

# Civil Service LEADER

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*Joe Gaultier*

## Retiree News

— See Page 14



**PROVIDE AID** — Mary Kingsley, president of CSEA's Albion Correctional Facility chapter, was the first person to respond to an appeal by Jack Weisz for contributions to aid a fellow member who had lost her position because of sex discrimination.

## Adirondack Cook Wins Sex Discrimination Suit

**DANNEMORA**—A more than two-year battle by Thelma Upton and the Civil Service Employees Assn. against the State has ended in a major victory for Ms. Upton and her union with the State Human Rights Commission ruling that the State Department of Correctional Services had discriminated against Ms. Upton on the basis of her sex.

The State Human Rights Commission chairman, Jack M. Sable, recently ruled that Ms. Upton should be reinstated to her former position as a cook at the Adirondack Correctional Facility with full back pay for two years, medical expenses, lost benefits and payment of \$1,500 by the State for mental anguish and humiliation she suffered as a result of being laid off in September 1972, after 18 years as a cook at the correctional facility. The Human Rights Commission ruled that Ms. Upton and CSEA were correct in charging that she was laid off as the result of a discriminatory ruling that her position should go to a male.

### 'Most Blatant Case'

"The Thelma Upton case was perhaps the most blatant case of discrimination that I have ever encountered," said Jack Weisz, CSEA representative to the Board of Directors from the

Department of Correctional Services. Mr. Weisz had represented Ms. Upton on behalf of CSEA through a long series of hearings and delays which finally resulted in victory. "Delaying tactics over a period of several months on the part of wealthy New York State pauperized her. Jus-

(Continued on Page 3)

## Lennon Demanding Probe Of Matteawan Transfers

**FISHKILL**—The Southern Region 3 of the Civil Service Employees Assn. demanded an immediate investigation by the state Attorney General of the transfer of Matteawan prisoners to loosely guarded mental hospitals throughout the region.

CSEA Southern Region president James J. Lennon, in a letter to Attorney General Louis Lefkowitz, also advised that the union is looking into possible legal action to prevent future transfers of prisoners to the mental hospitals.

"We have seven mental hospitals with thousands of employees in this region," Mr. Lennon said. "We are concerned not only with the safety of our union's members, but also with that of the patients in the hospitals and the community surrounding the hospitals."

"The murder of Matteawan psychologist Judith Becker was a direct result of this abominable transfer policy which allows murderers and rapists to leave maximum-security Matteawan to go to mental hospitals where administrations are not prepared for them, staff is not being retrained to handle them, and there are virtually no security precautions."

The suspect in the recent Becker murder is an ex-Matteawan inmate who was allowed to transfer to a mental hospital last year under a new law that mandated such transfers for Matteawan inmates who have not yet been convicted.

### 'Disastrous Transfers'

"The sickening disregard for the safety of the employees, patients and neighbors of the state's mental hospitals must end now," Mr. Lennon demanded. "CSEA has an overwhelming amount of documentation showing that these transfers have

been disastrous."

He pointed out that the Mid-Hudson Psychiatric Center in New Hampton, set up exclusively to receive transferred inmates from Matteawan, has had 24 escapes in the past year. Six of the escapees are still at large.

"Who knows how many unsolved murders in this region are directly related to this law?" Mr. Lennon asked. He specifically

mentioned the murder of a 15-year-old high-school girl in the parking area of a Nanuet shopping mall.

### Playing 'Word Games'

"The Department of Mental Hygiene itself opposed these transfers when the law was first proposed. The department claimed it didn't have enough funds to retrain its staff, hire more

(Continued on Page 3)

## Laundry Worker Benefits Sought

(From Leader Correspondent)

**NEWBURGH**—Southern Region 3 of the Civil Service Employees Assn. will do all in its power to help public employee laundry workers to get an upgrading on their jobs, regional president James J. Lennon said at a Region executive board meeting here Oct. 17.

The low salary grades of laundry workers and the hard, sometimes dangerous jobs they perform, were described in a letter from M.E. Gamble, a laundry employee at Harlem Valley State Hospital, to William Reilly of the division of classification of the Mental Hygiene Department.

Mr. Gamble said there is a constant possibility of a worker being scalded or otherwise injured by the laundry processing equipment. Injuries may also be

caused by the wet, slippery floors on which the workers walk. There is the danger of infection from the bedding and clothing and injuries from sharp objects often found in the clothing.

"Thirty years ago the position of a launderer was considered a position for an attendant. It is inconceivable that over these years, with the increased demand for production of finished work and the introduction of much more complex processing procedures and equipment, that the value of the laundry employees would have so deteriorated.

(Continued on Page 3)



**LABOR STUDIES** — Cornell University's School of Industrial and Labor Relations has begun a two-year course exclusively for CSEA Western Region 6 members. Classes meet one night a week in Buffalo and are adapted for the needs of public employees. In this photo, looking over the class are, standing, from left: Gloria Abel, instructor; Celeste Rosenkranz, CSEA education chairman, and Jeanette Watkins, coordinator of the labor studies programs.

### Inside The Leader

Last-Minute Politicking  
— See Page 5  
More Convention Coverage  
— See Pages 8 & 9

*Don't Repeat This!*

## Quiet Revolution In Politics Due To Voter Awareness

**P**OLITICS will never again be the same.

By the time you read this, the tumult and the shouting of campaign activities will be over. The candidates for public office are now resting their

(Continued on Page 6)

# FIRE FLIES

by Paul Thayer

At the scent of the fire on 23rd Street some years ago in which 12 firefighters died, Commissioner O'Hagan, in an interview, said that when a firefighter is killed, each of us dies a little that day. Nothing could be more true.

Thus it was that on Tuesday evening, Oct. 29, we all did, indeed, die a little within ourselves.

On that night at about 5:15 p.m. a building in the railroad yards at Willis and Bruckner in the Bronx turned into an inferno and went to a 3rd alarm. It was a warehouse 50 by 400 feet.

Long after the "under control" had been given, and while desperately weary firemen were dragging and draining hose, picking up tools and ladders, Fireman Russell Linneball and Fire-

man John Williams of Ladder 17 were in the process of lowering a portable metal ladder which had been placed against the building.

Above them were triangular overhead wires used to supply power to yard locomotives pushing freight cars on to sidings, etc. One such wire ran along the full length of the warehouse. Nobody was aware of its presence. There was a loading platform and the ladder was against it.

When the time came to take it down, Firemen Linneball and Williams went to the trusses while Fireman Victor Secrete of Ladder Co. 29, standing on the loading platform, grabbed the rungs and pushed it out to what was going to be a standing position. It would then be lowered and placed back upon the rig.

As the metal ladder was moved



JOHN WILLIAMS

toward a standing position, it hit the electric wire above. One instant before, Fireman Victor Secrete, who was on the loading platform, had let go in order to grab the halyard for lowering. The instant the contact was made, eleven thousand volts hit the two firefighters and they lay dead upon the ground.

On the radio in the early stages of the fire, I heard the chief request that the power be shut off in the entire freight yard. A question comes to mind as to why the power would have been restored without the permission of the Fire Department. Maybe the permission had been given. Operations were all but finished. It was four hours after the fire began. Only "taking up" operations were going on. The wire was simply not visible. It was an accident which any firefighter would quickly attribute to being "part of the job."

Most of all it was the second



RUSSELL LINNEBALL

time in four months that death had struck Ladder 17. During the last year and a half that company has had so many tough workers that its roster has taken an unmerciful beating. Three serious injuries, one heart attack and three deaths.

(Continued on Page 7)

# Gov. Wilson: Productivity Saved Nearly \$1 Million

ALBANY—Gov. Malcolm Wilson has announced that almost \$1 million in savings and increased revenues already have resulted from productivity and improvements to increase the effectiveness of state operations.

Governor Wilson February 25 last directed the heads of all state agencies to intensify efforts to develop and implement specific productivity improvements.

A report by state budget director Richard L. Dunham noted the following productivity savings:

### EFFICIENT USE OF AUTOMATED EQUIPMENT

In recent months, several state agencies have automated routine functions and effected economies in existing automated systems for total annual savings of approximately \$400,000. These results have been achieved through the following measures:

- The establishment of a highly automated typing center in the Department of Motor Vehicles has speeded production and produced an estimated savings of \$85,000 a year.
- The integration of snowmobile and motorboat licensing in the Department of Motor Vehicles' automated licensing and registration operation has saved \$130,000.
- The Department of Motor Vehicles has recently completed automation of its procedures for revocation and suspension of driver's licenses following court convictions. This move will get unsafe drivers off the road more quickly, and save approximately \$80,000 annually.
- The Department of State will save \$42,000 annually by using computerized typesetting equipment for updating the State's Official Compilation of Codes, Rules and Regulations.
- The Education Department has converted a number of computer programs previously run on equipment outside the agency so that they can be used on the Department's computer for an annual savings of \$45,000.
- The Division of the Budget has negotiated a statewide contract which will save \$13,000 annually in rental and maintenance of all of the State's electronic accounting machines.

**INCREASED FEDERAL REIMBURSEMENT**

Aggressive pursuit of federal reimbursement for state programs resulting from management improvements will yield an additional \$374,000 annually in increased revenue, thereby freeing State tax dollars. Specific achievements in this area include the following:

- The Department of Agriculture and Markets has recently negotiated contracts with the U. S. Food and Drug Administration to perform Federal inspections of food processing plants.

This action will eliminate duplication of inspections between the FDA and the department, and will generate \$174,000 annually in additional revenue to the state over a three-year period.

- The Division for Youth is currently implementing a centralized equipment inventory system which will facilitate central processing of equipment routine purchases and transfers and surplus property disposition. Besides returning savings through improved equipment usage, the re-assessment of the Division's inventory will support claims for increased federal reimbursement of approximately \$200,000 annually.

### CONSOLIDATION OF FUNCTIONS

More efficient use of state personnel has been achieved through consolidation of related functions in two agencies. Annual savings of \$175,000 are anticipated from the following moves:

- The Division for Youth has consolidated certain business office functions and staff of the former State training schools with its central office responsibilities for a savings of approximately \$110,000 annually in personnel costs.

- The Department of Correctional Services has assumed responsibility for preparing signs for State University campuses at an annual savings to the State of approximately \$65,000.

### INCREASED STATE REVENUE

- The Lottery Division of the State Racing and Wagering Board inaugurated a new ticket design and introduced daily lottery prizes for a one-month period, boosting gross sales by nearly 10 percent over the previous month and increasing State revenue for education by almost \$300,000.

### Veterinary Dean

ALBANY — The New York State College for Veterinary Medicine has a new dean in Dr. Edward C. Melby, former director of laboratory animal medicine at Johns Hopkins University. He was named to the \$47,500 post this month by the University trustees to succeed Dr. George C. Poppensiek.

