation this session. The committee's first report, which the Civil Service Employees Assn. tore to pieces, was nothing more than a rehash of a previous report made by another commission.

All right! Let's point it out again. This happens to be an election year, and a hot one at that. Civil servants have taken enough of a beating the past 18 months and they are certainly going to show their resentment at the polls.

'Civil Service Power' is now a reality. Let those who doubt it take their chances next November.

Questions and Answers



Q. My uncle is receiving a special payment of \$46 a month although he never worked enough under social security to qualify for regular payments. When he dies, is there a death payment payable?

A. No. This special payment is paid from general revenue funds of the U.S. Treasury. The law does not provide for a lump sum death payment when these special payments are made.

Q. I will be 65 in four months. I plan to work until I am 65, and I earn over \$5000 a year. When should I file for my social security benefits?

A. You should file your application 3 months before you are 65. This will give the Social Se-

curity Administration time to process your claim before you are 65. It will also assure you of being covered by Medicare the month you attain age 65.

Q. I am 15 years old, unmarried, and going to college full time. My father died last month. Can I draw social security benefits?

A. Yes. However, you must file an application with your social security district office before any benefits can be paid.

Q. I started drawing widow's benefits at age 60. Now I'm 65. Can I file on my own record?

A. Yes. If benefits on your own record are higher, you would get a raise.

Don't Repeat This!

(Continued from Page 1)

bills could be sent to the Governor for approval or veto.

It is this kind of legislative concentration on old chestnuts of legislation going nowhere that provoked Senate Minority Leader Joseph Zaretzki and Assembly Minority Leader Stanley Steingut to describe the present session as a "do nothing" Legislature. According to the Democratic legislative leaders, "We are in the seventh week of the 1972 session and nothing of any consequence has been done."

Zaretzki and Steingut see the slow pace of the Legislature as part of a "master plan put together by the Republican leaders to do nothing of any importance in 1972, close down the Legislature as soon as possible, and to ignore the pressing problems facing the people of the State."

Curiously enough, Democrats are not alone in their concern over the seemingly comatose state of the legislative process. Republican members are also grumbling about the snail's pace of activity, but are obviously not as vociferous as are their Democratic colleagues in publicizing their displeasure. Many of the legislators have moved into their new offices on the Albany Mall, in the building called NLOB (New Legislative Office Building) by the legislative leaders, but irreverently called by the members SLOB (State Legislative Office Building). Yet not even the plush new offices have removed the feeling of restiveness among the members.

Two-Year System

Some of this feeling is generated by the fact that this is the first year that the Legislature is working on a two-year bill system, that is, all bills introduced last year that have not been disposed of in the previous session remain alive for the current session. As a result, legislators, who in the past years had been kept busy during the early weeks in the session reintroducing their favorite bills, and getting out releases on them for the benefit of their constituents and local newspapers, found this year very little to do.

Another factor that contributes to legislative lethargy is the fact that problems of State taxation and revenues for the coming fiscal year were substantially disposed of during the special session of the Legislature that was convened after Christmas. Implicit in the call of the session and the action taken is the fact that the State is on the verge of fiscal bankruptcy. Under the circumstances, legislators are reluctant to sponsor with any degree of vigor, programs that involve expenditures.

At best, the State budget is precariously balanced by hopes for substantial Federal aid and by optimistic estimates of revenues next year under the existing tax structure. Any adverse reaction with respect to either Federal revenue sharing or in the state of the economy will unbalance the budget and produce another fiscal crisis. No legislator is prepared to advocate further expenditures in light of the fiscal situation. Introduction of bills calling for increased expenditures would at best be acts

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Rules Cannot Violate Rights

THE NEW TREND in hair styles has resulted in a State Supreme Court decision upholding a public employee's constitutional right to maintain his hair in the so-called "mod" style. John Hunt, a volunteer fireman was suspended from the Fire Department of the Massapequa Fire District for failing to adhere to the standards of hair, sideburns, mustaches, and beards as prescribed by the Board of Fire Commissioners of that district.

THE RULE which governed all members of the Fire Department was: "A) Hair must not touch collar; B) Sideburns must not extend below the ear; C) Mustaches must be neatly trimmed not extending below the lower lip; D) No beards allowed." Hunt was suspended for one year on the grounds that his hair length and sideburns violated provisions A and B. He contended that such provisions violated his constitutional rights and asked the Court to order his reinstatement.

THE BOARD contended that when Hunt became a member of the Fire Department, he agreed to abide by its rules, regulations and by-laws, and that he had no constitutional right to be a fireman. It also justified the regulation on the grounds that it is necessary to create a uniform appearance among firemen of the Department and in the public interest.

THE COURT noted that while the Board may promulgate such rules and regulations for the effective conduct of the departments within its district, those rules and regulations are subject to applicable constitutional limitations. A rule which denies or unreasonably limits a constitutional right of a public employee is invalid — not because there is a constitutional right to public employment, but because the constitutional rights of all citizens, public employees included, may only be restrained for a reason rationally related to the public interests which sufficiently benefits the public interest to justify the infringement of the employee's constitutional right and for which there exists no other course less destructive of that right. Just because public employment may be denied does not mean it may be subject to unreasonable conditions, or that it may be granted subject to waiver of the employee's constitutional rights. Thus, the Court said that Hunt's promise to obey Department rules must be read as requiring only that he comply with rules not in violation of his constitutional rights, and not as a waiver of such rights. (Hunt v. Board of Fire Commissioners, 327 NYS 2d 36, Sup. Court, Nassau County.)

WHILE THE COURTS have been wont to intervene in cases involving the military and hair length, such practice has stemmed from a reluctance to meddle in military matters on account of its recognized expertise as to what the requisites for discipline are. On the other hand, the Board, in its presentation, suggested no analogy to the military situation. It failed to suggest why such discipline is needed in the Fire Department or in what way hair style interfered with such need. As previously noted, a compelling reason is required to justify the abrogation of a constitutional right. The Board failed to meet that burden.

FINALLY, THE Court went on to examine whether choice of hair style was indeed a protected right under the constitution. The courts had previously held that there is such a constitutional right, and justified it under the First, Ninth, or Fourteenth Amendments. The Court, in the Hunt case, held such a right exists as a matter of substantive due process.

THE TESTS for whether or not a substantial enough justification exists to regulate hair style would seem to be based upon factors relating to safety. Had the Board been able to indicate that excess hair length interfered with safety, sufficient justification might have been found to allow the regulation. Similarly, had the Department been able to substantiate how variations in hair length causing some decline in uniformity of appearance adversely affected public confidence and respect in the Fire Department, Hunt's suspension might have been sustained.

(Continued on Page 7)

of futility.

Zaretzki and Steingut are probably correct in their estim-

ate that this session of the Legislature will be relatively short and largely unproductive.



RESTRUCTURING MEETING — Phase II of Restructuring committee's task to streamline Civil Service Employees Assn. got under way recently with meeting in Troy, first of a series of such meetings to enable committee to make its presentation at March statewide delegates meeting at Concord. Seated, from left,

are Howard Cropsey, Ronald Friedman, Joseph Lazarony, chairman and statewide second vice-president A. Victor Costa, and George Koch. Standing are Ernest Wagner, John Adamski, Sam Mogavero, S. Samuel Borrelly, Jack Weisz, CSEA assistant director of research Tom Coyle and director of research William Blon.

CSEA Seeks Ed. Director

March 1 marks the deadline for application for an administrative position with the Civil Service Employees Assn., which is seeking a director of education and membership recruitment in its Albany headquarters.

The largest public employees labor organization in New York State, the CSEA offers a salary of \$14,915 to \$17,219 for this post, which entails the planning and directing of training and membership recruitment programs with the CSEA staff as well as local chapter and unit leadership from around the State.

Minimum requirements asked by the CSEA are a E.A. degree with specialization in labor relations, education, or an administrative field, plus at least four years of responsible experience in one of those areas.

Candidates should contact Joseph D. Lochner, executive director, Civil Service Employees Assn., 33 Elk St., Albany for applications and further information.

R.R. Watchmen

While 888 applicants for railroad watchman have received notices of eligibility, a large number of candidates (671) for this open competitive exam No. 1056 failed the written test.

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◆ ◆ ◆ Letters To The Editor ◆ ◆ ◆

Says Court Officers Needed For Security

Editor, The Leader:

I wish to complain about the presence of police officers in the courtroom and the shortage of uniformed court officers.

I am a uniformed court officer in the Bronx Criminal Courthouse at 162nd St. and Washington Ave. Here we have what are called 'house cops' working in the courtrooms handling prisoners. They have been doing this as long as I have been there. Police officers are not hired to be responsible for the security of prisoners in the courtroom. Court officers are.

