

Civil Service LEADER

America's Largest Newspaper for Public Employees

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Western Conf Meet

— See Page 8

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Board Approves Methods For Dues Payment During The Checkoff Suspension

ALBANY—The Civil Service Employees Assn. Board of Directors met last week to firmly establish plans for collection of dues of the union's State division once the check-off suspension handed down by the State Public Employment Relations Board becomes effective.

Joseph D. Lochner, executive director of CSEA, outlined administrative plans for action to the Board, noting that "with the cooperation of each and every member of the organization, this PERB penalty can be completely bypassed, proving to the state administration once and for all that CSEA's membership is solidly behind us."

Lochner said, "The State has made its plans clear. It is now time to make our plans clear and get rolling on this final obstacle."

State fiscal authorities called for the deduction loss to be effective in the Institutional Unit on Feb. 28. It will be automatically reinstated on Jan. 2, 1974. A small number of employees in that unit who are on the administrative payroll will lose the deduction on Feb. 21 and have it restored on Dec. 12, 1973.

In the other three units of the union's State Division — Operational, Administrative and Professional-Scientific-Technical — Lochner reported to the Board that the effective dates will be April 18 and full deduction will resume on July 25. PERB mandated a three-month loss in those units.

Board members reported satis-

faction with Lochner's plans for billing three times in the Institutional Unit and once for those penalized for the three-month term in the other units.

Commenting on the overall billing procedure, one Board member said "the letter of explanation with each bill is a good idea. My membership wants to cooperate in every possible way. I also feel that the pre-addressed envelope will make things simple."

Record of payment is included in the billing. Each member gets a receipt for his records. His payment goes directly to the National Commercial Bank and Trust Co., insuring a record of deposits.

CSEA's Board of Directors ap-
(Continued on Page 14)

Special Delegates Meeting Called By Wenzl To Review Restructure Changes, Dues

ALBANY—The Civil Service Employees Assn.'s president, Theodore C. Wenzl, in unison with the organization's Board of Directors, has called for a special delegates meeting to be convened on Feb. 22 at 1 p.m. It is to be conducted in Chancellors Hall at the State Education Building in Albany.

The purpose of the meeting, according to Wenzl, "is to consider proposed amendments to the CSEA constitution and by-laws and measure the success of the union's efforts in collecting the dues by direct payment."

CSEA's restructuring committee has suggested numerous changes to the number and designated responsibilities of elected officials representing the union's membership body. As a result of these suggested changes, the union must make constitutional alterations and by-law revisions to accommodate an orderly election for state

officers, regional officials and members of the union's state executive committee.

Delegates will also be asked, according to a CSEA spokesman, "to evaluate and comment on the process of dues collection in their local area."

The spokesman said, "CSEA anticipates minor revisions in the dues collection program will be made at that point, tailoring our administrative actions to the feed-back from the delegate group."

CSEA lost its right to automatic payroll deduction of union dues for State employees as a result of a Public Employment Relations Board decision handed down last month.

The decision called for loss of deduction rights for 10 months in the Institutional Unit and three months in the remaining three State units CSEA represents.

PERB justification cited the union's alleged strike activities last Easter weekend.

Statewide Talks Set To Resume

ALBANY—Negotiators for the State of New York and the Civil Service Employees Assn., bargaining agent for more than 136,000 State workers, are slated for a busy week, with talks set to resume today and extend right through Friday.

Since both sides adhere to established policy of not revealing

actual details of the sessions until the negotiations end, spokesmen for CSEA could report only that they had completed initial presentation of their demands, responded to specific questions from the State, and were now "well into the give-and-take" bargaining phase.

Beyond that, one CSEA nego-

tiator commented that while this year's negotiations "look like they're going to be difficult, they always are, we expect it, and we are nevertheless optimistic."