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## C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

### FALL PROGRAM

<b>JAMAICA (OCHO RIOS)</b>			
C10311	Lv. Nov. 28, Ret. Dec. 1	MAP.....	\$249
<b>CURACAO</b>			
C54811	Lv. Nov. 27, Ret. Dec. 1	MAP.....	\$279
<b>BERMUDA</b>			
C12111	Lv. Nov. 28, Ret. Dec. 1	MAP.....	\$259
<b>SAN JUAN</b>			
C01411	Lv. Nov. 28, Ret. Dec. 1	EP, From.....	\$169
		FLIGHT ONLY.....	\$125

### YEAR-END PROGRAM

<b>PARIS</b>			
C04312	Lv. Dec. 24, Ret. Dec. 31	CB.....	\$289
		FLIGHT ONLY.....	\$209
<b>COSTA DEL SOL — SPAIN</b>			
C03912	Lv. Dec. 24, Ret. Jan. 1		
	Deluxe Hotel	MAP.....	\$399
	First Class Hotel	MAP, From.....	\$329
		FLIGHT ONLY.....	\$269
<b>PORTUGAL (ESTORIL)</b>			
C54712	Lv. Dec. 23, Ret. Dec. 30	AB.....	\$359
<b>RUSSIA</b>			
C41512	Lv. Dec. 28, Ret. Jan. 4	AP.....	\$399
<b>TRINIDAD and TOBAGO</b>			
C53012	Lv. Dec. 22, Ret. Dec. 30	MAP.....	\$589
<b>FREEPORT</b>			
C10812	Lv. Dec. 24, Ret. Jan. 1	EP.....	\$319
<b>BERMUDA</b>			
C52812	Lv. Dec. 24, Ret. Jan. 1	MAP.....	\$389
<b>JAMAICA</b>			
C10412	Lv. Dec. 24, Ret. Jan. 1	MAP.....	\$539
<b>PANAMA</b>			
C50012	Lv. Dec. 21, Ret. Dec. 28	EP.....	\$349
<b>MIAMI</b>			
C03812	Lv. Dec. 24, Ret. Jan. 1	MAP, From.....	\$409
		FLIGHT ONLY.....	\$155
		MAP.....	\$489
<b>GOLDEN WEST — SAN FRANCISCO</b>			
C58112	Lv. Dec. 24, Ret. Jan. 1	FLIGHT ONLY.....	\$199
<b>LAS VEGAS</b>			
C53812	Lv. Dec. 26, Ret. Dec. 29	EP.....	\$189
C53912	Lv. Dec. 29, Ret. Jan. 2	EP.....	\$229

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**DEPEW CONTRACT** — A one-year contract for non-teaching employees of the Depew School District, Erie County, was recently signed providing employees with salary increases of from 8 to 11 percent plus annual increments, extra personal leave time and a streamlined grievance procedure. Above, at the signing, are, from left, school board president Frank Palumbo, CSEA unit president Alice Lorentz, county field representative Robert Young and school superintendent George Drescher.

## ① CSEA calendar ①

### NOVEMBER

- 6—Organizational meeting of New York City retirees: 3 p.m., CSEA Region 2, Room 1210, 11 Park Place, Manhattan.
- 6—Dutchess County Educational chapter general meeting: 7:30 p.m., Poughkeepsie High School.
- 7—Kings Park Psychiatric Center membership meeting: 8 p.m., Conference room, Bldg. 22, Kings Park.
- 9—Willard Psychiatric Center chapter dinner-dance: 7 p.m., Seneca Falls Country Club, Seneca Falls.
- 13—Buffalo Psychiatric Center chapter general meeting: 7 p.m., Serbian Club, 1200 Tonawanda St., Buffalo.
- 14—Central Islip Psychiatric Center chapter meeting: 8 p.m., Legion Hall, Elm St., Central Islip.
- 16—Craig Developmental Center chapter annual Fall Ball: 8 p.m., Shanahan Hall, Sonyea.
- 20—Oswald Heck Developmental Center chapter meeting.
- 20—Buffalo chapter dinner-meeting: Plaza Suite Restaurant, I M & T Plaza, Buffalo.
- 21—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Ave., Albany.
- 29—Buffalo Psychiatric Center chapter dinner-dance: 7 p.m., Sheraton-East, 2040 Walden Ave., Cheektowaga.

### DECEMBER

- 6—Onondaga County chapter dinner-dance: 6:30 p.m., Liverpool Country Club, Liverpool.
- 7—Morrisville chapter Christmas party: 7:30 p.m., Dibble's Inn, Rt. 5, Vernon.

## Demand Matteawan Probe

(Continued from Page 1)

Mr. Gamble asked that the position of a chief laundry supervisor be upgraded from G-14 to G-18; head laundry supervisor from G-12 to G-15; laundry supervisor from G-10 to G-13; senior launderer from G-7 to G-9; launderer from G-4 to G-7; laundry cleaner from G-4 to G-6 and laundry clerk from G-3 to G-5. The last upgrading for laundresses was in 1966, Mr. Gamble said.

President Lennon said he hoped this upgrading could be obtained and that it would apply to all public employees who are laundry workers.

A major topic at the Southern Region meeting was the political action committee endorsements of candidates for State Senate and Assembly.

The endorsements were announced by William Lawrence, chairman of the Region 3 political action committee. Mr. Lawrence pointed out that party affiliations were not considered for the endorsements. The endorsements were given strictly on the basis of past performance by incumbents on 10 public-employee

bills, acted on in the last session of the State Legislature. Those who are not incumbents were judged on their attitudes towards the bills, Mr. Lawrence said.

President Lennon said he hoped that members who do not agree with the endorsements "would not embarrass CSEA by calling chapter or unit meetings to make new endorsements.

"I realize some people may not be happy with some of the endorsements. If they want to vote or work for other candidates they are perfectly free to do so, but I hope they don't do it in the name of CSEA. We have a state and regional political action committee and I think we should respect their endorsements," Mr. Lennon said.

### Committee Named

In other action, president Len-

### Poughkeepsie Meeting

**POUGHKEEPSIE**—There will be a general membership meeting of the Dutchess County Educational chapter, Civil Service Employees Assn., on Nov. 6 at 7:30 p.m. at the Poughkeepsie High School.

non appointed a constitution and bylaws committee. Nicholas Puzifferri, former Southern Conference president, is chairman, and members are Ellis Adams, Ray Cassidy, Tris Schwartz and William Hoffman.

CSEA state executive committee chairman Victor Pesci thanked the delegates to the recent state convention for the ideas they presented. "CSEA needs all the help it can get," Mr. Pesci said.

President Lennon suggested that the Region look into the possibility of getting a satellite office in Westchester County. The CSEA Central Region already has two such offices, he pointed out. "It's an absolute necessity to have a satellite office in Westchester, the most heavily populated county in the Southern Region," Mr. Lennon said.

The regional president also suggested that the executive board look into the possibility of having a dinner-dance. The next executive board meeting will be held in late November at the Bear Mountain Inn.

# Green Haven Officials Lambasted By Senisi

**STORMVILLE**—Civil Service Employees Assn. Green Haven president Angelo Senisi sharply criticized the industrial administration at the prison for being "unqualified and incompetent" and for showing favoritism in promotions.

"The assistant superintendent of industries here has worked one year, in which he went from foreman to general foreman to assistant superintendent without ever taking any Civil Service test for any of those jobs," Senisi charged. "He jumped right over qualified permanent employees. This is a blatant circumvention of the law."

Mr. Senisi is also annoyed at the imminent transfer of a general foreman and two foremen from the Green Haven industrial shops to Clinton Correctional Facility in upstate New York. Allen Mills, director of industries for the Department of Correctional Services in Albany, ordered the transfers.

A general foreman himself, Mr. Senisi said, "I absolutely refuse to have any permanent employee transferred as long as there are temporary and provisional employees at Green Haven. They should be the first to go, not us."

"There are two temporary foremen at Green Haven, including one garment shop foreman who actually works out of Albany, who could easily be transferred with the garment shop, leaving the permanent employees at Green Haven," he continued. The garment shop will be the first of Green Haven's shops to relocate at Clinton.

### 'Parenthetics'

The industrial superintendent and his assistant at Green Haven maintain that men must be transferred who have knowledge or experience in the specific field of garment work, since they will be transferred with the garment shop. Senisi claims following "parenthetics," or specialty areas of the employees, is done selectively and not applied fairly throughout the prison.

"They've assigned a foreman to the new hospital equipment repair shop at Green Haven. He had been a paintbrush shop

foreman previously. And before that, I believe, he was a shoe shop foreman. Now, where's the 'parenthetics' there?" Senisi asked. "How does paintbrush experience qualify you for hospital equipment repair?"

"For that matter, what qualifies the superintendent and assistant superintendent of industries? What do they know about garments or paint brushes? Nothing."

### Cites Security Lack

The recent escape of two Green Haven inmates, as yet uncaptured, reflects the general lack of security at Green Haven, Senisi charged, especially in the industrial-shop area.

"Somebody could be killed back in the shops, and nobody would

know it till it was too late," he said. "This I blame on the administration. The industrial superintendent and assistant superintendent are not security-minded at all. In fact, they don't know anything about security or industry. In one year, these two have destroyed what it took the previous superintendent 12 years to build."

"If the administration keeps going the way it has been, there's going to be trouble here," he warned.

Mr. Senisi also mentioned that the Correctional Department still has not responded to the union about funding retraining programs at Green Haven. The information was promised at a meeting Oct. 15.

## Win Sex Discrimination Case

(Continued from Page 1)

tice finally triumphed, but at such a terrible cost," Mr. Weisz said after the decision.

Mr. Weisz said the State was successful in delaying action on Ms. Upton's complaint since September, 1972. "As a result of the State-caused delays," Mr. Weisz said, "Thelma Upton was stripped of all her accumulated assets and suffered tremendous humiliation and mental anguish. The loss of pay resulted directly in a home mortgage default and a pending proceeding for foreclosure. Her automobile was repossessed and a judgment issued for the balance of payments. Her oil delivery was discontinued last July,

and she was without hot water in her home. Additionally, Thelma was deprived of her normal State Employee Medical and Hospital benefits and accumulated an enormous medical debt, and her credit standing was totally destroyed."

Mr. Weisz added that both he and Ms. Upton were extremely grateful to the many people who aided her in her long fight against the State, especially Mary Kingsley, CSEA chapter president at the Albion Correctional Facility, and Wendell Lashua, former chapter president at the Adirondack Correctional Facility, both of whom testified on her behalf during hearings held on the charge.

That situation may not actually be over, warns Mr. Weisz. He said it is possible the State may appeal the Human Rights Commission decision.

## Buffalo Taxmen To Fete Cahill

**BUFFALO**—New York State Tax Department employees of the Buffalo District Office will honor Jerry Cahill at a farewell testimonial on his recent promotion to director of income tax accounts at the Albany central office.

Mr. Cahill joined the Buffalo district office in 1949. During the intervening years at the Buffalo office he had directed the operations of the truck mileage tax section, Motor Vehicle Department, Sales Tax Bureau, and most recently served as an assistant district tax supervisor.

The dinner will be held Nov. 10 at the Depew Grove, 271 Columbia St., Depew. Cocktails will be served at 7 p.m. and dinner at 8 p.m. with dancing thereafter.

Friends wishing to attend may call Jack Zadzilka at 842-4558 or Anthony Cosentino at 842-4635.

## Seek Benefits For Laundry Workers

(Continued from Page 1)

employees, or to have adequate security facilities.

"If the problem is just that you can't keep 'sick' people in 'prisons,' then why don't they just change the name from 'prison' to something else? This is no time to be playing word games, when people's lives are at

stake," Mr. Lennon said.

He added that his region would support emergency funding for the Department of Mental Hygiene for retraining, adding staff, and adding security equipment, if that would be a feasible step. He said he is willing to meet with Mr. Lefkowitz immediately.

# Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Consultant Public Health Nurse	\$17,429	20-320
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Hospital Administration Intern	\$10,714	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Unemployment Insurance Claims Examiner (Spanish Speaking)	\$10,714	20-389
Vartype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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



**HEROES HONORED** — Bruce Vandermosten and Vincent Selafani, CSEA members of the Nassau County Department of Recreation and Parks, display citations earned for rescuing two persons from a flaming building at Cantiague Park Ice Rink, Hicksville. With the two, from the left, are Tony Gargiulo, department unit CSEA president, Margaret Payne, regional park supervisor and Richard A. Fitch, department commissioner. On Aug. 12, a fire broke out in a concession stand at the rink and Mr. Vandermosten, the park director, and Mr. Selafani, the assistant rink facilities manager, rescued two persons inside. The citations were signed by Ralph G. Caso, Nassau County executive.

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# Rochester Area Chapters Quiz, Endorse Politicians

ROCHESTER—Ten chapters of the Civil Service Employees Assn. have reaffirmed their support for four candidates for the State Senate and six candidates for the State Assembly. The endorsements followed interviews with the candidates.

Endorsed for the State Senate are: Fred Warder, Republican incumbent, 52nd Senatorial District; John Perry, Democratic challenger, and Thomas Laverne, Republican challenger (Conservative Gordon DeHond is the incumbent), 53rd Senatorial District; Frank Lamb, Democratic challenger, 54th Senatorial District.

Endorsed for the State Assembly are: Ronald Papke, Democratic challenger, 130th Assembly District; Raymond Lill, Democratic incumbent, 131st Assembly District; Thomas Frey, 132nd Assembly District; William Steinfeldt, Republican incumbent, 134th Assembly District; Don Cook, Republican incumbent, and Richard Holtzberg, Democratic challenger, 135th Assembly District, and James Emery, Republican incumbent, 136th Assembly District.

"In cases where we endorsed two candidates for the same post," said Samuel Grossfield, Rochester chapter president and spokesman for the Genesee Valley Conference of Chapters, "we wanted them to know that we think they're both worthy of the support of our members."

Officers of the 10 Rochester-area chapters met for two nights in suburban Henrietta with the candidates, the Republicans one night and the Democrats the next.

Each candidate was asked his position on the following "major issues":

- Is it fair to increase penalties on city, town, county, state and school district employees and labor groups under the State Taylor Act while employers escape penalties so long as they practice the illusion of bargaining in good faith?

- Do you approve restoring into law the constitutional right enjoyed by private employees of going to court when disciplinary action is threatened or taken against a public employee?

- How do you feel about an automatic, cost-of-living escalator clause, based on U.S. Bureau of Labor standards, for public employees and retirees who are the victims of galloping inflation? ("A mere 5 or 6 percent wage increase won't allow public employees or retirees to stay even," Grossfield said. "We must have the cost-of-living escalator plus a general wage increase and we must have them before next April 1. Inflation is liable to hit 15 or 16 percent by then." He also urged that cost-of-living supplements be made a permanent part of the retirement system before retirees become welfare cases.)

## Corbin on PAC

NORTH AMITYVILLE—James Corbin, president of the Suffolk chapter of the Civil Service Employees Assn., has been appointed to the regional political action committee, it was announced by Region president Irving Flaumenbaum. Mr. Corbin replaces a Suffolk chapter member, former chapter president E. Ben Porter.

- What is your position on freeloaders, or free-riders, who do not belong or contribute a penny to CSEA despite all the expenses of operating chapters, conferences and the state organization which represent their interests?

Attending the meetings were: Rochester chapter: Mr. Grossfield; Joseph Polvino, vice-president, and John Garvey, co-chairman of political action.

Monroe County chapter: Martin Koenig, president.

Rochester Office of State Department of Transportation: William Saunders, president; Leonard Vanella, vice-president, and Mark Levinson, delegate.

Rochester Psychiatric Center: Helen Hall, president, and Michael Alletto, vice-president.

Genesee Valley Armories: John Granger, president.

Brockport SUNY: Thomas Gartley, president; Francis Catton, vice-president.

Craig State School: Charles Peritore, president; Jeanne Relsendorf, political action chairman, and George DeLong, delegate.

Genesee SUNY: Kenneth Bennett, president.

Newark State School: Frank Napoleon, president; Charles Smith, vice-president.

Rochester Retirees: Ruth McPhee, president; Melba Binn, vice-president, and Walter Corcoran, delegate.

# Meeting Candidates Around The State



**RENSELAER DINNER** — Statewide CSEA president Theodore C. Wenzl, standing, exchanges pleasantries with John Vallee, right, Rensselaer chapter executive representative, at the chapter's recent "Meet the Candidates" night. The event was held at Michael's Banquet House, Latham. Looking on are Edward Pfaffenbach, Grace Vallee, seated, delegate, and Susan Pfaffenbach, chapter president.



**NIAGARA NIGHT** — William M. Doyle, standing, Niagara County chapter president, reported that both candidates for governor expressed support of the agency shop for civil service employees during their visit to the CSEA fall conference at Kiamasha Lake. Mr. Doyle, speaking at the annual candidates night dinner dance in Niagara Falls' Crown and Anchor Restaurant, also reported to CSEA members on other stands taken by the two men. Seated at the head table are, from the left, Jan Kozyra, chapter treasurer; Kathleen Hunt, delegate, Neil Gruppo, Niagara Falls Schools unit president, Sara Ronchetti, first vice-president, and two veteran members, each with 38 years in CSEA, Boris Maxwell and Walter Kroe.



**ALBANY LAUGHTER** — Enjoying a joke about a meet-the-candidates session at the State Campus cafeteria are Assemblyman Tom Brown, Jack Daley, president of the Department of Taxation and Finance CSEA chapter, Thomas McDonough, CSEA executive vice-president and Assemblyman Neil Kelleher. The session was sponsored by the chapter.



**NIAGARA GUESTS** — Dorothy Hy, who chaired the Niagara County CSEA candidates' night, is flanked by city court judge Anthony J. Certo, left, and county clerk Kenneth Commerford. About 200 chapter members heard various candidates for local, state and federal offices present their qualifications and their positions on various issues important to public employees.



**GIVING A HAND** — As Jack Daley, president of the Department of Taxation and Finance CSEA chapter points out CSEA delegates in the Albany Campus cafeteria, candidates and head table guests applaud. The chapter recently held a meet-the-candidates

session at the campus. Above, from the right, William F. Alward Jr., candidate for the State Assembly; Howard C. Nolan, candidate for the State Senate; Assemblyman Tom Brown; Thomas McDonough, CSEA executive vice-president.

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TUESDAY, NOVEMBER 5, 1974

## City Residency

ONCE again New York City Council has taken up the issue of residency requirements as a condition of employment by the city.

This is one of those issues that periodically pop up, are vigorously opposed by various employee unions and then sent back to limbo. In addition, there are state regulations that permit certain uniformed employees to live outside the city limits in counties that share borders with the city or are contiguous with the suburban counties. (Thus, someone in Suffolk can be employed by the city, while someone who lives closer by in Orange County theoretically is barred. We know, however, that the law is stretched.)

There is an irony, though, in the fact that New York City is singled out for these restrictions on its ability to hire from among its own citizenry. For example, someone living in suburban Westchester County's City of White Plains must be considered for employment by New York City, whereas White Plains can exclude New York City residents from similar jobs.

Of the two proposals considered by City Council last week, we lean toward the idea of bonus points for residents as opposed to the requirement for three-year residency.

The bonus points solution seems to be a futile gesture, though, since the state constitution allows preferential treatment for veterans only. Other than that, eligibility is based on "Merit and Fitness," bywords of the Civil Service system.

The three-year residency requirement, on the other hand, would be harmful to young people who would have to leave home as teen-agers in order to meet the residency requirements.

Further meetings will be held by Council to discuss the problem. With the loss of jobs within New York City there will be unusual pressure for the Council members to come up with something to keep New York jobs in New York.

There are two overlooked factors at work in the overall picture, though.

One is a social situation, in that those people who could be most affected by the increase in job openings are residents of the City's Inner areas or Ghettos.

Second is the geographical predicament faced by many large cities that are bounded on all sides by artificial boundaries set up before urban sprawl.

Before the residency problem can be resolved, it must be determined whether the Merit System should be weakened in order to provide better job opportunities for residents. As matters now stand, Inner City residents currently have the opportunity to score high on the exams and beat out non-residents, if they are able.

On the other hand, should non-residents be permitted the opportunity to earn their livings in the City, and then invest that income in another community? With the artificial boundaries and housing shortage it is difficult to expect people to live in a city where fixed expenses are among the highest in the nation.

There are two great forces troubling America today—social change and economic uncertainty. The residency requirement is only one small incident in the continuing struggle between these forces.

If City Council can solve the problem, the members will all deserve to be elected to Congress, because the same problems in other forms exist there. For now, though, we give them an "A" for effort.



(Continued from Page 1)

throats and seeking to recover from the fatigue of an overlong, gruelling campaign. The voters will have gone to the polls and quietly cast their ballots.

Yet beneath the surface of these routines of the electoral process a revolution has taken place and a new era is being ushered in. Most of us may be only dimly aware of what has been happening, but we have moved from an era of representative democracy to one of participatory democracy. In a real sense, from now on in, the people will play an increasingly significant role in the decision making and in policy formulation of government.

### Labels Less Significant

A number of things point to the trend in which we are moving. More and more political labels become less and less significant. The independents now control the ballot. If there is any doubt on that score, then let us be reminded of the fact that only one candidate endorsed by the Democratic State Committee last June—the incumbent comptroller Arthur Levitt—survived the Democratic primary in September.

Another factor that will significantly change politics in the months and years ahead is the trend toward public financing of election campaigns and the more stringent rules regarding contributions to campaign activities. This means that high-powered pressure groups representing establishment interests will no longer be in a position to dictate executive or legislative decisions because of their campaign contributions.

At the Federal level and in many states, including New York, there has been enactment of Freedom of Information Laws. Commonly known as "Sunshine Laws." These laws are designed to give the public access to all documents and records which produced government action. These laws will make it impossible for government to act in secrecy or behind closed doors.

In Congress and in the State Legislature, recent years have witnessed a growing trend towards opening up their procedures to greater public scrutiny and appraisal. The era when legislative committees met behind closed doors in executive session is giving way to public and open meetings of legislative committees. This trend was dramatically displayed by the open, televised hearings conducted by the House Judiciary Committee in connection with the impeachment of President Nixon. The use of television in Congressional and legislative debate is likely to become accepted routine in the years ahead. And even the courts are likely before too long to permit television to enter the court rooms.

### Seniority On Way Out

The principle of seniority in the legislative process is on the way out. The new Congress that will meet in January 1975 is likely to be dominated by a younger group, impatient to be heard and with little sympathy or respect for the seniority system. The same thing will happen at the State Legislature.

A loosening of Hatch Law regulations, to take effect next January, is a good start toward removing the second-class-citizen

(Continued on Page 10)



## Civil Service Law & You

By RICHARD GABA

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

### Sick Leave Bank Contested

In June 1973, Appellate Division, Fourth Department, was faced with a question of whether a board of education of a school district could agree to the establishment of a "sick leave bank" in collective bargaining negotiations with the teachers' union.

It was agreed in the negotiations in 1968 and 1969 that for the two-year period beginning September 1, 1969, each teacher:

"shall be permitted to contribute up to three (3) days from his sick leave accumulation reserve each school year to a sick leave bank, which shall be established to aid teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted. The Board shall match each such contribution up to a maximum total reserve of 3,000 days. The line item in the 1969 budget shall be \$10,000."