Court officers perform numerous duties in the courtroom. One of our major responsibilities is the handling of prisoners. This duty is usurped by police officers. Some of these officers are on light duty and, therefore, not allowed to work as patrolmen but are permitted to work as court officers. Accused felons may be desperate and dangerous yet light duty police officers escort them through the halls and into the courtrooms.

The public demand for the police to be on the streets has resulted in the creation of parking violation agents and police administrative aides. Police officers should be preventing crime and not detailed to work in the courts.

The Judicial Conference has allowed the ranks of court officers to dwindle to the point where there is a severe security problem in many of the courts. A contributing factor to this scarcity of men is the requirement that ninety (90) days pass before a promoted officer is replaced so as to provide a grace period for anyone wishing to return to his former position. The City should have replacements on hand before promotions are made and eliminate the vacuum created by present procedures.

The safety of judges and others in the court lies with the uniformed court officers, yet the City neglects its responsibility to provide a sufficient number of uniformed court officers. We need more uniformed court officers and pressure ought to be brought against those who allow this inadequacy to continue.

VINCENT BURSO
The Bronx

Seeks Pilgrim Action

Editor, The Leader:

(The following was sent to Assemblyman Robert C. Wertz)

As a New York State Department of Mental Hygiene worker, employed in the grounds department, Pilgrim State Hospital, West Brentwood, New York—I have been watching the TV Channel 7 coverage of wretched patient conditions as they exist in our State Mental hospitals.

Many a night I went home crying after putting in a days work at Pilgrim. I experienced conditions at the hospital that to me were a nightmare. Patients who can be helped, or rehabilitated, are living vegetables in the hospitals. Their only exit from the hospital will be in a coffin.

On the so-called brighter side, patients here at Pilgrim, who are ambulatory are put into "squads" and are made to perform various daily aspects of a groundsman's work. And this statement tears my heart out—do you know what their reward, or pay, is — — — it is a cup of crummy coffee and a stale package of tobacco. I know first hand what I am writing about—because I am one of the "squad leaders" from the grounds department who receives instructions to fetch these patients from

their wards and put them to work.

What I can not understand about you is the fact that you as a legislator conducted hearings and investigations into State hospitals and you have failed to uncover the 'patient slave working conditions' that the mentally ill must undergo at Pilgrim, to say nothing of the monies the State saves by not hiring more grounds people to do the coole work. Sure—the State is saving money in its grounds department—but they are doing it on the backs of sick people.

I am requesting the channel 7 team to visit Pilgrim.

ALFRED O. CARLSON
Bayshore

Claimed His Check

Dear Sir:

On Jan. 27 I sent you a letter relative to unclaimed wages which was listed in the Civil Service Leader on Nov. 23.

On Jan. 28 I received a check for these unclaimed wages. Thank you for your help.

Yours truly,
JOHN J. O'LEARY
Brooklyn

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Mechanicville Unit Elects New Team

MECHANICVILLE — The Mechanicville School District unit of the Civil Service Employees Assn. has announced the results of its officers election for 1972. The unit is part of CSEA's Saratoga County chapter.

Elected for terms of one year are Arthur Canary, president; Richard Garland, vice-president, and James Kenry, secretary-treasurer.

John Notro and Sophia Calander are newly appointed grievance representatives.

Aaron Wagner, recently appointed field service representative, was introduced to the membership following the election. Wagner's service area will include Saratoga County.

Law Column

(Continued from Page 6)

THUS, PUBLIC employees have a constitutional right to wear their hair at the length they choose, subject to regulation by the employer only where he can prove a substantial justification exists to override that right.

WE CAN EXPECT to see many more cases in this area as longer hair continues to gain general acceptance, and as younger citizens enter the labor market. In fact, the Nassau County PBA recently commenced such an action against the Nassau County Police Department in a similar type of case.



ULSTER OFFICERS — Representing 1,500 employees in the County of Ulster are the newly elected officers of the county unit, Civil Service Employees Assn., shown here. From left are, seated, Marie Gotelli, recording secretary; John Ray Mayone, president; Carrie Clay, corresponding secretary; Joan Winne, vice-president; standing, Lester Markle, vice-president, and William Zaecher, treasurer. The unit is embarking on a membership drive and is now preparing to initiate negotiations with the county legislature. They are in the second year of a two-year contract.

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Onondaga Legislator Tells Conference Budget Problems No Excuse For Shutting The Door On Legitimate Worker Demands

SYRACUSE — "I don't think we (the Legislature) should shut the door on your legitimate demands and negotiations, because of our budget problems," Assemblyman Leonard F. Bersani (R-Onondaga) told the 35th annual dinner of the Civil Service Employees Assn.'s Syracuse chapter.

The dinner climaxed the two-day spring meeting of CSEA's Central Conference in the Sheraton Syracuse Motor Inn near Syracuse. The meeting also marked the 25th anniversary of the Conference representing chapters in 19 counties through the center of the State.

Assemblyman Bersani, the principal speaker, also told the dinner: "If the cost of living goes up, as it has been, you certainly as much as anyone in the private sector are entitled to pay raises to meet the situation."

Saying that the State's budget crisis should not discourage State employees from negotiating under the Taylor Law, Bersani noted:

"As long as I have been in Albany—the past four years—we have had a serious budget crisis. And yet, the Legislature has granted State employees a pay raise every single year."

Savings will have to be found in the budget, he said, to meet the State's increased costs.

Firings No Answer

"And I don't think it is necessary for the State to meet this problem by mass firings of State employees. There is plenty of room for the State to cut down — by not creating new jobs, and by not filling positions that become vacant until we are in the fiscal position to do so," Bersani said.

"Of course," he told the State and other public workers, "this

will require your continuing cooperation with the State to run a more economical and efficient government—and in cooperating to meet the problem of the ever-increasing cost of running government."

He added: "But then, your organization has always been committed to do this, as evidenced by your motto: 'To Maintain and Promote the Principle of Merit and Efficiency in Public Service.'"

And, he said, "if you continue to live up to this principle, as I know you will, I guarantee you the cooperation of the Legislature, and I can only see for the future, not only a better and more rewarding way of life for you, the employees of the Empire State, but also a better way of life for all the citizens of this great State."

Bersani also listed some of the gains made by State employees under the Taylor Law. Some of these, he said, include a 10 percent across-the-board pay to aides, with a \$800 minimum in 1968; five percent boost in 1969, also with a \$600 minimum; a 7½ percent pay increase, with a \$750 minimum, in 1970, and a six percent increase in 1971, with a \$525 minimum; plus shift and geographic differentials and other benefits.

Message From The Mayor

In a short talk, Syracuse Mayor Lee Alexander told the public employees:

"I don't know of a better value than the services the public receives today from public employees. I know of no corporation in America that delivers more for the dollar than the public gets from you people right here."

Conference Report

The two-day session was an (Continued on Page 14)



"The State of The CSEA" message was delivered by the Employees Association president, Dr. Theodore C. Wenzl. "We're in good shape but still have a long road to travel," he reported.



Behind every successful meeting are the hard-working volunteers who see that the many necessary details are taken care of with dispatch and little fuss. Helene Callahan, at left, heads the team of helpers at the registration desk. She also was chairman of the Conference luncheon. Others are Joanne Weede, Jeanette Verstraete, Evelyn Fazio, Doris LeFever and Fred Koslowski. Standing is Mary Pompeii.



County problems — and there are many of them these days — took up the major part of the county session led by Fran Miller. Full support was pledged to Jefferson County workers in their fight for a decent pay hike.



This picture of Richard Cleary, president of Syracuse chapter, is unusual in that it catches the vigorous and busy leader in a quiet moment.



All of the CSEA's statewide officers were in attendance for the Conference meeting and the Syracuse chapter dinner. Among them were, from left, Dorothy MacTavish, secretary, and Hazel Abrams, fifth vice-president. Standing is treasurer Jack Gallagher.

Central Conference 25th Anniversary



Metropolitan Conference president Randolph V. Jacobs, left, is welcomed to Syracuse by his fellow conference president, Charles Ecker.



Pausing for a break after a session on political action are, from left, Mrs. Thomas McDonough, Richard Tarmey and McDonough.



A. Victor Costa, right, CSEA second vice-president, explains a point on restructuring to interested listeners, from left, S. Samuel Borrelly, Phil Caruso and Louie Sunderhaft.



Paul Kyer, editor of The Leader, is seen as he tells county delegates to the Conference about a new column appearing in the paper for local government members titled "Town and Country." Both Kyer and The Leader were later awarded citations for service to Syracuse chapter.