The CSEA target, of course, is to win agreement on a package of improved benefits and working conditions for State aides to
(Continued on Page 14)

*Don't
Repeat This!*

Perry B. Duryea — A Politician With Considerable Charm

IF Assembly Speaker Perry B. Duryea, Jr. were in Hollywood, he would be cast-typed as a Governor. Tall, straight as an arrow, a smooth face with a warm and ready smile, and crowned by steel grey hair, Duryea exudes qualities of leadership and ex-
(Continued on Page 6)



ADMINISTRATIVE NEGOTIATING TEAM — Members of the Civil Service Employees Assn. Administrative Services Unit negotiating committee pause during a discussion in the course of a recent orientation session in Albany, preceding formal contract talks with the State. Standing, left to right: Walter Max-

field; Thomas McDonough; John Conoby, CSEA collective negotiating specialist; Vincent Rubano, and Walter Leubner, CSEA research analyst. Seated, from left: Elaine Todd, Joeline Hill, Libby Lorio, Rosemary Smith, Joan Tobin, Grace Fitzmaurice and Santa Orsino. Not present for photo: Martha Owens, Nellie Des Groselliers and Leah Weinstein.

Grievance Nights For Metro Conf

Beginning next Tuesday, Feb. 6, and continuing each Tuesday thereafter, representatives from both the Civil Service Employees Assn. field staff and from Ter Bush & Powell Insurance agency will be available for consultation in person or by telephone (212) WO 2-3090 at the CSEA Office on the 11th floor at 11 Park Place, Manhattan. Under the sponsorship of the Metropolitan Conference, Ter Bush & Powell representatives will be available from 9 a.m. to noon, and CSEA fieldmen from 4:30 p.m. to 7:30 p.m.

FIRE FLIES

by Paul Thayer

The publicity release from January 14th, 1972, was the the Fire Department said first man to die thusly in that among other things, Lieutenant Frank E. Smith who died in line of duty on

the new year. While it is an interesting statistic, it is perhaps a rather du-

C.S.E. & R.A.

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WINTER PROGRAM

NASSAU 4 Nights
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 K-4402—4 Nighter—Leaving Feb. 12. Price \$199.00
 Taxes and gratuities ... \$ 19.00
 Price Includes: Air transportation and full breakfast and dinner daily.

AN EXCITING TRIP TO LAS PALMAS, CANARY ISLANDS
8 days—7 nights leaving Feb. 22, Returning Mar. 2
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 Price Includes: Air Transportation via ONA Jet; Twin Bedded Room with Private Bath; Continental Breakfast and dinner daily; sightseeing trip; hospitality desk.

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 At the deluxe INTERNATIONAL HOTEL
 K-4050—Leaving Feb. 15. Returning Feb. 18. Price \$209.00
 Taxes and gratuities ... \$ 12.50
 Price Includes: Air transportation, 3 dinner with special features such as shows, cocktails, etc.

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 At the luxurious HALCYON DAYS HOTEL
 K-4045—Leaving Feb. 12. Returning Feb. 19. Price \$329.00
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 Price Includes: Air transportation, full breakfast and dinner daily.

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 At the deluxe TRINIDAD HILTON HOTEL
 K-4401—Leaving March 2. Returning March 7. Price \$399.00
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 Price Includes: Air transportation, breakfast and dinner daily.

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LONDON 10 Nights
 At the first-class HOTEL TARA. Price \$329.00
 Taxes and gratuities ... \$ 10.00
 K-4027—Leaving April 13. Returning April 24.
 Price Includes: Air transportation, Continental breakfast and sightseeing.

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 At the luxurious SANTA CATALINA HOTEL. Price \$339.00
 Taxes and gratuities ... \$ 12.00
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 Price Includes: Air transportation, Continental breakfast and dinner daily and sightseeing.

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 Choice of different tours (Greece, Greek Islands Istanbul)
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bious one — something like having the distinction of being the last man to be shot to death in Viet Nam. I must confess that when smiles such as this are presented, I begin to look at the subject with somewhat of a jaundiced eye.

Who was the first to die in 1973? What led to his death? How did he die and above all, why?

Frank E. Smith was one of the most sincere, meticulous, men who ever lived. Those who knew him well said that they never remember hearing him raise his voice in anger.

He was strictly a deep thinker, the philosopher type. A simple question such as: "Are you going out to watch that demonstration at the Island?" would bring an answer only after twenty or thirty puffs on his ever-present pipe. His pipe was his trade mark but there were other things about Lieutenant Smith which set him apart from the crowd. On the other hand, there were things which also marked him as "one of the boys."

As firefighters go, he was sort of typical. He was married, had a beautiful wife, Regina, daughters aged 24 and 21, and two sons age 20 and 7. Little Kevin, 7, was naturally the apple of his eye and 1973 was going to be a special year for Frank Smith. On Jan. 1 he made 20 years and with a few extra puffs on the pipe, smiled a little as he confided that he felt pretty good to have gotten his 20 in... sort of as though the rest would be much easier.