The contract further provided that in case of a prolonged illness, a teacher with three years or less of service who would otherwise be qualified, could draw up to 40 days of credit from such accumulated days in the sick leave bank, and that a tenured teacher could draw up to 90 days' credit from the sick leave bank.

AFTER THE EFFECTIVE date of the contract, the State Comptroller ruled that the provision for transfer or assignment of sick leave credits of one public employee to another was unlawful, and that payment by the Board of Education under this agreement with the teachers' union would not be approved. The Board of Education notified the union of this opinion, and the teachers' union thereupon commenced this lawsuit in which there was no dispute as to the facts. Plaintiff moved for summary judgment in its favor, and the State Comptroller, who was a third party defendant, cross-moved for summary judgment in his favor. Special term agreed with the Comptroller that there was no authorization for the transfer or assignment of sick leave credits from one employee to another, and that sick leave was by its very nature personal and unassignable.

The Appellate Division reversed the lower court and held that the provision in the contract for a sick leave bank was lawful, and that a judgment should be entered declaring such provision to be valid. In making its decision, the court pointed out that the Taylor Law requires negotiations as to terms and conditions of employment between the public employer and its employees and to enter into written agreements with the employee organization in determining such terms and conditions of employment. Therefore, once it is determined that the question of sick leave is a term and condition of employment, the employer is required to negotiate with regard to it. The court further pointed out that an understanding would have to be incorporated into a collective agreement unless some statutory provision circumscribes its power to do so.

IN THE OPINION, the court discussed the now landmark *Huntington* case, in which the Court of Appeals stated that a public employer is presumed to possess the broad powers needed to negotiate with employees as to terms and conditions of employment. This presumption may be rebutted by showing a statutory provision which expressly prohibits collective bargaining as to a particular term or condition, but "in the absence of an express legislative restriction against bargaining for that term of an employment contract between a public employer and its employees, the authority to provide for such term resides in the school board under the broad powers and duties delegated by the statutes." The defendant in this case cited no statute which circumscribed the power of the board of education to include such provision in the contract.

This case was appealed to the New York State Court of Appeals, which came down with its decision last week affirming the Appellate Division by stating as follows: "One should construe the language in the *Huntington* case to mean that collective bargaining under the Taylor Law has broad scope with respect to the terms and conditions of

(Continued on Page 7)

## Civil Service Law & You

(Continued from Page 6)

employment limited by plain and clear, rather than express, prohibitions in the statute or decisional law." To this extent, the Court of Appeals has modified its position in the *Huntington* case, and in theory, at least, it will now be easier for a public employer to show that it is without power to contract or negotiate as to a particular item. *Syracuse Teachers Association Inc. v. Board of Education*, New York Law Journal, Oct. 28, 1974.

## Fire Flies

By PAUL THAYER

(Continued from Page 2)

Those statistics simply point up the fact that the job of a firefighter is the most dangerous, dehumanizing, demeaning as well as the most unappreciated job a man can take. In spite of that, men are proud to come into the job, love it when they become members of it, and give every ounce of their life's blood to maintain their right to remain in it.

As an example, let's look at Russell Linneball.

Those who observed him felt

that he would some day be a medal man and certainly an officer. He was within one semester of completing college. The proudest day of his life was the day he received his I.A.F.F. sticker and went out to paste it on his windshield.

From the day he was old enough to know the meaning of the color red, he wanted to be a fireman and was sick at heart when he heard that the job freeze would prevent him from becoming a blueshirt. When the company returned from a worker, he would conduct a little personal seminar, talking to the other members, asking if there was anything he could have done which he didn't do.

Somebody taught him to fish.

Every time he went out, he got seasick . . . but he kept going out because he was sure he could overcome it.

On the job, if he had the bunkroom floor as committee work, it sparkled. If he had the tools, he'd do them and then do the whole apparatus to boot, until the troops had to tell him to slow down.

He was the best "gofer" ever and he tried his hand at cooking. He thought it great fun to cook for 25 men. . . . Everything he cooked was "Parmigiana." When veal got too expensive, he substituted pork cutlets. They were terrific. . . . PARMIGIANA!

His counterpart, John Williams was a quiet reserved guy. He went through hell to get on the job, having first to complete high school after returning from Korea under the GI Bill. He had been beset by just about every kind of bad luck possible, but in spite of it he was the quiet reserved type. I knew him personally when he was in Squad One and I remember the occasional cigar . . . the listening in the kitchen as everyone else talked . . . the methodical way he arranged his papers, for he, as Russ Linneball, was deep "into the books" for promotion. John Williams was the kind of guy you wanted for a friend the instant you meet him and he was quick to oblige.

These then were the men . . .

one a John with only a couple of months on the job . . . the other a veteran of years in Harlem and now the South Bronx . . . both lovable guys . . . both of whom had broken up at the death of Harry Hoey four months before. In other words, good firemen none of whom ever deserve to die . . . but who do so that others may live, but in this case, the ironic thing . . . the enigma was that no life was at stake except their own. They were just doing their job and paid their lives for the privilege.

Having lost two of our own, it is true, deep down within all of us, we have indeed died a little. There are no words which can go beyond that. May they both rest in eternal and everlasting peace. . . .

A Committee has been formed to take action against Commissioner O'Hagan's order directing that firemen divest themselves of certain business interests as of Jan. 1. This action will eventually put an end to all outside employment by firefighters and must be fought NOW.

The next meeting of the Committee will be held at the Colonial Inn, 3367 East Tremont Ave., Bronx on Nov. 14 at 7:30 p.m.

If he gets his foot in the door on this, your outside job will be next! Try to be there. Eugene M. O'Kane is the moderator!

# Special Notice

FOR CSEA MEMBERS ONLY

## CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

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PLUS 2ND FEATURE AT MOST THEATRES

# Special Civil Service (Affirmative Action) Committee Report Con't.

(Continued from Last Week)

The message conveyed by these legal rulings is clear: if a statistical survey shows that minorities and females are not participating in your work force at all levels in reasonable relation to their presence in the population and the labor force, the burden of proof is on you to show that this is not the result of discrimination, however inadvertent. There is a strong probability that some part of your system is discriminating, and unless you make changes you may be subject to legal action.

The changes required were summarized by the Supreme Court:

"What is required . . . is the removal of artificial, arbitrary and unnecessary barriers to employment when the barriers operate invidiously to discriminate on the basis of racial or other impermissible classification."

The "artificial, arbitrary and unnecessary barriers" identified by the Supreme Court and by many other Federal Courts, include practices and policies of recruitment, selection, placement, testing, systems of transfer, promotion, seniority, lines of progression, and many other basic terms and conditions of employment.

Removing these barriers requires positive, affirmative action to develop new policies and practices that provide all persons opportunity for employment on an equal basis.

## Court-Ordered Remedies:

### Back Pay and Affirmative Action.

Where the courts have found discrimination, they have ruled that remedies must not only open the doors to equal employment for all, but also must "make whole" and "restore the rightful economic status of all those in an 'affected class'; i.e., those who have suffered and continue to suffer effects of past discrimination. In practice, this has resulted in extremely expensive assessments for back pay and legal costs. Under Title VII, back pay may be awarded to an entire "affected class" extending up to two years prior to the date a discrimination charge is filed. The lengthy processes of investigation, attempted conciliation and legal action often add years to this period, at great additional cost to the employer.

Remedial affirmative action programs ordered by the courts have varied in nature and scope, depending on the type of discrimination found.

Courts have required fundamental changes in all aspects of employment systems and they have specified numbers or percentages of minorities and females to be hired, trained, or promoted in specific job categories, until certain goals are reached. They usually require an employer to undertake such action quickly, with followup monitoring by the court.

Here are some recent examples of the kinds of practices ruled discriminatory by the courts, costs to the employers, and nature of affirmative action ordered:

- Anaconda Aluminum Company was ordered to pay \$190,000 in back wages and court costs to 276 women who alleged that the company maintained sex-segregated job classifications. Jobs formerly classified "Female" and "Male" had been reclassified as "light" and "heavy," but women still were prevented from transferring to "heavy" jobs, and after layoffs, the company hired new male employees into "heavy jobs" rather than recalling females with seniority in "light" jobs. The company was ordered to assure opportunity for all jobs to anyone who could qualify.

- Virginia Electric Power Company was ordered to pay \$250,000 to compensate black workers for wages they would have earned if they had not been kept from promotion by a discriminatory system. The company was also ordered to eliminate use of High School diploma (or equivalent), and aptitude tests as hiring or promotion criteria for blue collar jobs, because these selection

methods were not job-related; to eliminate existing transfer and promotion systems based on job and departmental seniority (which perpetuated effects of past discrimination) and allow upward mobility movement based on total employment seniority. Affirmative hiring was also ordered; at least 25 percent of new union hires were to be non-whites, until their level of employment in union jobs reached 21.5 percent. Goals were also set for clerical jobs.

- Black employees of the Lorillard Corporation were awarded \$50,000 in back pay when the court found that departmental seniority and limited transfer rights in contracts between this company and its union limited access of blacks to most jobs. Every black employee who had suffered loss of promotional and pay-rise opportunity was compensated according to what he would have received, based on company seniority, had the discriminatory practices not existed. The company was ordered to establish plant-wide seniority and to assure that no employee transferring to a department from which he had been excluded would receive a wage cut. Company and union were ordered to change seniority and assignment systems to assure that blacks had equal opportunity for assignment and promotion to all jobs.

- Household Finance Corporation paid more than \$125,000 to white-collar female employees who charged they were denied promotion because of sex. Under terms of a consent decree, the company also agreed to hire 20 percent females for branch representative openings (subject to availability) until such representatives were 20 percent female, and to hire 20 percent from specified minority groups for clerical, credit and branch representative jobs until total employees reached 65 percent of their population in the labor area. HFC also agreed to train female and minority employees to help them qualify for better jobs where they are under-represented.

More than 55 million dollars was found owing under the Equal Pay Act to 129,000 employees (mostly females) from 1964 through January 1973. In one case alone, Wheaton Glass Company paid more than \$900,000 in back wages and interest to 2,000 female employees.

## Social Services Committee Report

The following report at the annual Delegates Meeting was prepared by the Social Services Committee: Richard Tarney, chairman, and committee members Donald Kochersberger, Geraldine McGraw, Paul Ianiri, Steve Ragan, Patricia Spicel, E. Ben Porter and Grace Vallee.

The Social Services Committee met twice since the last delegates meeting. A meeting was held in conjunction with the County delegates meeting. It was held in Buffalo in June. A review of the 1974 legislation as it affected the Social Services law was reviewed. Much emphasis was placed on the Family Services Law of 1974 which had passed the Assembly and the Senate, but was vetoed by the Governor. The veto was largely due to the efforts of CSEA, and, in particular, the Erie County unit.

A regional meeting was held in August at the Holiday Inn, Johnstown. Input was by a management team from the New York State Department of Social Services. The meeting was well attended and future regional meetings are planned.

The most recent meeting of the Committee took place on Friday, Sept. 27, at Albany. The Committee met with Norma Wedlake, executive secretary of the Temporary Commission to Revise the Social Services Law and Byron Hipple, research director of the Commission. Support of CSEA of this Family Service Department was sought.

It was the feeling of the Committee

- Sardis Luggage Company was ordered to pay \$120,000 in back wages to black plaintiffs and "the class they represent," plus \$25,000 in attorney fees and court costs. This company was ordered to hire black workers in a 2-1 ratio for four years, until the combined production and clerical work force has a ratio of blacks in proportion to the non-white work force in the company's labor area.