Syracuse Chapter Celebrates 35 Years



Lively toastmaster for the Syracuse chapter dinner was Joseph J. Dolan, CSEA director of Local Government Affairs.



Syracuse chapter's 35th anniversary dinner drew nearly 400 persons, some of whom are seen here listening as the many awards for service to the chapter were being distributed. The event was reported to be one of the most successful in the history of the chapter. Statewide fourth vice-president William McGowan is seated in the foreground, second from right.

Bus Driver—Conductor Eligibles

(Continued from Last Week)

The ratings listed below are the final ranking of eligibles for bus operator-conductor candidates who took written exam No. 0055. This list was established on Dec. 21, 1971.

This week's listing represents a portion of the 12,323 candidates declared eligible at that time.

6801 Natanael Gomez, Matthew W Holmes, Horace D Nelson, Clinton Stokes, William G Vulpi, Anthony Platania, Raybond P Harry, Joseph F Costarella, Raymond Barone, Solomon Edwards, Cephus S Murphy, Kenneth D Parris, Albert Jackson Donald E Judge, William H Rogerson, Jack Schneeman, John A Longo, Leonard S Brazzano, Joseph Chiyuto, William D Sarris, Carlos Hernandez, Alfonso Atkins, Richard Holloway Jr, William C Ingram, James Brown.

6826 Richard A Spano, John C Corclone, Thomas W Farrell, Bernard Norman, Gregory Thompson, Raphael Falson, Joseph Green, James L McKenzie, Laughiel Nicholson, Michael B Kramarczuk, Frank Gaskein, Willie D Corder, Donald M Mastro, Frederick Anderson, Leo V Anderson, James E Fraiser, Peter F Tews, Hallie S Johnson, Donald O Harris, Joseph M Valva, Frederick Greene, Vito

Sommo, James L Tirby, Levi Harrison Jr, Leroy Strong.

6851 William D Santry, Ismael Castro Jr, Roy Hardy, Norman W Cunningham, Salvatore Di-gangi, James R Stewart, Clarence Weaver, Irving Benjamin, James E Moore, Frank A Cuni-gillo, Peter M Pasquallone, Hal-lie Johnson, Joseph A Berrios, Guardeman Jusino, William J Thompson, Clarence L Griffin, John J Viola, Felton Smith, Richard G Colpicella, Michael L Stevens, Vincent Saponaro, Sam Washington, Salvatore Pescina, David I McKnight.

6876 Charles Demmerle, Curtis Elmore, George Smith, Clifford Harris, Michael J Torres, Melvin Hill, Claude L Williams, Raymond L Hall, Arthur J Mc-Nabb, Gary P Bowman, Alfred F Fabrizio, John E Bradley, Thomas J O'Connor, Robert Rodriguez, Charles Lucchese, Jerry V Esposito, Earl W Mills, Gary E Henry, Melvin L Askew, Por-firio Camacho, Robert J Teras-kiewicz, John R Mucla, William Levine, Wille C Cox, Edward G Maher.

6901 Patrick E Marzano, Frank Tierno Jr, Alfred Adornato, Wil-liam J Roller, Walter L Wilson, Leo Weitzman, Lester Collins, Frank C Giffone, Fred Maloney, Jose Ruiz, Garfield Lesane Jr,

William F Curley, Wilson Ken-nerly, Orris N Thomas, Dennis L Cherry, Harold Morgan, Dennis E Kelly, Walter C Hamp-ton, Arthur W Harris Jr, Bern-ard Lynch, Louls M DeMalo, Charles Dangelo, Lloyd R How-ard Lesley R Richardson, Roo-sevelt Yon.

6926 Thomas Hall Jr, Michael J Delewin, Joseph Bonvino, Jon W Andrews Jr, Joseph T Rogers,

Carlo Lobrutto, Aaron Jackson, David A Darren, Serlilo M Mo-lina, Earnest Charles, Cahles R Beckwith, Thomas J Pyfe Jr, Thomas S Costanzo, Daniel F Harkins, Antonio F Leyna Jr, Anthony J Vignola, Dominic Gaudio, Leo F Derosa, Arnold M Pack, Edward T Carter, Hen-ri Delira, Jeremiah J Mitchell, Walter E Norman, Ronald P Harris.

6951 Billy R Williams, Vin-cent Sala, Allan H Middleton, William B Bullock, Eugene W Shields, Harvey Wejn, Gaetano Monaco, Robert Lee Stephen A

Newbon, Curtis M Jones, Joseph W Mosseror, Leslie Grunwald, Louls A Manners, William P Smallman, Walter Hargrove, Hec-tor J Miller, Paul Pugliese Wayne Watson, Harold A Lam-bert, Anthony Marion, Robert W Schafer, Ralph Vollaro, Sam-uel L Evans, William Johnson, Leonard L Grant Jr.

(Continued on Page 15)

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This Week's City Eligible Lists

CAR MAINTAINER B Group 3 TRANSIT AUTHORITY EXAM NO. 0118

Below are the names of eligibles for the N.Y.C. Transit Authority title of Car Maintainer B, Group 3. The list of 86 names was established on Feb. 3, 1972, from training and experience examination No. 0118, which was open for filing from Oct. 26 through Nov. 10, 1971.

Because candidates are listed in groups in order of application as well as score, appointments will be made from Groups 1 and 2 until those lists are exhausted before Group 3 eligibles will be called.

CAR MAINT B GROUP 3 NYC TRANSIT AUTHORITY

1 P Perrone, R Manoni, F Strianese, A Gentile, W Waducky, D C MacEwen, G Bandieramonte, J Tiseo, M Rojas, T H Machauer, J Deas, J Stebnyiczky, H Xirinachs, S Loniewski, J G Cronin, W A Neuler, A F Klein, J C Schwenzer, E Negron Sr, H Rossi.

21 K K Mallick, C G Butera, F Coppola, W Hintz, E Antlitz, H Alexander, J A DiMeglio, W K Rumstich, B D Ipsas, R J Semmer, S A Zielinski, F Nieves, R J Trischetta, F R Aubel, S Leiken, O J Rainone, J Cajigal, D J Galindez, C C Deroko, A Coffaro.

41 P Smolin, B Kedjerski, R F Bartholomay, J J Doscher, J P Connaughton, S Mozdenski, R J Pierangelo, J Locurto, G J Diebold, J Masturzi, D Odoner, J K Werthelm, J Surico, E Jopek, DeCicco, A Montana, J J Ronzyne, V DeChiara, R Fiore, M J Hyjek.

61 V L Corbitt, I Berger, M Amato, A E Mennona, I F Strohmaler, A A Danna, D Yablonsky, R G Baradet, J R Henderson, J F Aliseo, H N Quamie, C Carbonargi, K Koptej, J L Terenzi, V Prestia, J P Nicklaus, D P Daskauskas, G T Read, L Frawley, A Schiulaz, A Sandor, W Milling, L Davis, J A Carrasquillo, H C Smith II, T Pesce.

(To Be Continued)

CAR MAINTAINER B Group 4 TRANSIT AUTHORITY EXAM NO. 0118

The final list of 78 eligibles for Car Maintainer B, Group 4 was established on Feb. 3, 1972, resulting from open competitive exam No. 0118. Applications were received by the Transit Authority from Oct. 26 through Nov. 10, 1971, and candidates were judged on training and experience.

Because candidates are listed in groups in order of application as well as score, appointments will be made from Groups 1, 2 and 3 until those lists are exhausted before Group 4 eligibles will be called.

CAR MAINT B GROUP 4 NYC TRANSIT AUTHORITY

1 S Fiorelli, L J Cesaro, L S Dombkowski, F R Sansone, F A Langella, T F Cusimano, M J Hyeck, G J Pratt, J Astarita, H S Scheffler, M Martin, J Gaskins, G J Zegarsky, J W Lancaster, P Cohn, H A Heske, F Sorrenti, P Gonzalez, F Morganti, C Camerzulli.

21 R G Boehle, A Mastrangelo, G Cerrigone, J V Mitchell, W Ostapenko, E F Coppola, V Gerckens, A J Skorpanich, N Signorile, P D Patterson, J Wilner, B Lopez, E Simeone, M Russo, H Hirniak, B R Nicossia, J Bazan, H P Ely, A Knaus, C Dominguez.

41 P G Avella, J F Calacione, C Bogoslofski, J Holotko, J S Gallagher, J C Caraballo, G Cafarelli, B E Gellman, J J Usti-

nich, I G Fernandez, V Geosits, R Hochhelsler, B J Krysiak, M Gilmore, A R Camarda, M Ostafijczuk, M Parker G Dimitri, W Savage, D C McFadgon.