FRANK SMITH

His history in the Fire Department, if looked into deeply, would indicate that fate, cruel as she can sometimes be, had been working against him almost from the beginning.

As a very quiet unruffled man, he was subjecting himself to the gut-like pressure deep inside himself because deep thinking quiet people have no steam valve... no pressure release and it either gets out by "blowing steam" or one keeps it pent up with sometimes disastrous results.

He was appointed a fireman
 (Continued on Page 11)

INSIDE FIRE LINES



By MICHAEL J. MAYE

President, Uniformed Firefighters Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Firemen Bargain For No One Else

The question is:

Does the Uniformed Firefighters Association want improved pensions for its members?

Answer: Absolutely, Yes.

Question: Is the UFA planning to fight against pension improvements being sought by other unions in order to improve UFA chances of getting better pensions for firefighters?

Answer: Positively, No.

The above may sound silly to a working man or outsiders looking in but it is something that the UFA finds necessary to repeat from time to time.

The New York City firefighters deserve a better pension. They are recognized as the world's best professional firefighters—and the best deserve the best and as long as this leadership can perform and lead, we will fight at every turn to get for our members what is justly theirs.

However, no man can ever accuse firefighters of being selfish, greedy or stepping on a fellow working man in order to achieve some benefit for himself. We are all part of the house of labor and will resist any effort to pit one against another.

I have always said—and stand forthrightly now on the principle—that every union member is entitled to the best contract his leadership can achieve in the way of wages, hours, working conditions, health and welfare benefits — and pensions.

THE FIREFIGHTER has long resisted efforts to have himself lumped in with every other civil servant. When we open contract negotiations with the City, the hue and cry is raised immediately that we are out front again, that our negotiations will set the pattern for 300,000 other civil servants.

We cannot help what outsiders say about us—nor can we do anything about any "pattern" the city may or may not follow as a result of our negotiations.

I have made it clear on an almost continuous basis that *the UFA negotiates for the firefighter and for no one else! Period!* I say congratulations and well done to benefits achieved by other unions for their membership—but I do not want anyone but a firefighter to negotiate for firefighters and *I will not accept the characterization that the UFA is negotiating for all civil servants when we are talking only for firefighters.*

THERE ARE TIMES when the firefighter and the City policeman are on parallel lines because of common and comparable risks and dangers the men of these two emergency services are exposed to.

But I want to make it clear that *I speak only for firefighters—and that is loud and clear.*

Adding to the toll of daily dangers to which the firefighter—a member of the City's first line of defense, the only TOTAL instant emergency service—is exposed and which has a cumulative negative impact on him over the years, is the recent wave of think tank "productivity" schemes. The result is that an already overworked and undermanned firefighting force has had even more of a burden put upon its shoulders.



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GRIEVANCE REVIEW — Rex Trobridge, left, Civil Service Employees Assn. fieldman, Jon Schermerhorn, CSEA Agriculture and Markets chapter president, and John Corcoran, CSEA regional field supervisor, review recent grievances filed by chapter representatives and plan future action.

Buffalo Chapter Hears Dr. Diamond On Usage Of Education Monies

BUFFALO — Dr. Edward Diamond, Civil Service Employees Assn. education di-

rector, explained the distribution of his department's funds at a recent meeting of the CSEA's Buffalo chapter.

Dr. Diamond also noted that the \$1.75 million allotted to state employee benefits had not changed in three years. He said education programs desperately needed increased funds to better aid employee educational opportunities.

Dr. Diamond explained that \$1 million of the funds goes to the Institutional Unit, \$300,000 to the Operating Unit, \$250,000 to the Administrative Unit and \$200,000 to the Professional, Scientific and Technical Unit.

Each unit further gets divided into six areas, he said, including tuition support with a maximum of \$300, employee benefit educational courses, high school equivalency courses, agency experimental programs, educational curriculum development and special career ladder program.

He also spoke on the proposed shop stewards plan for CSEA and suggested that stewards have personality, common sense, a sense of humor and a feel for justice.

The steward, he added, also must know the current state contracts in order to deal with various degrees of grievances.

Frederick Huber, president of the Buffalo chapter, offered his help in establishing study and assistance programs for upcoming Civil Service promotion tests.