- Libbey-Owens-Ford Company, under a consent decree, agreed to open bidding for all jobs to women, including those previously barred because of State laws requiring overtime pay and weightlifting restrictions. The company and its union agreed to start a training program to aid women employees in transferring to better jobs, to undertake specific recruitment and advertising to attract women applicants and—depending upon availability—to select two women out of the next four foremen hired in certain departments.

### The AT & T Agreement: Important Precedent and Guide

The extent of legally required affirmative action to remedy discrimination and effects of past discrimination is reflected in the major agreement signed by American Telephone and Telegraph Company with EEOC and the Department of Labor, after more than two years of litigation. This agreement, confirmed by a federal court consent decree, may serve both as a costly warning and a helpful guide to other employers. Its major provisions include:

- Approximately \$15 million—by far the largest single back pay award ever made—in one-time payments to thousands of employees charged to have suffered from discriminatory employment practices.

- An additional estimated \$50,000 in yearly payments for promotion and wage adjustments to minority and female employees.

- Affirmative actions to include:
  - Specific hiring and promotion targets, including goals to significantly increase utilization of women and minorities in every job classification. These targets will be reviewed regularly by EEOC and the Office of Federal Contract Compliance.

- Goals for employing males in previously all-female jobs.

- Women and minorities now in non-management non-craft jobs will be able to compete for craft jobs based on their qualifications and company seniority.

- Promoted employees will be paid, generally, on the basis of their length of service.

- All female college graduates hired since 1965 will be assessed to determine interest and potential for higher level jobs and a specific development program will prepare these women for promotions.

After two years of contesting extensively documented government charges of discrimination, maintaining that the company was carrying out an effective affirmative action program, an AT&T official statement summed up:

" . . . Rapidly evolving legal requirements plus . . . new administrative rules and guidelines have changed the ground rules. Now that we have cleared away the uncertainties, we are eager to get on with the job."

### Numerical Goals and Timetables

It is clear from these legal developments that where violations of the law are found, broad remedial action to "remove vestiges of past discrimination . . . eliminate present and assure the non-existence of future barriers to full enjoyment of equal job opportunities" will be required, and that remedial action often requires some kind of special treatment for a period of time.

Courts increasingly are requiring companies and unions to provide pre-apprentice and apprentice training, to hire, promote and train minorities and females who have suffered from discrimination in specified numerical ratios, in specified job categories, until specified remedial goals are reached.

Although Title VII bars preferential hiring simply to eliminate racial employment imbalances in relation to population ratios, Federal Courts consistently have found numerical goals and timetables to be a justified and necessary remedy and means of eliminating the present effects of past discriminatory practices.

III. Federal Guidelines and Federal Agencies Involved. (Excerpts from a speech by Hon. Leonard Garment, special consultant to the president, to the equal employment opportunity officers of the Department of the Interior, March 21, 1973.)

The new amendments to Title VII of the Civil Rights Act, known as the Equal Employment Opportunity Act of 1972, give the EEOC and the Department of Justice new enforcement responsibilities for eliminating discriminatory employment practices among state and local governments, including authority for the EEOC to seek court enforcement of its decisions and authority for the Department of Justice to bring civil actions against state or local governments.

Second, under the Intergovernmental Personnel Act, the Civil Service Commission assists state and local governments; for instance, the Commission gives grants to improve testing and selection procedures. One of the Commission's objectives in this assistance is to help ensure non-discrimination in the various state and local personnel systems.

Third, the Federal Government pays the expenses of some state and local service-delivery systems; e.g., the U.S. Employment Service, in which the local workers remain local, rather than federal, employees. Regulations under these laws require that such local systems be operated on a non-discriminatory basis.

Fourth, state and local governmental units, insofar as they may be contractors with the Federal Government, are covered by Executive Order No. 11246, which forbids discrimination on the part of the Federal contractors.

(Continued next week)



RICHARD TARNEY

that welded the purpose of the act admirable. Our primary obligation was to protect the jobs of our members. The Committee felt that the catastrophic mess made by separation—the out-of-title work and the myriad of personnel problems must not and will not be repeated.

The Committee plans to meet within two weeks of this delegate meeting to provide input to this Commission on the revision of the Social Services Law.



# CSEA Statewide Convention At Concord

THERE WERE DEPARTMENTAL MEETINGS



Mental Hygiene representatives look grim during one of several sessions called during convention to deal with career ladder stalemate with state. From left are Dorothy Moses, Willard; Richard Snyder, Wassaic; Charles Peritore, Craig; Nicholas Puzifferri, Rockland; Ronnie Smith, Willowbrook; James Moore, Utica; chairman William McGowan, West Seneca; collective bargaining specialist Robert Guild (formerly of Marcy); Dorothy King, Creedmoor; vice-chairman Gregory Szurnicki, Kings Park; Joseph Keppler, Central Islip, and James Barge, Bronx.

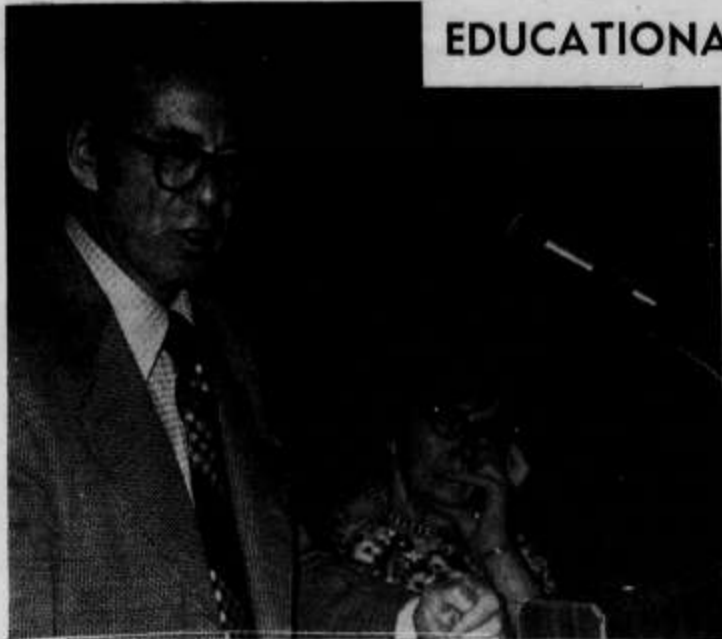


James Welch, right, one of four Executive departmental representatives to CSEA Board of Directors, chairs meeting of State Police. Mr. Welch, who heads Police Headquarters chapter, is shown with chapter treasurer Martin Horan.

(Leader photos by Ted Kaplan)

CIVIL SERVICE LEADER, Tuesday, November 5, 1974

## EDUCATIONAL MEETINGS



CSEA assistant counsel Samuel Jacobs is shown at microphone at seminar chaired by CSEA education chairman Celeste Rosenkranz. Judge Jacobs spoke on Parliamentary Procedures at Monday breakfast session.



Education chairman Celeste Rosenkranz listens at Monday evening seminar on Fair Labor Standards Act. At microphone is Julius Chenu, area director, Wage/Hour Division, U.S. Department of Labor, and seated is Leo Friedman, regional director of the Division.



Seen but seldom heard at most statewide meetings is stenotypist Helen Van de Wal, who records verbatim discussions and debates for future reference.



CSEA executive vice-president Thomas H. McDonough, kneeling, and Rensselaer County chapter president Susie Pfaffenbach offer advice to Ed Evans, who represented the newly organized Rensselaer Educational Employees chapter.

## INFORMAL MEETINGS



Southern Region 3 headquarters staffer Judy Morrison, CSEA field representative Ronald Mazola and Blue Cross-Blue Shield representative Dan Sanders look over Convention Issue of The Leader, distributed to delegates at annual meeting.



From Albany Region 4, Gil Tatro, left, co-chairman of the Adirondack Council, discusses progress of the convention with Timothy McInerney, president of Transportation Region 1 chapter and member of CSEA Board of Directors.



## AND A LITTLE HUMOR, TOO

LEFT: Social Services departmental representative Karen White tries on hard hat following her appointment as a sergeant-at-arms for convention. Statewide CSEA officials are, from left, James Lennon, Victor Pesci, Irving Flaumenbaum and Thomas H. McDonough.

RIGHT: Syracuse Region 5 secretary Irene Carr mugs with CSEA president Theodore C. Wenzl as he prepares to empty stein held by sites committee chairman Richard Tarmey.



# Don't Repeat This!

(Continued from Page 6)

stigma from public employees at election time. This comes at a period when public employees across the nation are becoming more politically active.

The commonality of interest shared by Civil Service workers

extends beyond ethnic blocs or partisan ties. Civil Service employees share in the operation of government and have, perhaps, a greater insight into what a government needs to function smoothly.

The voice of Civil Service will become better articulated as more experience is gained in political forums. It bodes well as another sign that government

is becoming more open.

The trend toward greater accountability of public officials to the voters has been moving forward at a slow pace over a number of years. In fact the pace was so slow that it was hardly discernable to the naked eye. The Watergate scandals contributed immeasurably to the acceleration of that pace. In a dramatic way, the voters were suddenly introduced to the hold of entrenched interests over the political process and the extent to which powerful politicians sought to manipulate public opinion.

The likes of Watergate are not likely ever to be seen again. The voter has at long last moved into the driver's seat.

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## Police News

### New Police Precinct

Construction is now underway on the new 61st Police Precinct House in Brooklyn, according to Municipal Service Administrator John T. Carroll. The new, modern facility will be located at 2575 Coney Island Avenue in Brooklyn and is expected to be completed by spring of 1976.

The new precinct house will cost \$2,352,616 to construct.

According to Administrator Carroll, "the new 61st will replace the old precinct that was built in 1903. It will be a two-story air-conditioned building with facilities for about 700 police officers and 70 superior officers. There will also be eight temporary detention cells for prisoners."

There will be on site parking facilities for official police vehicles.

## 2ND GORY AND SEXY WEEK ANDY WARHOL'S "FRANKENSTEIN" AT 3D FLAGSHIP THEATRES!

"The goriest and sexiest 'Frankenstein' ever."  
 —Kevin Sanders, ABC-TV

"The most outrageously gruesome epic ever."  
 —Bruce Williamson, Playboy Magazine

"Makes people gasp and chuckle with what appears to be delight."  
 —Vincent Canby, The New York Times

# Andy Warhol's Frankenstein

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<b>BRONX</b> UA CAPRI TRIANGLE'S GLOBE	<b>NASSAU</b> CENTURY'S 5 TOWNS WOODMERE UA MID-ISLAND BELTFRAGE	<b>UPSTATE N.Y.</b> UA CARMEL #1 CARMEL FILM BOOKER'S CINEMA I NEWBURGH HALLMARK'S HUDSON PLAZA POUGHKEEPSIE
<b>QUEENS</b> CENTURY'S GLEN OAKS UA MIDWAY FOREST HILLS	<b>SUFFOLK</b> UA BAY SHORE GLEN OAKS UA RIALTO PATCHOGUE UA SMITHTOWN CENTURY'S YORK HUNTINGTON	<b>HALLMARK'S PARAMOUNT MIDDLETOWN LESSER'S SPRING VALLEY SPRING VALLEY</b>
<b>STATEN ISLAND</b> UA PARAMOUNT STAPLETON	<b>NEW JERSEY</b>	<b>UA TEANECK TEANECK WASHINGTON CINEMA WASHINGTON TOWNSHIP</b>
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# KEY ANSWERS



Frank Manocchi, left, is congratulated by CSEA Westchester chapter president Ray Cassidy as he is installed as president of the White Plains unit. (Photo by H. Larry Jonke)

## Manocchi Installed Head Of Unit In White Plains

WHITE PLAINS — Frank Manocchi, Jr., was installed as president of the White Plains unit of the Civil Service Employees Assn. in recent ceremonies at City Hall.