61 L R Pelosi, E Sanchez, L J Gualtieri, G Sciacca, C Dancak, S Capacchione, B McMahon, S F Ruotolo, A W Caccese, K C Smith, B Krupp, J M Bednarik, C A Imparto, H Pisark, E Matuszewski, J W Davis, H Kabasakallan, R A Marchetta.

(To Be Continued)

FOREMAN MACHINIST NYCFD EXAM NO. 1562

1 William T Canino, Harry Sommers, John Abranopaulos, Ralph J Heinsohn, Lawrence Adler, Howard W Urvat, Jeremiah Curtin, Cosmo B Delbianco.

DENTIST

EXAM NO. 7067

1 John L Latture, Michael P Firestone, Lawrence M Itskowitch, Jesse A Kravit, Ralph Bander, Francis J Tasso, Allen G Gold, Albert Sloane, Melvin Metz, Arthur L Newman, Kenneth N Fishbein, Stuart Farber, ay S Orlikoff, Alan J Michaelson, George L Sussman, Henry M Gold, Martin I Friedman, Martin Levinbook, Howard Olarsch, I Robert Goldberg.

21 Joseph P Greer, Julius Polishuk, Carlos F Dominclis, Jacob Halpern, Bernard Lewis, Irving Barosin, Leonard Koenig, Solomon Silver, Robert M Polak, Norman L Kawfer, Seymour Wadler, Morris D Ross, Morris W Shapiro, Gary S Haber, Harry G Pfeffer, Benjamin Brodsky, Burton M Berzin, Daniel Deutech, Evelyn M Martin, Iona I Sabev, Max Stein, Charles J Pellicare, Rosalie Topelkent, Stanley A Zaglin, William A Bellotti, Selig K Solomon, Eli Altman, Samuel Bernstein, Bernard S Nassr, Aaron L Strenger.

FOREMAN ELECTRICIAN NYCHA EXAM NO. 0794

1 Adrian C Wyker, August E Hammer, Louis Lowry, George T Dodd, Jeffery J McAllister, Desmond L Wilson, Leonard S Murrell, Harold S Miller, Harold Ogens, Richard J Hurtle, Richard S Kravarik, Peter J Anchundia, Robert H Seebach, Henry H Gatton.

TRANSIT ELECTRIC HELPERS SERIES, NEW YORK CITY TRANSIT AUTHORITY (Continued from Last Week)

61 D O Viola, I Gomez, M Anihony, P M Wichman, E C Scott Jr, G J Dematteo, D A Liverano, A Hirsch, J J Creegan, F J King, H M Cintron, R Zagaroli Jr, E Eberhardt, J D Anniello, S B Glassover, F P Benciuenga, C S Settineri, M I Hamilton, J V Aponte, T Acquafredda.

81 R J Cascone, P S Messia, A F Mondello, G F O'Connor, E Lugo Jr, M King, W Drummond Jr, E R Mattvttat, R Patane, A Walker, R M Meddaugh, J J Rosenbaum, A L Edghill, D Yacovone, R Phirsichbaum, P E Parente, A P Curtis, J J Denault, R V Murtagh, F M Stella.

101 R Rodriguez, A J Perrone, T Sookdeo, J F Andiarana, W Torres, L Corbett Jr, M Mollaghan, A E Gunther, J T Dougan, R A Henriques, F A Damis, L Daniele, L M O'Neill, L F Perrone Jr, R E Staton, E H Wyant Jr, G J Lessey, P E Moohan, J J Macchia, G A John.

121 L I Sheer, A E Miller, T M Saunders, D G Vitiello, P J Nowakowski, W A Freeman, F Besio, T London, A J Francesi, D S Cohen, M Pokojny, M Pepe, A P Valenti, J D Rinaldo, H M Rock, R R Pietruszka, J A Enea, V L Salazar, D A erillo, M J Sanchez.

141 P J Gama, J T Cashman, L M Heler, P J Ronzo, V W Johnson, W J Casey, R Thomp-

son, P P Lowenberg, J D Desole, S Villegas, I E Margolis, A A Morrison, H Howard, J T Callahan, J V Gildersleeve, A L Burnice, T J Caparro, E Imbergamo, J A Corso, W T Wright.

161 C R Gomez, A F Mech, R J Devito, G Demetris, K J Lynn, J J Posh, G W Fisher, M W Morano, R J Smith, P Williams, W Simonitsch, R M Ambrosio, S A Ambrosino, P J Sokolowski, M Cava, L F Vega, R E Friedman, L Lawton, E A Wales, J J Farrell.

181 H J Jacobsen, R S Sturman, P McNeil, W J Solgan, A R Fisher, N Chertoff, G Barbosa, A J Lindsey, R Zapata, H M Cantor, L Calafa, D Wilson, D J Guido, V M Cruz, W J Bubel, O L Ronan, D J Taranto, R Demarco, T J Boyles, N P Ochacher.

201 C J Fitzpatrick, D J Veit, J Guitian, P P Apasewicz, C Fitzpatrick, Z A Kahrim, P N Dibartolomeo, J A Richardo, M P Michalski, R McKune, R B Roth-Dennis, V A Mollica, A J Caruso, N Polydorou, G C Kazas, G Stone, S Garfen, J A Zizza, T C Steiger, B F Evers, T K Elwood, R S Florenze.

PROM TO MAINTAINER HELPER GR B NEW YORK CITY TRANSIT AUTHORITY

(Continued from Last Week)

21 P P Riordan, J J Gallo, W Piel, J Balise, N P Linder, J Cimniera, R B Franklin, J K Kolich, E P Garvey, J Biscaglia, E J Fiore, C Gleason Jr, D J Amendola, C L Johnson, F A Aiuto, C L Bryant, R L Rice, G H Shanley Jr, E J Beckerman, C J Butler.

41 F Shaw, C Roldan, H Thomas, M L Scott, B Rodriguez, J B Eurrell, W Burroughs, A Occhuzzo, J P McMorrow, E Williams, T J Whitehouse, E Moscato, W R Elfstrom, J G Napolitano, W Schaefer, N A Wright, A Vasquez, J Tuffy, A W Brown, A Burger.

61 W Moore, R A Dachtera, E A Derrico, P V Ritzle, A P DeFresco, G Zervas, F Johnson, L G Adams, N A Miller Sr, J Rios, C J Busso, J Torres, C C Ross, D R Colon, W Bowman, R C Coyne, H Torres, J J Rogers, J arpentieri, H M Sage.

81 H C Chambers, S W Sprull, H Smalls, T S Larson, J Bruno, J W Clarity, J E O'Connell, J E McEnroe, T Hudson, R A Page Jr, J J Labriola, M Splegel, J P O'Gallagher, J Dagata Sr, A E Munford, T Micucci, T C Anderson, R Davis, J A Crawford, C W Robinson Jr, W Tolliver, W Whitehouse, J L McCall, R C Arnim, J G Drew.

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The open competitive exam No. 1076 for senior clerk has been cancelled, the City Department of Personnel has announced. The promotional exam will be held as scheduled.

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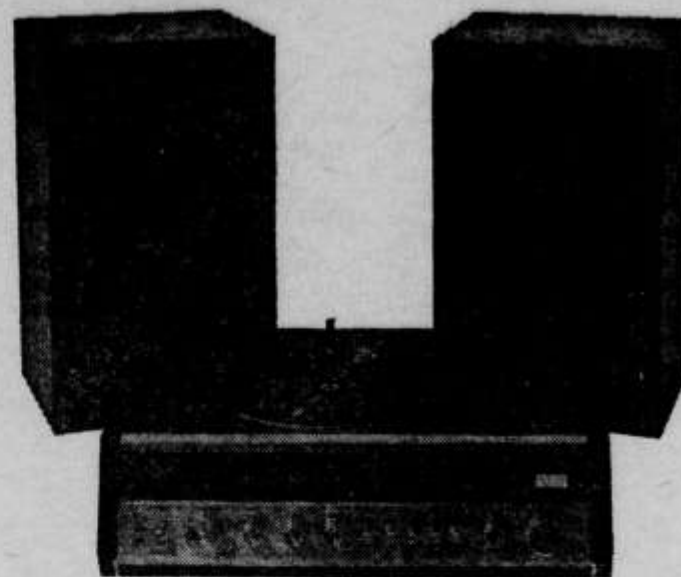
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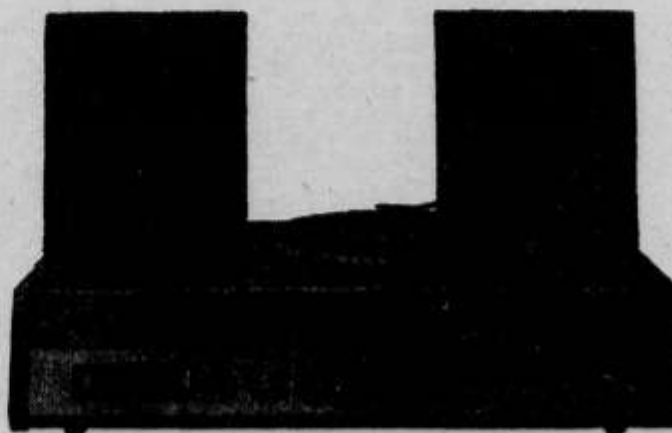
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Fireman Test Standing List

(Cont. from Previous Editions)
 Candidates have until March 20 to protest test results and answers. The final eligible list will be established subsequent to that time, along with the final test answers.

Roy A Everett, Ira S Weinberg, Thomas W Werner, Robert E Keaveny, Frank L Calabro, Frederick III, Kevin P Collins, Martin P O'Connell Jr, Richard J Dasch, Robert P King, Robert P Williams, Robert J Norcross.
 2676 Andrew P Harding, Joseph V Aloia Jr, Richard Riccardi, Michael P Shadwick, Francis J Mahoney, Timothy McCarthy, Robert G McGuire, Thomas M Mulligan, Michael W Popp, Michael J Denney, Harris Parr, Thomas W Straub, Joseph A Crusco, Roy T Reeves.

James J Finnegan, Dennis M Bolognese, Michael C Keenan, Robert J Tougher, Stephen R Austin, John A Rinciarl, William E King, Richard A Sheahan, Richard A McHale, Thomas M Wawryk, Louis J Abitablo.
 (Continued Next Week)

Let's talk about Dispatchers.

Quite a while back, I did a piece about discontent among the firefighters. Nobody paid much attention except the firefighters. About a year later I repeated the warning to Father Knickerbocker in another piece, and again the warning went unheeded. Then ZAP—it happened. The troops decided to stop being nice guys and began reporting all injuries. The result was near chaos and resulted in costing the folks in City Hall a wad of dough in overtime and other expenses.

A year ago, I wrote a similar piece about the Fire Alarm Dispatchers. Again everyone upstairs went to the ballgame, and conditions got worse instead of better. Now in negotiations with the City, they are slowly losing most everything they may have gained, in order to satisfy the public thirst for so-called "increased productivity," and chaos is about to descend upon this branch of the fire service, too.

In my last piece on the Dispatchers, I mentioned that a considerable number of the people taking the job do not know what it entails and, after a couple of tours (in some instances not even one complete tour), throw down the badge and run like hell.

The Fire Alarm Dispatcher has been the victim of the wage freeze and no appointments have been made to take up the awful manpower slack in over a year. As a result, this little band of dedicated professionals is so undermanned that an ordinary tour, which would usually try any normal man's soul, is now something like a first-class nightmare.

The people at City Hall have accepted the figures of their beloved Rand Corp., which calls for a minimum of ten men on one tour in each Central Communications Office, as a basic necessity for efficient operation of the present system. That means that 255 men are needed as a basic force to do the job properly. The present force numbers 182 and, stupidly sticking to its freeze dictum, the City refuses to take the necessary steps to help the situation. In effect, the City, therefore, acknowledges the fact that it is sitting on a keg of dynamite, but doesn't really care, because in the past it has managed in some idiotic way to stumble home free, and this time it's no exception.

The present Civil Service List for Fire Alarm Dispatcher contains 12 names. The appointment of the entire list would mean practically nothing in terms of helping the situation, and the City refuses to move in that direction either.

So, what is to happen? Hold on to your hats!

The dispatchers are a small group . . . practically unknown to the public, and in some instances to the City Fathers either, they are not strong enough in numbers to make their collective voice heard. OCB is aware of this and has joined the City of New York in treating the Dispatchers much as the local bully would treat the nice kid on the block, i.e., he can't fight back, so beat the hell out of him. Boy, what fun.

Many of the professional dispatchers, dedicated men who love their jobs, and consider it a privilege to embrace the title, are beginning to look elsewhere for better-paying jobs. They see the way the negotiations are going and already know that they

have no hope of obtaining anything near the pay they deserve or need to keep their families in light of today's costs, et. al.

A quick survey showed that 40 percent of the present 182 Dispatchers are either on other City or State lists and are near appointment, or, intend to take exams which will place them on such lists in the very near future. Can you imagine, therefore, how this writer feels when word comes through that a considerable number of dispatchers are eagerly awaiting the examination for sewerage treatment worker, because they can do better than they now do as Fire Alarm Dispatchers? Can you, therefore, realize this writer's anger and fury when one realizes that these men, whose jobs are so important that they actually hold the safety of the lives and the property of the people of the City of New York in their collective hands, are being treated like a bunch of illiterate outcasts? Woe betide the people of the City if these men so much as decide to go "by the book" much less take other jobs. A new man is practically useless until he has been in training for at least a year. The City will throw in firefighters to man the ramps, but inexperience will spell tragedy and chaos, and can only mean the loss of lives and property as a result.

It seems to me that this is plainly a case for the attention of Harry Van Arsdale, who may not even know that he has the Dispatchers in Local Three of the Electrical Workers. Standing up for the Dispatchers with a little fist-waving at this time will not get him a chance to dramatically perform before the City Council where, with the wave of an arm, he recently silenced 500 howling taxicab drivers much as though he were conducting the Mormon Tabernacle Choir. However, if his personal intervention and the show of a little muscle to boot could make the job of Dispatcher better than that of a sewerage treatment plant worker, I think his effort would be in a very good cause. How say you Mr. Harry Van Arsdale, Sir?

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2626 Paul D Vitucci, Robert D Smith, Thomas P Salsarulo, Bruno M Francisci, Joseph P Mullin Jr, James C Carey, Ronald J Relly, Gareth S Nielsen, Stephen J Favor, Emmitt H Thrower, Maurice E Whitters, Peter G Horowitz, Michael J Englert, Robert M Spellman, James T Parsons, William Crocoll, Thomas M Burke, Michael T Canavan, John B Dunne, Dennis W Connolly, John C Czelusniak, Michael J Dombrowski, Jan J Fulmer, James M Kelly, Thomas J Deluca.

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Mental Hygiene Hearing Central Conference Meets

(Continued from Page 1)

leader likened giving the department a lump sum budget \$600 millions to handing a dollar to a diabetic child standing in front of a candy store. "As taxpayers and employees who are engaged in the care of patients, we are demanding that this money be spent where it is needed—on the care of patients with the hope that many of them will return to society as useful citizens and not as wards of welfare," she concluded.

Layoff Results

A. Maye Bull, from Gowanda State Hospital, spoke of the disintegration of that institution and the widespread anxiety among the employees since last Spring's layoffs and attacked the closing of the farm, bakery and butcher shops at the facility. She spoke of the inefficiency generated by the reduction of Gowanda's admission area and the inability of other institutions charged with the responsibility to take up the slack.

Ronnie A. Smith, CSEA board member and an attendant at Willowbrook State School, suggested to the lawmakers that they "were wasting their times at the hearing" and that they should visit the institutions for themselves to understand just how bad the conditions are there.

Other speakers representing various Mental Hygiene groups were William McGowan, CSEA fourth vice-president; Roberta Linda Mercurio, West Seneca State School; John Clark and Dr. Jeffrey Beeson, Letchworth Village; William Deck, Marcy State Hospital; Anna M. Bessette, CSEA board member from Harlem Valley State Hospital; Joseph Keppler, Central Islip State Hospital, and Leo Weingartner, Binghamton State Hospital.

Here is the complete text of Dr. Wenzl's statement:

"The attention now being focused on the deplorable conditions that prevail in our State's mental institutions is long overdue.

"While the Civil Service Employees Assn. recognizes that the State is having serious fiscal problems, we, as the representatives of nearly 50,000 employees in the dozens of mental institutions, also cannot ignore what everyone views as a situation bordering on disaster in these hospitals and schools.

"Through the news media, the public is being made aware of the near virtual collapse of basic care treatment in many of the larger institutions. For years, CSEA has consistently advocated the need for more employees, and in particular, for more attendants who work directly with the patients around-the-clock. We have constantly opposed the imposition of new programs and construction of new facilities at a cost of millions of dollars, unless there were people to implement these programs and staff these new facilities.

"Today, what we have warned of repeatedly has become a reality. Many programs have folded or have not gotten off the ground, and many new multi-million dollar buildings stand idle. Meanwhile, basic patient treatment—individual attention, personal hygiene and general health care—is in a state of chaos. Employees are frustrated

—their morale is at its lowest—because they cannot cope with the overwhelming problems they face. In some instances, they are being maligned—and unfairly so—because they simply cannot, under the circumstances, meet the needs of the patients.