Other elected officers are: Joseph E. Roche, vice-president; H. Shymonowicz, recording secretary; Frank Smith, corresponding secretary; Michael J. Graessle, treasurer; Daniel Armstrong, chapter representative; Harry Murphy, Jr., chapter representative, and Joseph P. Carbone, sergeant-at-arms.

CSEA Westchester chapter president Ray Cassidy, was the installing officer. Mr. Cassidy praised outgoing president Stan Boguski for a "fantastic job" and said that although "Stan will be no longer your unit president, I am glad that as chapter vice-president he will be able to devote more time to chapter responsibilities, especially on the legislative committee."

Members of the board of directors are: Irene Merkle, Richard Berardi, Daniel Rogers, Irene Peppard, Lillie Carley, Joyce Bush, Don Celento, Lambert Broos, Samuel Jones, Robert W. Gorgorian, Joseph Auroro, Herbert Alston, Nick Cipriano and Josephine M. Erbalo.

## Nassau Asks Fact-Finding

MINEOLA — Nassau chapter of the Civil Service Employees Assn. has called for fact-finding in the stalled contract negotiations with Nassau County.

The move was unanimously voted by the negotiating committee after one of a long series of meetings with mediator Leonard Cooper last week failed to result in any improvement in the county's offer.

"The county's position is less than realistic," said Irving Flaumenbaum, president of the Nassau chapter. The county had offered a package of pluses and minuses that added up to the equivalent of a 4 percent pay increase. Mr. Flaumenbaum said the chapter would exhaust the provisions of the Taylor Law in seeking improvement.

## PERB Appoints Third Parties

ALBANY—The State Public Employment Relations Board has announced the appointment of several mediators and a fact-finder to various contract disputes involving the Civil Service Employees Assn.

Frank A. McGowan, of PERB's New York City office, was named mediator to the dispute between CSEA and the Town of Southold in Suffolk County. Mark Beecher was appointed to the dispute between the Cheektowaga School unit of CSEA and the Cheektowaga School District.

Named to the dispute between Schenectady County and the Schenectady County chapter of CSEA was Paul B. Curry of PERB's Albany office. Dr. Eric W. Watson, of Canastota, was appointed as mediator to the dispute between CSEA and the City of Oneida, in Madison County.

The fact-finder named by PERB was Thomas Carey, of New York City, to the dispute between CSEA and the North Babylon Union Free School District, Suffolk County.

## D'Alessio Gets Post In Nassau

MINEOLA — Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn., has announced the appointment of Oyster Bay Town unit president Pat D'Alessio as third vice-president of the chapter.

Mr. D'Alessio will fill out the term of the late Beatrice Jeanson, the veteran Oyster Bay CSEA leader, who died April 20 shortly being re-elected to the chapter vice-presidency. Mr. D'Alessio will fill the role of the town unit's liaison with the chapter.

### EXAM 4608 FROM TO DISTRICT FOREMAN HIGHWAY MAINT Test Held October 19, 1974

Of the 86 candidates called to this exam, 71 appeared. Candidates who wish to file protests against these proposed key answers have until the 19th day of November 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1, C; 2, A; 3, D; 4, C; 5, B; 6, C; 7, B; 8, A; 9, D; 10, D; 11, A; 12, D; 13, B; 14, D; 15, A; 16, B; 17, C; 18, C and/or D; 19, A; 20, C; 21, A; 22, D; 23, B; 24, D; 25, B; 26, D; 27, D; 28, C; 29, A; 30, A; 31, A and/or C; 32, A; 33, B; 34, B; 35, C; 36, D; 37, C; 38, D; 39, B; 40, C; 41, B; 42, B; 43, A; 44, C; 45, A; 46, B; 47, C; 48, D; 49, B; 50, D; 51, C; 52, A; 53, B; 54, C; 55, D; 56, B; 57, C; 58, C; 59, A; 60, B; 61, C; 62, B; 63, B; 64, C; 65, D; 66, C; 67, A; 68, C; 69, B; 70, B; 71, D; 72, D; 73, B; 74, B; 75, B; 76, D; 77, C; 78, A; 79, B; 80, A.

### EXAM 4550 SPECIAL MIL EXAM 1542 FROM TO SIGNAL MAINT Transit Auth Test Held October 19, 1974

Of the 183 candidates called to this exam, 141 appeared. Candidates who wish to file protests against these proposed key answers have until November 19, 1974 to submit their protests, in writing, together with the evidence upon which such protests are based.

- 1, C; 2, C; 3, C; 4, A; 5, C; 6, A; 7, D; 8, A; 9, A; 10, B; 11, A; 12, A; 13, B; 14, A; 15, B; 16, B; 17, A; 18, B; 19, A; 20, C; 21, A; 22, D; 23, C; 24, C; 25, A; 26, C; 27, C; 28, B; 29, D; 30, D; 31, A; 32, C; 33, D; 34, C; 35, B; 36, A; 37, B; 38, C; 39, B; 40, A; 41, C; 42, B; 43, B; 44, B; 45, D; 46, D; 47, B; 48, D; 49, D; 50, B; 51, A; 52, B; 53, B; 54, B; 55, A; 56, B; 57, B; 58, C; 59, A; 60, C; 61, C; 62, B; 63, A; 64, D; 65, B; 66, C; 67, A; 68, D; 69, D; 70, B; 71, C; 72, D; 73, B; 74, C; 75, B; 76, D; 77, A; 78, B; 79, D; 80, A.

### EXAM 4648 FROM TO SHOP CLERK Test Held Oct. 19, 1974

Of the 300 candidates called to this exam, 196 appeared. Candidates who wish to file protests against these proposed key answers have until November 19, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1, D; 2, A; 3, C; 4, D; 5, C; 6, B; 7, C; 8, B; 9, C; 10, A; 11, D; 12, A; 13, C; 14, D; 15, C; 16, B; 17, C; 18, B; 19, A; 20, B; 21, C; 22, B; 23, C; 24, C; 25, B; 26, A; 27, D; 28, A; 29, B; 30, C; 31, B; 32, D; 33, C; 34, B; 35, D; 36, B; 37, D; 38, C; 39, C; 40, B; 41, B; 42, C; 43, B; 44, D; 45, C; 46, A; 47, C; 48, C; 49, D; 50, B; 51, B; 52, D; 53, C; 54, D; 55, B; 56, A; 57, A; 58, C; 59, D; 60, C; 61, A; 62, A; 63, D; 64, A; 65, D; 66, C; 67, A; 68, A; 69, D; 70, A; 71, D; 72, B; 73, A; 74, B; 75, B; 76, B; 77, A; 78, A; 79, B; 80, B.

### EXAM 4553 FROM TO ASST SUPV (CARS & SHOPS) Transit Auth Test Held October 19, 1974

Of the 400 candidates called to this exam, 343 appeared. Candidates who wish to file protests against these proposed key answers have until November 19, 1974 to submit their protests, in writing, together with the evidence upon which such protests are based.

- 1, C; 2, B; 3, A; 4, D; 5, C; 6, B; 7, B; 8, B; 9, D; 10, A; 11, D; 12, A; 13, C; 14, C; 15, B; 16, B; 17, A; 18, C; 19, D; 20, D; 21, B; 22, A; 23, D; 24, C; 25, D; 26, B; 27, D; 28, A; 29, D; 30, A; 31, B; 32, A; 33, B; 34, D; 35, B; 36, A; 37, C; 38, D; 39, D; 40, A; 41, B; 42, D; 43, C; 44, A; 45, C; 46, A; 47, C; 48, D; 49, D; 50, C; 51, C; 52, D; 53, D; 54, C; 55, C; 56, D; 57, C and/or D; 58, B; 59, B; 60, C; 61, B; 62, B; 63, C; 64, D; 65, C; 66, B; 67, C; 68, C; 69, D; 70, D; 71, D; 72, C; 73, A; 74, D; 75, C; 76, A; 77, C; 78, C; 79, B; 80, B.

### EXAM 3130 TRAFFIC CONTROL INSP Test Held October 19, 1974

Of the 144 candidates called to this exam, 144 appeared. Candidates who wish to file protests against these proposed key answers have until the 19th day of November 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1, B; 2, A; 3, A; 4, C; 5, C;

- 6, D; 7, C; 8, A; 9, C; 10, C; 11, D; 12, A; 13, B; 14, D; 15, B; 16, D; 17, D; 18, A; 19, C; 20, C; 21, D; 22, A; 23, C; 24, C; 25, A; 26, B; 27, C; 28, A; 29, B; 30, C; 31, B; 32, C; 33, B; 34, C; 35, C; 36, D; 37, B; 38, A; 39, C; 40, A; 41, A; 42, C; 43, D; 44, B; 45, D; 46, C; 47, A; 48, B; 49, B; 50, B; 51, C; 52, D; 53, B; 54, C; 55, A; 56, B; 57, A; 58, D; 59, B; 60, A; 61, D; 62, B; 63, C; 64, B; 65, A; 66, D; 67, A; 68, D; 69, A; 70, C; 71, C; 72, B; 73, A; 74, C; 75, D; 76, A; 77, C; 78, D; 79, C; 80, C; 81, C; 82, B; 83, B; 84, A; 85, D; 86, C; 87, C; 88, D; 89, B; 90, A; 91, C; 92, B; 93, C; 94, B; 95, C; 96, D; 97, C; 98, D; 99, C; 100, D.

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EXAM 35541	7 Lang David C Kent	91.2
SR STORES CLERK	8 Leone David Rochester	91.2
Test Held May 11, 1974	9 Conidine E D Troy	91.0
List Est Aug 7, 1974	10 Hopkins William Dover Plains	91.0
1 Northrup John J Amsterdam	11 Hertienne L H Buffalo	90.9
2 Kelsey David P Clinton	12 Verburg Thomas Loudonville	90.8
3 Coffey Thomas E Albany	13 Gowie Orville C Troy	90.7
4 Gadbois A M Clinton	14 Bridgham C R Ctl Islip	90.0
5 Deforge James M Troy	15 Valente Richard Schenectady	89.8
6 Sapone Donald L Troy	16 Frank Patrick Albany	89.8

17 Conrad Deborah Albany	89.8
18 Flood John T Pearl River	89.8
19 Woodbridge R E Tupper Lk	89.8
20 Sorell Mary S Elmsere	89.8
21 Cranfield John Rexford	89.7
22 Linsey Marcia Albany	89.7
23 Coulson Jean R Old Chatham	89.6
24 Debonis Paul B Troy	89.6
25 Mulkins Harold Oneonta	89.5
26 Heintz Martin J Syracuse	89.0
27 Trudell Leo E S Dayton	88.6
28 Peppin Mark N Troy	88.5
29 Stead Diane E West Islip	88.4
30 Riggs Donald L Scotia	88.4
31 Petrak E A Wappingr Fla	88.3
32 Boardman Joan M Salamanca	88.2
33 Rothberg M Oceanside	88.2
34 Palisano Joseph Croton Hud	88.1
35 Jaekle C N Tonawanda	88.0
36 Cherry Linda E Batavia	87.8
37 Sanderson John Clay	87.7
38 Miller James H Delmar	87.6
39 Stanford John P Albany	87.6
40 Thompeon B L Waverly	87.6
41 Swart Joseph F Leeds	87.3
42 Parlato June E Rochester	87.3
43 Cooke David T Auburn	87.3
44 Libotte Dana J Watervliet	87.2
45 LDestore M A Rochester	87.2
46 Oakley James F Utica	87.2
47 Latrell David C Scotia	87.2
48 Ball Janet K Pine City	87.2
49 Hamill Edward J Strykersvil	87.2
50 Boggs Michael C Albany	87.1
51 Fenner Anne P Otisville	87.1