"Since Dec. 7, 1970, a State hiring freeze has resulted in thousands of vacancies occurring at the attendants' level because of the high attrition rate in that series. Only recently—in fact, within the last several weeks, has the State Administration let up on the freeze in five of the hardest hit institutions and allowed the Department to fill a job when it becomes vacant. However, this development does not provide for filling the vacancies created by the thousands of employees who left since December 1970.

"Governor Rockefeller was quoted this past Monday in a television broadcast as saying that the staff-to-patient ratio was presently about 6-1, and that the recent steps he has taken will lower that ratio to 2½ to one. CSEA takes strong issue with the validity of those statements. Recent newspaper and television features on conditions in our mental hospitals and schools show conclusively and objectively that as many as 60 patients are under the care of only one attendant.

Unrelated Duties

"You cannot hire an employee as an attendant, put him on housekeeping or clerical duties, and then use him as part of a staff-to-patient ratio. More than 1,300 attendants today are performing duties unrelated to patient care.

"The State Administration recently announced that it is providing funds to hire 1,500 employees for patient care work in the next 13 months. This action, while being a step in the right direction, will do little to improve the situation. The hiring freeze must not only be lifted, but rolled back to fill those vacant positions which are necessary to provide, at best, the minimum of care.

"The State of New York, which for years has boasted of its mental treatment program, has regressed to a point of disgrace.

"The State Administration also has indicated that no more funds will be made available to the Department of Mental Hygiene—that it must operate on the same allotment as last year. This is bad enough, but we must stop to consider that the cost of the recently enacted and long overdue patient care career ladder, which will upgrade salaries and provide promotional opportunities for approximately 28,000 employees in the attendants' series, is to be absorbed in the present departmental budget allocation. Separate funds were originally provided for this much-needed program, and, in fact, reclassifications, reallocations and career ladders, until this year, were covered by appropriations in the miscellaneous section of the Executive Budget, and not charged against departmental allocations.

Where The Blame Lies

"The department hierarchy is not entirely blameless. For years, its main thrust has been new programs such as unitization—the concept of large hospitals

being reorganized into smaller units—each serving a proportionately smaller part of the institution's total area of responsibility. We have grave reservations as to the feasibility of continuing this program, from both the patient and employee standpoint. Our own investigative committees and staff experts, who have carefully researched this particular program, have come to the conclusion that it should be dropped since it leads to the creation of too many unqualified supervisors and too few basic care employees, thus wasting funds on administration rather than concentrating on treatment.

"For many years, the department has projected to the public a rosy picture of its broad, far-reaching innovative programs; its new facilities; and its modern equipment. At the same time, the attendants—the dedicated unsung heroes and heroines who form the backbone of the entire program, have, in large measure, been ignored. Last Spring during the budget cutbacks and ensuing layoffs, finally reacted to the large number of attendants being laid off. Further attrition since then has caused the department to respond with justifiable alarm to the fact that the people doing the work were the ones being the hardest hit. We only hope that it is not too late to reverse this trend, and that the Administration and the Department will place emphasis where it is needed.

Accreditation Loss

"Another point to mention is the subject of accreditation of State hospitals and schools. The Joint Commission on Accreditation, composed of the American Medical Assn. and the American Hospital Assn., now accredits hospitals for a maximum of two years and schedules periodic reviews of the staffing patterns, conditions of equipment and the physical plant to ensure that they meet prescribed standards. If the commission finds gross inadequacies in staffing or lack of certain qualifications among professional personnel, particularly doctors, the residents' training program could be rescinded. More importantly, however, loss of accreditation could mean a loss of Medicare payments to the State from the Federal Government—a figure which runs into the hundreds of millions of dollars. If this occurred, the additional load on the Mental Hygiene budget would be astronomical. We cannot afford shortsightedness at the risk of funds which directly affect the mental and physical well-being of thousands of people.

"I have not covered all of the issues, because of time and my unfamiliarity with them. However, your committee has recognized the seriousness of this critical issue allowing more people to testify tomorrow. At that time, you will hear from our CSEA employee representatives from several of the mental hospitals and schools who face these problems daily. I'm sure that you will find their revelations most revealing and, no doubt, shocking. But what they have to say should be heard by all.

"CSEA realizes the answer is not simple and that you as legislators are faced with a monumental task.

(Continued from Page 9)
occasion for things past, present and future.

For the present, Charles Ecker, Conference president, led an afternoon-long session on Conference affairs, which also brought delegates to the meeting up-to-date on statewide CSEA activity when CSEA president Theodore C. Wenzl spoke. Earlier, Ernest Wagner, president of the Capital District Conference and an employee of the Department of Audit and Control, conducted a detailed discussion on retirement.

A new format for the CSEA—combining the activities of the legislative and political action committees—was presented locally with Thomas McDonough, statewide first vice-president who heads the joint committees, and Richard Tarmey, third vice-president and head of the political action committee. McDonough said the support of the entire membership was needed more than ever this year if any gains were to be made through the Legislature, particularly an agency shop that would require all persons working in the four State units represented by CSEA to join the organization.

The future of CSEA was touched on during a session on restructuring of the Employees Association. This vital committee, headed by second vice-president A. Victor Costa, will devote



The dedication of civil servants to the public welfare was saluted in greetings from Syracuse Mayor Lee Alexander.

an entire day to discussion of its findings at the March meeting of delegates at the Concord Hotel, Costa announced. He also urged members to continue to send in suggestions to the committees.

Many Are Honored

The CSEA motto "We Serve" was given much recognition when both the Conference and the Syracuse chapter honored many of their past presidents,

"Gentlemen, CSEA in behalf of the 50,000 employees we represent in the Department of Mental Hygiene and their patients, implores you to give the strongest consideration to these overriding and serious problems, and to bring them to the attention of your colleagues in the State Legislature.

"Without the necessary funds to maintain basic patient care at humane levels, I dare not think of the consequences. The decimated patient care staff must be increased. New programs can wait. Thank you.

as well as Dr. Wenzl and Paul Kyer, editor of The Leader.

Kyer was toastmaster at an afternoon luncheon, which featured the presentation of silver plaques to four past presidents of the Conference in attendance at the meeting. They were Helen Musto, Tom Ranger, Mrs. Florence Drew and Mrs. Clara Boone.



Ernest Wagner, Capital District Conference president, points out some of the happier aspects of retirement, a subject on which he has become a roving expert for CSEA.

Ecker, who is leaving office in June, also was honored.

Richard Cleary, president of the Syracuse chapter, celebrated the 35th anniversary of the chapter, with a shower of honors for persons who, he said, had contributed to the growth and success of the chapter. Presented with engraved silver bowls were past presidents Joseph A. Mercurio, Jarrett G. Moyer, Doris LePever, Edward J. Killeen, Raymond G. Castle, who is also a past Conference president; Tom Ranger, Peter B. Volmes, Margaret Obrist, John R. Riley and Mrs. Mary McCarthy.

Two For The Leader

Toastmaster Joseph J. Dolan, CSEA director of county local government affairs, had two awards on hand for The Leader. One went to the newspaper and another to editor Paul Kyer. Both were cited for appreciation for "years of service . . . to the Syracuse chapter as it celebrates its 35th anniversary."

The final award of appreciation went to Dr. Wenzl, who briefly addressed the nearly 400 persons who turned out for the Syracuse chapter's birthday party.

Hyde Park Unit Starting Talks

Negotiations for the first contract between the Civil Service Employees Assn. and the Town of Hyde Park began with a session Tuesday night in the Town Hall.

The 11 employees of the highway department voted in December to have the CSEA represent them as bargaining agent. Negotiating for the town were Supervisor J. Roger Golden, Charles O'Donnell Jr., town attorney, and Councilman John Buchanan.

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ADMINISTERS OATH James Cooney, CSEA field representative, right, administers the oath of office to newly elected officers of the Civil Service Employees Assn. Public Service Commission chapter. Left to right are Peter Zadarlik, chapter representative; Charles Forny, chapter president; Bernard Dwyer, vice-president, and Elizabeth Burger, secretary.

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25 Prosser D Auburn	73.6
26 Kerr R Albany	73.3
27 Berner W Schenectady	73.1
28 Yezman A Elmore	73.0
29 Czarkowski C Delmar	73.0

30 Burns G Bx	72.5
31 Adamczyk A Latham	72.0
32 Shen T Delmar	71.8
33 Goddard C Schenectady	71.4
34 Serbent F Rensselaer	70.9
35 Chahal H Latham	70.4
36 Curry N Troy	70.2

SR PHOTOGRAPHER

1 Walsh F Ft Edward	81.0
2 Doremus D Delmar	80.9
3 Eichele E Watervliet	80.2
4 Pellion R N Syracuse	79.3
5 McNally G Loudonville	77.9
6 Smith C Schenectady	77.4
7 Russell D Rhinebeck	77.4
8 Orbaker D Marion	77.0
9 Wright J Staten Is	76.2
10 Gregg J Glousterland	75.0
11 Petrella N Solway	74.5
12 Stasuk P Kings Pk	74.0
13 Felix M Bayside	72.2

GENL PARK SUPT

1 Laspisa J Ballston Spa	87.6
2 Ives W Wynantskill	84.0
3 Fuller F Cobleskill	82.4

CHIEF BIOCHEMISTRY TECHNICIAN

1 Lipford B Buffalo	97.3
2 Bellinger M Tonawanda	88.1
3 Falkowski C Cheektowaga	88.1
4 Williams H Buffalo	87.8
5 Toppin M Buffalo	85.0
6 Rowe M Buffalo	78.7

POLICE LIEUTENANT

1 Nye W East Aurora	86.0
2 Frost V East Aurora	83.0
3 Czerminski G East Aurora	82.8
4 Wohlhueter C Colden	78.1
5 Schrems R East Aurora	76.2
6 McIntyre P East Aurora	75.5

POLICE CHIEF

1 Forsaith J Kenmore	98.2
2 Morris J Tonawanda	94.1
3 Hoffman L Kenmore	92.7
4 Wink R Tonawanda	91.0
5 Vishon P Kenmore	86.1
6 Centner R Tonawanda	81.4

POLICE CHIEF

1 Wilson J East Aurora	88.8
2 Smallback M East Aurora	83.7
3 Nicholson B East Aurora	75.8

POLICE LIEUTENANT

1 Seufert D Blasdell	81.2
2 Carberry E Blasdell	79.9
3 Jensen J Blasdell	76.4

POLICE CAPTAIN

1 Wilson J East Aurora	81.4
2 Frost V East Aurora	75.8
3 Czerminski G East Aurora	74.0

POLICE CAPTAIN

1 Martin M Williamsvil	95.5
2 Aske J Getzville	88.1
3 Scull N Eggertsville	80.2
4 Carr L Getzville	79.3
5 Haas R Williamsvil	73.0

POLICE LIEUTENANT

1 Steffan P West Seneca	93.1
2 Landahl I West Seneca	85.4
3 Jablonski P West Seneca	83.8
4 Swinnich R West Seneca	83.3

5 O'Brien R West Seneca	80.6
6 Busch R West Seneca	80.4
7 Deppeler J West Seneca	79.9
8 Tyczka E West Seneca	79.7
9 Southard J West Seneca	77.9
10 Redmond T West Seneca	77.9
11 Zimpfer R West Seneca	77.6
12 Stata R West Seneca	77.5
13 Buckenroth R West Seneca	76.6
14 Iarocci J West Seneca	74.7
15 McKay T West Seneca	72.7

CITY ELIGIBLES

(Continued on Page 12)

6976 Christie P Baynes, Bernard J Moss, Anthony DiGerolamo, Henry Alexander, Louis A Boyd, William R Carter, Emanuel J Jacobson, Moses R Wilson, Frank R Robinson, Robert S Ward, John C Swinton, Vincent Laino, Robert W McMillan, Ronald M Concilio, John E Brailsford, Ernest Jones, Richard T Weingarten, Edward J Molinari, Robert H Bisignano, James Osborne, Vernon Jackson, John E Reed, Emile V Caccioppoli.

7001 Edwin Escobar, Luis R Cruz, Oliver Tong, Vincent J Travers Sr, Andrew F Rogers, Ralph J Montrone Jr, Carl J Genatempo, John A Lee, Robert Arroyo, Clarence W Harris, Lewis M Williams, Ernesto Sabater, Lee R Morgan, Potito Sforza, Abraham Gardner, Michael A Figueroa, Velandia Nicolai, Sammie L Fisher, Talmadge Fowler, Leighton A Bennett, George H Hafner Jr, Jose R Rodriguez, Charles E Durham Jr, Charles Schachter, Walter D Guthrie, L Moore, Henry N Bradby.

7026 Henry Arroyo Jr, Joseph Garcia, Gilberto Gambino, Charles E Dillard, Robert M Ryall, Hursle L Garvin, Ariando Yunque, Venice T Gray, Anthony A Somersall, Roland S Serrano, Claude Holliday, Charlie Phillips, Willie Laster, Cornelius O'Grady, Ervin L Monroe, Larry Davis, Thomas Smith, Eliezer Morales, Albert Margwood, Austin T Hartnett, J D Ware, Lawrence B Anglin, Nelson Pacheco, James Baez, Victor R Cotto.

7051 Jose A Torres, Jose E Colon, Daniel J Barry, Harold Bell, Angel L Aviles, Leocadio

Ruiz, Ernesto Olmeda Jr, Dolpha Carter Jr, James D McKay, Carlos P Paboncardoz, George A Franklin, Joseph Cartelli, Ed-Lentulo, Curtis A Peterson, James ward J Washington, Nicholas L E Mays, William T Nathanson, Joseph P Lavergata, Perry Story, Robert L Birch, Eddie G Simons, Gregorio Velazquez, Frank T Caledron, Richard M Thomas, Herbert R Jones.

7076 Daniel J Cabo, Greg Ramos, Joe N Boddie, Herbert Roscoe, Herman Spilk, Carlos M Barbot, Luis A Rodriguez, Julio Hernandez, Robert H Wilson, Gerald Thompson, James J Algozzini, Luis F Nelson, Lennert Rede, Robert S Perillo, Elijah Gillis, Johnny C Hudson, Arthur W Chelune Jr, Patrick Chringer, Johnny Y Peterson, Johnny Eagle Jr, Joseph Johnson, Ronald M Jones, Robert S Sneed, Robert Bunch.

7101 Arlington Cooke Jr, Edward Beebe, William Barnes, Anthony J Morelli, Bernard A McSorley, Sebastian Vassallo, Charles A McNair, Robert G Barry, Roy Butler, Albert E Munford, Herbert Gibbsel, Abraham Leathers, Saul Williams, Richard J Malysz, Michael E Brown, Andrew C Black, Luther Tutt, James Walters, James V Copeland, David M Kendie, Richard Frazier Jr, Bernard A Lombardi, Robert Jacoby, Patrick Murphy, Michael J Marotta.

7126 Beecher B Miller Jr, Dominick Caporusso, Cornelius Crawford, Charles S Isabell, George Sarch, Philip J Coppola, Larry Gadsen, Franklin D Cassillo, Peter Pernice, Aaron T Richardson Jr, Michael W Koval, Joseph A Morales, John I Boyne, William J Grey, McElroy Tucker, James Shuffler, Melvin D Harris, Settimio Brunetti, Nestor Toucet, Rocco Lavacca, Vincent B Faccilonga, Clifford J Lee, Frank T Krazeminski, Aaron Dubose, Wilbert Hickman.

7151 Anthony Aaso, Joseph P Palumbo, Cristobal Novaton, Jose V Williams, Stuart A Cohn, Harold L Frasier, Uzah Winfield, Arite A Jordan, Emanuel J Braxton, Frank M Caccavale, James Tuck, James Brown, Raymond Ramsey, Albert Elpin, Joseph Haley Jr, Willie J Marshall, James H Lee, Egray Johnson, Robert J McCarthy, Zephyr Hines, Edward E Ranter, Harold Carter, Jeremiah J Leamy, Eli C Amberg, Vincent P Sasek.

7176 Dominick P Mincieli, Radaemes Ciuro, Michael T Roskowsinski, Edward J Donegan Jr, Frederick Redmond, Frank V Ozello, Clifton M Brown Sr, Benjamin Washington, Richard C Pascale, Lawrence W Wagner, Michael Harvey, Joseph T Taylor, Timothy L Askew, Harold Jones, Harvey Kaplan, William M Bynum, James W Tyrrell, Ronald W Hoerle, Robert U McKeiver, Olek Lahoda, Jorge L Ramos, George W Bowman, Jr, Clarence J Davis, John Forlenza, Thomas A Velazquez.

(To Be Continued)

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McKay Promoted
Malcolm MacKay, who has been serving as a deputy superintendent of insurance since July, 1969, has been named First Deputy Superintendent to succeed Jacob B. Underhill, resigned. At the same time, Deputy Superintendent Robert J. Bertrand, head of the Department's Albany office, has taken over added responsibilities relating to life and health insurance in the New York City office.