52 Petram Terry L Hornell	87.1
53 Bellucci Larry Silve Spgs	87.1
54 Erie Suzanne J Endwell	87.1
55 Denny Donald B Buffalo	87.0
56 Cary James L W Coxsackie	87.0
57 Kuziors Nancy L Buffalo	87.0
58 Damato Linda J Lyons	87.0
59 Carlisle Ann M Carthage	87.0
60 Hogan Nea H Loudonville	86.9
61 Sutton Richard Freehold	86.9
62 Heitzman Gerald Feura Bush	86.8
63 Austin Albert H Willard	86.6
64 Gotham Allen D Syracuse	86.3
65 Mauro Chester N Schenectady	86.2
66 Esposito W L Melville	86.2
67 McKoon Richard Fredonia	86.2
68 Bruch Ted Buffalo	85.9
69 Cole Kenneth R Ballston Spa	85.8
70 Szweszyk Harry Dunkirk	85.8
71 Jacobi Robert W McGraw	85.8
72 Russell Margery Pennellville	85.8
73 Hecht Abraham Brooklyn	85.8
74 Wood Frederick Baldwinvil	85.8
75 Parsons Carole Clay	85.8
76 Goodman Meyer L I City	85.8
77 Rogers Dorothy Buffalo	85.8
78 Martinez W R Woodbourne	85.8
79 Stanley William Apalachin	85.7
80 Wren Everett T Waterport	85.7
81 Tanzer Robert Brooklyn	85.6
82 Barton Richard Delhi	85.6
83 Massner Susan M Selkirk	85.4
84 Kulik Ichnolas Conklin	85.2
85 Bilka Francis M Schenectady	85.1
86 Stumpf E Utica	85.1
87 Marchese Joans S, Batavia	85.1

## City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Architectural Trainee	\$11,500	4135
Landscape Architectural Trainee	\$11,500	4157
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Shorthand Reporter	\$ 7,800	4171

**OPEN COMPETITIVE** — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

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## Open Competitive State Job Calendar

Applications Accepted Until October 21  
Written Exam November 23

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

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

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

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

Applications Accepted Until November 11  
Written Exams December 14

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

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EXAM 35486  
ASST CIVIL ENGR PLNG  
Test Held June 1, 1974  
List Est. Sept. 24, 1974

1 Clements James	97.7
2 Krejci Mark E Schenectady	95.6
3 Watson John E Albany	94.7
4 Adams Louis H Albany	94.2
5 Hansen Robert Mechanicville	92.7
6 Yavonditte J A Albany	91.8
7 Karoly Albert E Fairport	90.5
8 Bowlby William M Troy	89.7
9 Owlin Robert L Albany	89.7
10 Dodds Duane I Schenectady	87.9
11 Fucci Kenneth G Latham	78.5
12 Pastedki Paul E Albany	76.7
13 Slavick Stephen Albany	86.7
14 Barbera Vincent Tonawanda	86.6
15 Coobs Amrthur F Sauquoit	85.2
16 Logan William E Voorheesville	84.3
17 Druchunas D G Poughkeepsie	83.9
18 Ligeikis David Binghamton	83.7
19 DeLuca Frank J Kings Park	83.5
20 Young Randall P Blasdell	82.6
21 Capelli John T Round Lake	81.9
22 Pawlowski R G Amsterdam	81.7
23 Brakanm Robert Slingerlands	81.7
24 Piracci Ronald Saratoga Spg	81.5
25 Avery Bruce F Poughkeepsie	81.4
26 Oelerich Thoas mSaville	81.4
27 Priebe David J E Ahermsr	81.3
28 Babyak Robert C Troy	80.7
29 Strukey Gary W Holland Point	80.7
30 Hoole Paul M Albany	80.7
31 Kovacs Darwin W Rensselaer	80.7
32 Houde Gary R Saratoga Sug	80.0
33 McCann John T Syracuse	79.7
34 Greene John W Babylon	79.5
35 Zabinski R J Albany	79.2
36 Paddick John Endwell	78.5
37 Baldwin John F Latham	78.3
38 Hartman Michael Ghent	78.2
39 McCullach Frank Round Lake	77.2
40 Youchah Martin Albany	77.0
41 McLoughlin G Spencerport	76.5
42 Osika Thomas Y Mills	76.2
43 Difabio Joseph Troy	75.3
44 Church James L Saratoga Spg	75.2
45 Mustard Richard Liverpool	74.9
46 Hennessy Carol Elnora	74.8
47 Shusda William Lima	74.7
48 Moore Brian F Tonawanda	74.7
49 Siomnsen Rolf H East Aurora	74.7
50 Sanderson A G Troy	74.7
51 Lynick Walter C Troy	74.1
52 Eanmattan W R Watervliet	74.0
53 Woolford Edward Poughkeepsie	73.8
54 Harris James W Hauppauge	73.8
55 Medeiros Paul E Poughkeepsie	73.7
56 Kuta Joseph E Watertown	73.2
57 Bruso Glenn Cleveland	73.2
58 Cappannart C J Poughkeepsie	73.1
59 Parsons Royal E Schenectady	73.1
60 Schaefer R J Albany	72.5
61 Albertin R D Albany	72.3
62 Graham James Selden	72.2
63 Noble Bruce O Albany	72.2
64 Winans Gary W Windsor	71.9
65 Funk Gary A Buffalo	71.7
66 Hennessy R T Elnora	71.0
67 Scaritta Joseph Ctl Islip	70.9
68 Schrafft Willet Buffalo	70.8
69 Hayes Thomas R E Syracuse	70.8
70 Addicks Walter Schenectady	70.2

EXAM 35488  
ASSOC CIVIL ENGR PLNG  
Test Held June 1, 1974  
List Est. Sept. 24, 1974

1 Hecht Barry Ballston Lk	84.1
2 Sergeant D D Binghamton	83.0
3 Carrigan James Elnora	82.8
4 Palmieri Fedele Ballston Lk	82.1
5 Smith Keith Q Rexford	82.1
6 Tooke Joseph M Hamburg	80.6
6A Lucas Richard A Albany	80.1
7 Donnelly V G Smithtown	78.6
8 Christman K J Wappingr Fls	78.6
9 Randles David W Schenectady	78.5
10 Thomas Jerome J Albany	78.1
11 Bloom Alan J Hyde Park	77.6
13 Dixon William C Ballston Spa	77.0
14 Hall Gunnar Delmar	76.9
15 Gurley Lewis M Waterford	76.8
16 Fondick C R Saratoga Spg	76.6
17 Perregaux G R Schenectady	76.6
18 Jonas Ferdinand Shoreham	76.0
19 Russo David J Voorheesville	75.9
20 Stone G S Schenectady	75.5
21 Lessking Edward West Seneca	75.4
22 Kuzloski James Rocky Point	75.3
23 Llanes Thomas C Pawling	75.3
24 Mastropietro D Hopwell Jct	75.0
25 McColl William Schenectady	74.5
26 Saladino John J Comack	74.5

### LEGAL NOTICE

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

27 Herschenhorn E Loudonville	74.3
28 Knoll John A Albany	74.1
29 Stahler George Albany	74.0
30 Jennings Frank Ilion	74.0
31 Manzollilo J M Commack	73.8
32 Marula Donald P Schenectady	73.8
33 Weidner Charles St James	73.8
34 Cavanaugh D G Schenectady	73.7
35 Murray Daniel N Hyde Park	73.4
36 Perry Richard W Ballston Lk	73.4
37 Irwin Bruce R Watertown	73.2
38 Hughes John S Cheektowaga	72.8
39 Powell David C Fairport	72.4
40 Moorhead Frank Greene	72.4
41 Kearney Edward Loudonville	71.9
42 Werner Thomas C Cheektowaga	71.8
43 Dunn Walter M Massapequa	71.7
44 Beach Foster J Ballston Lk	71.6

EXAM 35559  
SR CIVIL ENGR STRUCTURES  
Test Held June 22, 1974

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**44 YEARS** — Otto Thamasett, right, plant superintendent at the J.N. Adam Developmental Center, Perrysburg, receives the congratulations of Dr. John Gibbon, left, director of the center, and Robert DeNoon, business officer. Mr. Thamasett retired after 44 years service. When he started, the center was a tuberculosis sanitarium, but in 1960 it became a school for the mentally retarded.

## Westchester Given Grant

WHITE PLAINS — County Executive Alfred B. DelBello announced the receipt of a grant of \$101,480 from the National Council on Aging to operate a senior services employment program in Westchester.

According to Mr. DelBello, the program is designed to hire 50 low-income, elderly persons to work part-time in community service activities.

The senior community services employment program is funded by the Department of Labor under Title IX of the Older American's Act of 1965. Mr. DelBello said Westchester is one of only three counties in the state to receive funding.

The County Office of the Aging, directed by Marvin Sicherman, will administer the program. Mae Carpenter has been appointed Project Director.

"All those aged 55 and over who are interested in part-time work and are of limited income should apply to the County Office for the Aging or call Mrs. Carpenter at 682-2669," Mr. DelBello said.

## Binghamton Meeting

BINGHAMTON — The Binghamton Area Retirees chapter, Civil Service Employees Assn., will meet Nov. 25 at 2 p.m. at the Garden Village, West, 50 Front St., Binghamton. All retirees in the Counties of Broome, Chenango, Otsego and Delaware are invited to attend.

## Follow The Leader

Civil Service Employees Assn. members who retire may continue to receive weekly issues of the Civil Service Leader at a yearly subscription rate of \$3.85. The regular CSEA retiree dues of \$4.80 a year does not include a subscription. Once a month, usually on the first Tuesday, a page or more of The Leader is devoted to retiree news, and retirees may subscribe to just these 12 editions for \$2.00 a year. Subscription requests and checks should be mailed to the Civil Service Leader, 11 Warren St., New York, N. Y. 10007.

## DOT 5's Chase Florida Bound

BUFFALO — Charles D. Chase, supervising motor vehicle inspector, Region 5, Department of Transportation, and a member of the CSEA Public Service Motor Vehicles Inspectors chapter, was honored at a retirement dinner at the Red Coach Inn, Niagara Falls.

Approximately 115 persons attended, and arrangements were made by Linda Miller of the Buffalo DOT office, assisted by Florence Zalenski. Harry Frank made the presentations. Mr. Chase and his wife will retire to Florida this month.

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

# Retiree Committee Eyes Expansion To 16 Chapters

(Editor's note: The following is the report of the statewide retirees committee delivered at the annual delegate meeting of the Civil Service Employees Assn. at the Hotel Concord, Lake Klamesha, last month. The committee chairman is Hazel G. Abrams, and committee members are John Joyce, Nellie Davis, Florence Drew, Melba Binn, Michael J. Murphy, John LoMonaco and Martha W. Owens.)