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Correction Wives Seek Help On Improvements In Working Conditions

(Special To The Leader)

ALBANY — Representatives of Women in Support of State Correctional Employees, Inc. (WISSCE) traveled to the capital city last week to seek help from the Legislature and from the Civil Service Employees Assn. to improve the working conditions of correctional institution employees.

WISSCE, formed by women in Attica, N.Y., soon after the tragic prison riot there which claimed 43 lives last September, wants to make New York State citizens aware of the correctional employees whom, they feel, have been unjustly accused of brutality toward prisoners.

"We want the public to know that our men are not responsible for the conditions in the prisons," said Ms. Beatrice Brown, president of WISSCE and wife of a correction officer at Attica. "We want something done, and we are not satisfied with the progress made so far by the Legislature, the Correctional Services Department, or the union that represents most of the employees — Council 82, American Federation of State, County and Municipal Employees."

While in Albany, Ms. Brown said, the WISSCE women visited Senate Majority Leader Earl W. Brydges, testified at a public hearing held by the Select Committee on Correctional Institutions and Programs, and met with CSEA correctional specialist Thomas J. Linden.

They Get Backing

Linden said, "CSEA is behind

WISSCE all the way. WISSCE contends, and we agree, that nothing is being done by Council 82 to help the situation. Most of the seven, well-publicized demands made by Council 82 when they threatened a prisoner lock-in last fall have not yet been satisfied, although the department and Council 82 announced at the time that they had agreed to answer and satisfy those demands.

"For example," he continued, "the safety and riot equipment asked for has yet to be delivered, except for helmets. Nowhere do the correctional employees feel safe. Council 82 has done a lot of talking, but conditions for the employees and for the prisoners have not improved one bit. CSEA intends to try to publicize this." Linden said his words applied to conditions at all State prisons, not just Attica.

Ms. Brown said WISSCE welcomes membership from any interested women in the State, regardless of their relationship to the correctional institutions. "We need support from everybody to publicize the plight of the employees," she said. "We want something to be done by those in power."

Gloss Finds The Way To Members' Heart—A Dinner

(From Leader Correspondent)

FREDONIA — Buoyed by the success of its first dinner meeting, the State University College at Fredonia chapter of the Civil Service Employees Assn. plans similar meetings in the future.

The chapter decided to try the dinner method after poor attendance was registered at regular chapter meetings. "I'm very encouraged by this turnout," chapter president Roy Gloss said when about 50 persons showed for the session in the Vineyard Restaurant in Fredonia.

Dudek Speaks

Edward G. Dudek, SUNY delegate to the CSEA board of directors, was the principal speaker. He talked of current problems facing the CSEA and urged members to take a more active role in their chapter's affairs.

The members also heard from Mrs. Jo Wesling, Mariann Anderson and Gloss, committee heads, and Thomas B. Christy, CSEA field representative.

Members of the committee planning the meeting were Marietta Godbey, Marlene Conti, Maryann Donovan and John Pawlak.

Maas Named Judge

The Governor has nominated Hyman T. Maas, of Irondequoit, as a Monroe County Court judge for a term expiring next December 31. Maas will succeed Judge John Conmay, who has been elected to State Supreme Court.

Action On Jefferson County Demands Seen During March Meeting

WATERTOWN — Leaders of the 530-member Jefferson Chapter CSEA conferred this week (Monday) with Francis A. Martello, CSEA regional field supervisor, in a strategy session while marking time in awaiting definitive action by the Jefferson County Board of Supervisors in the aftermath of a public legislative hearing on their continuing salary dispute.

Signals have emanated from the Board of Supervisors that the County plans to make its next move at the group's next regular session on March 7. In the meantime, the CSEA workers who earlier this month participated in an "informational line" parade around County buildings remained poised to respond in an appropriate way to developments in the impasse.

Martello refused to comment on discussions at the strategy

session. He did indicate that a meeting of the Jefferson chapter general membership would follow any definitive action taken by the County.

The CSEA has asserted willingness to settle for a 5.4 percent raise, the percentage recommended by the PERB fact-finder, Dr. Robert W. Rock, Oswego. The County's last offer, a one percent across-the-board increase plus payment of 75 percent of the employees' hospitalization insurance instead of the present 50 percent, was rejected by the CSEA.

CSEA MEETING CALENDAR

February

- 24—Southern Conference meeting, 7:30 p.m., Rockland State Hospital, Bldg. 29, Orangeburg.
- 24—New York City chapter executive committee meeting, 5:15 p.m., Gasner's Restaurant, Manhattan.
- 25—Westchester County chapter installation of officers, 8 p.m., Sherman Park Inn, Hawthorne.
- 25—Membership Committee meeting, 12 noon, Venetian Room, DeWitt Clinton Hotel, Albany.
- 29—Insurance Committee, 10 a.m., Conference Room, CSEA Headquarters, Albany.

March

- 2-3—Restructuring Committee meeting, sessions to begin Thursday at noon and 7 p.m., Friday, 9 a.m., Schraff's Restaurant and Motor Inn, Albany.
- 3—Syracuse area chapters political action forum, with area legislators, 7:30 p.m., Country House, Syracuse.
- 11—Capital District Conference meeting, date and place to be announced.
- 20-24—Statewide Delegates Meeting, Concord Hotel.

April

- 21-22—Central Conference meeting, Holiday Inn, Cortland.

CHARLES D. McNEILL

ROCHESTER — Charles D. McNeill, 38, an employee of the State Agricultural and Industrial School at Industry since 1960, and a member of the Civil Service Employees Assn. for many years, died Jan. 22 at his Rochester home.

Mr. McNeill worked for three years as a boys supervisor and then became an institution teacher, teaching the first course in Afro-American history at the school. He also served as president and treasurer of the Teachers Guild at Industry.

He was educated in the Winston-Salem, N.C., schools and received a bachelor of science degree from Johnson C. Smith University, Charlotte, N.C. He also did graduate work at the State University College at Geneseo.

Mr. McNeill was a member of Omega Psi Phi fraternity; Eureka Lodge 36 of the Prince Hall Masons and St. Simon's Episcopal Church, Rochester, where he was a vestryman and treasurer.

He was an Air Force veteran of the Korean War.

Surviving are his wife, Dorothy; a son, Derrick; a daughter, Yvette; his parents, Mr. and Mrs. Charles G. McNeill of Aberdeen, N.C., and a foster brother, Henry Carter, also of Aberdeen.

RALPH PARKER

ROCHESTER—Ralph Parker, 56, a boys supervisor at the State Agricultural and Industrial School at Industry and a member of the Civil Service Employees Assn. for many years, died Jan. 21 in a Buffalo hospital.

Mr. Parker, who worked on the midnight-to-8 a.m. shift, lived in Livonia, N.Y.

Surviving are his wife, Jeanette; two sons, David and Peter, both at home; a daughter, Ann of Albion; a sister, Mrs. R. H. (Lyle) Bercy of Detroit, Mich., and two grandchildren.

Memorial contributions may be made to the American Cancer Society or the Livonia Ambulance Fund.

'Masterplan'

(Continued from Page 1)

generally lower rates for those who take part. According to estimates made on applications submitted to date, most applicants stand to enjoy savings of ten to 20 percent compared to conventional rates, the insurance spokesmen said.

For additional information and/or assistance, CSEA members may write, phone or visit service offices of The Travelers Insurance Co. in four locations; Suite 1700 Main Place, Buffalo; 113 South Salina St., Syracuse; 81 Wolf Rd., Albany, and 229 Seventh St., Garden City.



Three young prize winners accept Arts Festival trophies from leaders of Utica State Hospital chapter of the Civil Service Employees Assn. From left are chapter publicity chairman Roger Piersall, Denise Handzel, Joni Assaro, Robyann O'Shea and chapter first vice-president John Dyman.

Participate In Utica Hospital Celebration

UTICA — Members of the Utica State Hospital chapter of the Civil Service Employees Assn. took part in the week-long celebration of the hospital's 129th anniversary by presenting awards for winning projects during an Arts Festival.

More than 250 entries were received and judged, with the three top awards going to Denise Handzel and Robyann O'Shea, both of DeSales High School, and Joni Assaro of Utica Catholic Academy. The presentation was made by chapter vice-president John Dyman.

The chapter also co-sponsored the Red Cross Bloodmobile visit to the hospital, and

as a result, 172 pints were donated during the visit. This collection established a new record for the hospital, according to chapter publicity chairman Roger Piersall.

The purpose of the celebration was the 129th anniversary of the Main Building at Utica State Hospital. Among other activities was the presentation of a plaque to hospital director Dr. George Volow in official recognition that the Main Building was placed on the National Registry for Historic Buildings and Landmarks.

More than 1,300 persons toured the building during an open house.