We now have 10 Retiree chapters established throughout the state. They are located in the following regions: Kingston, Poughkeepsie, Westchester, Capital District, Rochester, Syracuse, Binghamton, Ithaca, Long Island and Buffalo. We are looking forward to organizing six more chapters in the near future to complete our plan for 16 retiree chapters statewide. Our membership has increased considerably from the 11,000 as of September 1973 to 16,000 as of June 1, 1974. Striving for a marked enlargement in membership is going to be one of our main goals in the upcoming year.

A request was made by the committee for a full-time staff position responsible directly to the Executive Director, to act as coordinator of retiree affairs.

### Renew Legislation

At a recent meeting of the statewide retirees committee and retiree chapter presidents, we reviewed the legislation that had been passed in the 1974 legislative session. The 1974 session adopted legislation, now Chapter 426 of the Laws of 1974, providing additional supplemental pension for pensioners and beneficiaries who retired prior to Jan. 1, 1969 and those retirees who became 62 years of age prior to June 1, 1972. We were happy and thankful for the passage of this bill as a good percentage of our retirees benefited thereby. However, it did not fully meet the expectations we had hoped for, in particular that the supplemental payment is still on the year-to-year basis.

At our meeting, the question of our constitution was brought up. There are certain aspects of it we cannot abide by because of the vast amount of territory some of our chapters cover. We requested all committee members and chapter presidents to send in suggestions to our staff coordinator for proposed changes. We then will submit a model constitution to the constitution and by-laws committee for approval.

The committee proposed to the CSEA and its various committee segments our assistance in political-action matters. This proposal was accepted with great enthusiasm by the legislative and

political action committee. We feel this is a great opportunity for the Association to avail itself of the abilities and backgrounds of the thousands of members who have been active over the years in the Association and who still have active contact with local committee leaders and legislators.

### Looking Ahead

The committee anticipates a much more rewarding year. Now that we have a direct line of communication with Headquarters through a staff coordinator, the retirees look forward to significant additions to our membership and satisfactory legislation on our behalf.

This year we would like to propose to the legislative and political action committee the following requests:

## NYC Retirees Meeting Nov. 6

NEW YORK CITY — An organizational meeting will be held Nov. 6 with an eye toward forming a New York City retiree chapter of the Civil Service Employees Assn.

Residents of the five boroughs of New York City who are retired public employees are invited to come to the session at 3 p.m. at the New York City Region 2 offices, Room 1210, 11 Park Place, Manhattan. The location is just off Broadway, and near City Hall.

## Attention, Nassau

NORTH AMITYVILLE — An effort is now being made to form a separate chapter for retirees in Nassau County. Edwin Cleary, supervisor for the Civil Service Employees Assn.'s Long Island Region, asks interested Nassau retirees to contact him at the Region headquarters, 740 Broadway, North Amityville.

1. A realistic cost of living bill to cover all retirees. We do not feel a line can be drawn as to year of retirement in a matter of such great importance to the well-being of our senior citizens and it is most important that this bill be on a permanent basis.

2. Under the provisions of law, persons retiring in the years 1966, 1967, and 1968 receive upon retirement an insurance certificate in the amount of \$2,000. Persons retiring in 1969 and thereafter receive a certificate in the amount of \$3,000. We believe this type of benefit should be made available to persons who retired prior to the year 1966 and that legislation be introduced providing therefore.

### Reduce Utility Bills

3. The third item we would like to recommend is a 15 percent reduction on utilities for senior citizens. Some of our members have spoken to their local companies and find them quite receptive to the idea.

4. As the fourth issue, we suggest a legislative study on means of financing the educational system other than real estate. We feel that retirees are in jeopardy of losing homes because of rising education taxes.

5. The fifth issue we would like to propose is the establishment of free or a reduction of rates for public transportation for senior citizens. This has been instituted in numerous areas throughout the State, but we would like to see it encompass the whole of New York State.

6. The last item to be proposed would be on the federal level. We would like to see the first \$5,000 of pension income exempt from tax.

The committee requests full support of our staff (legal division) in introducing legislation and efforts to secure passage of same for the recommended items above listed.



**GIFT BOXED** — Jim Griffin accepts a parting gift from Lois Benjamin, rehabilitation counselor, at his retirement luncheon at the Black Angus in Smithtown. He leaves the vocational rehabilitation center of the State Department of Education at the new state complex in Hauppauge. Shown with him, from left, are William Griffin, his brother and a CSEA field representative; Edwin Cleary, CSEA Long Island Region supervisor, and Jerry Donowitz, local rehab office supervisor.

(Photo by Tony Jerome)



**RETIREES** — Donald Brouse Sr., standing center, Civil Service Employees Assn., field representative in St. Lawrence County, salutes four retirees from St. Lawrence State Hospital whose combined years of service total 108. The former employees, seated left to right, are Marie Ferguson, Arthur Ledurth, Geraldine Yucknut and Milton King. Standing, from the left, are Miss E. Finley, Mrs. Ledurth, Mr. Brouse, Mrs. L. Fishel and Mrs. Brouse.

**WHERE TO APPLY FOR PUBLIC JOBS**

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

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

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

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

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

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

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

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

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

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

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

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**Retardation Leaders**

ALBANY—A mental health treatment team leader—mental retardation eligible list, resulting from open competitive exam 23-997, was established Oct. 23 by the state Department of Civil Service. The list contains 154 names.

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(Continued from Page 12)

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- 136 Dolly Richard A Albany .....83.2
- 137 Harmon Jack W I I City .....83.2
- 138 Kaktins Ulris Albany .....83.2
- 139 Prosser Darlene Rochester .....83.2
- 140 Smith Linda A Delmar .....83.2
- 141 Laviolette L J Schenectady .....83.1
- 142 Dow Thomas I Shoreham .....83.1
- 143 McLean Allen J Ausable Frks .....83.1
- 144 Ahern William P Troy .....83.1
- 145 Suddam G E Brooklyn .....83.1
- 146 Dutcher George asau .....82.9
- 147 Pruyne Lester Elmira .....82.9
- 148 Pajuba Michael Ravens .....82.8
- 149 Stewart William Schenectady .....82.8
- 150 Bard Donald C Tivoli .....82.8
- 151 Betrus Michael Utica .....82.8
- 152 Acppli Marion E Johnson City .....82.4
- 153 Texter Lucille Buffalo .....82.4
- 154 Bailey Lawrence E Meredith .....82.4
- 155 Ryan Timothy T Cohoes .....82.3
- 156 Bernstein G Kew Gardens .....82.3
- 157Kozowski R T Wyoming .....82.2
- 158 Chandler Gail L Buffalo .....82.1
- 159 Jasinski Ann D Evans .....82.1
- 160 Plante Terry R Troy .....82.1
- 161 Mitzel Donald W Arica .....82.0
- 162 Clark Janice H Silver Creek .....82.0
- 163 Anderson F R Buffalo .....82.0
- 164 Waite Anne P Granville .....82.0
- 165 Felice Hollis Albany .....82.0
- 166 Walsh Joseph M Troy .....81.9
- 167 Haviland Marie Lyons .....81.9
- 168 Bartscherer P E Rochester .....81.9
- 169 Smith Dwayne Corona .....81.9
- 170 Henningson E E Troy .....81.9
- 171 Cohn Fred D Albany .....81.9
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(To Be Continued)

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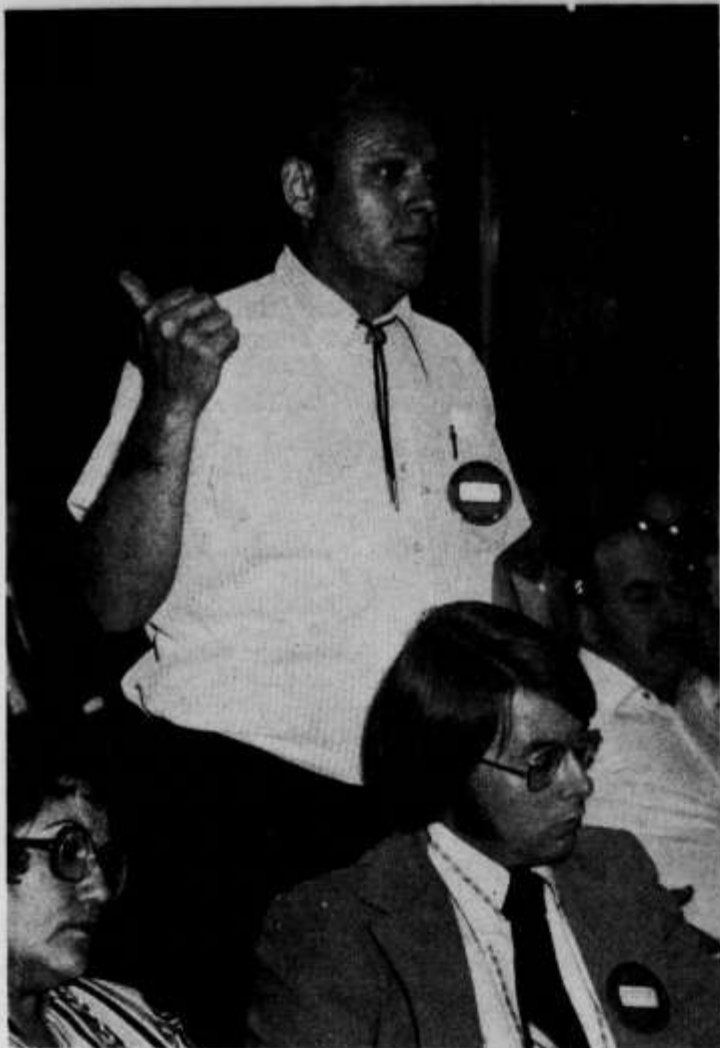
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Filling in delegates on situation in Sullivan County, where chapter members are preparing for challenge from outside union, chapter president Earl Bivins gestures emphatically. In foreground are Marie Romanelli, SUNY at New Paltz chapter president; David Nance, Mid-Hudson chapter president, and Harold DeGraff, Ulster chapter president.



Nicholas Patti, president of Middletown Psychiatric Center chapter, raises pertinent issues during discussion on Mental Hygiene problems.



Meeting was presided over by Region president James Lennon, at microphone. Identifiable in background, from left, are regional officers Carl Garrand, sergeant-at-arms; Richard Snyder, third vice-president, and Sandra Cappillino, secretary.

# South Region 3 Zeros In On Area Issues At Newburgh

(See story on page 1)



Exchanging information are, from left, Walter Gass and Louis Rotkof, both of Eastern Correctional Facility chapter, and Thomas Brann, CSEA field representative.



Region 3 treasurer Patricia Comerford reports to delegates as Region president James Lennon and second vice-president Scott Daniels listen. The Southern meeting was the first in a round of regional meetings that followed hard on the heels of the statewide Delegates Meeting in early October. (Next week's edition of The Leader will feature the Western Region 6 meeting in Canandaigua.)



Leonard Flynn, of State Bridge Authority chapter, gives his attention to discussion at Southern Region 3 meeting last month at Holiday Inn.



Neighbors across the Hudson River, Westchester chapter president Ray Cassidy, left, confers with Rockland chapter president John Mauro.



Harlem Valley chapter president Anna Bessette was active participant.



Taking a break are these three leaders from Rockland Psychiatric Center chapter, from left, George Brooks, Arnold Wolfe and Eva Katz.



State Executive Committee chairman Victor Pesci reports to delegates.



Southern Region first vice-president John Clark reports to regional delegates on political action. William Lawrence, behind him, heads regional political action committee. Region president Lennon, in foreground, looks over notes.