The chapter's next meeting was scheduled for 6 p.m. Feb. 21 in the Hotel Statler Hilton.

Nassau Ch. Officials Determining Vote Overseer

MINEOLA — Nassau chapter officials were meeting at Leader presstime with the Honest Ballot Assn. and American Arbitration Assn. seeking an agency to supervise a voting-machine referendum among members of the Civil Service Employees Assn. on a proposed contract.

Determination of which agency will supervise the voting, date, time and locations were expected to be available to be announced

in next week's Leader.

The proposed contract preserves increments of 5 percent for more than 70 percent of the membership, chapter president Irving Flaumenbaum pointed out, in addition to across-the-board 5 percent boosts in each of two years. Benefits were boosted in 18 major planks of the pact.

A planned mail ballot was cancelled by the chapter board of directors after it became clear that a significant portion of the membership strongly favored the machine voting.

Niagara County CSEA Pact Brings Money & Benefit Improvements

(From Leader Correspondent)

LOCKPORT—The Niagara County Chapter of the Civil Service Employees Assn. has reached tentative agreement with the County on a two-year contract that provides a total raise of \$790 and various improved fringe benefits.

Negotiations between the two parties had gone to mediation, and James A. Sharp, director of the Public Employment Relations Board in Western New York, helped settle the dispute.

Two-Step Raise

The tentative contract calls for a \$390 raise for county employees the first year and a \$400 raise the second year.

One issue regarding pregnancy leave was not settled and William A. Doyle, chapter president, said the CSEA unit planned to file a law suit based on the county's "archaic viewpoint."

Other points of the tentative settlement include:

- A prescription drug plan that costs the employee \$1 per prescription.
- More time for stewards to investigate and bring grievances to management.
- More time for Doyle to conduct county administrative business pertaining to the CSEA.
- An additional 15 days accumulated sick leave, bringing



Niagara County chapter president William Doyle does some last minute research on a tentative agreement reached between that Civil Service Employees Assn. negotiating body and the Niagara County administration.

the limit to 165 days that, in the second year, may be used at the rate of 12 days a year.

- A \$100 longevity bonus after 10 years in the second year of the contract, to add to present bonuses at 8, 15, 20 and 25 years.

Non-Economic

Non-economic issues included:

- Better definition of regular part-time, seasonal and per diem employees.

- County obligated to furnish

CSEA with complete list of members in bargaining unit within 30 days of signing the contract, plus personnel changes every 30 days.

- A new sick plan that grants one-half pay for six months to employees with three years of service who have exhausted all sick leave and vacation time.

- Leave of absence with pay for four days for death in immediate family.

A ratification meeting has been scheduled for Jan. 31, at the Shawnee Fire Hall. It was called for CSEA members only and the time is set for 7:30 p.m. Doyle urged a large turn-out. He said, "It is necessary to have as many as possible at the ratification meeting. It is a good contract, but it cannot be accepted unless the membership voices its opinion."

Impasse Called In Lackawanna Dispute

LACKAWANNA — The Lackawanna Municipal Housing Authority Unit of the Civil Service Employees Assn., representing blue-collar maintenance mechanics, has declared an impasse after 11 months of fruitless bargaining.

The CSEA members, reported Robert E. Young, CSEA, field representative, have gone without pay raises for three years. He said he was unable to get the Authority to talk about terms for the chapter's first contract.

Central Islip School District Signs Pact

CENTRAL ISLIP — Don Willette, president of the Central Islip School District unit of the Civil Service Employees Assn., has announced the signing of a new contract providing 5.5 percent pay boosts plus

increments in each of two years. The pact also brings the 20-year retirement plan, improved longevity provisions, \$20,000 death benefit, application of unused sick leave to pension and improved seniority and grievance clauses.

The negotiating team included: Willette; Florence Bolen; Michael MacMasters; Florence Stevens; Mary DeMulder; Diane Mullen; Nels Carlson, a collective bargaining specialist from CSEA staff, and Irwin Scharfeld, CSEA field representative.



Teamwork pays off as Central Islip School Superintendent John Leitch Jr. signs new contract while CSEA bargaining team members, from left, Florence Bolen, CSEA unit president Don Willette, school business manager Harry Beach, Florence Stevens and CSEA field representative Irwin Scharfeld watch.

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

This Week's City Eligible Lists

EXAM NO. 2054 BRIDGEMAN AND RIVETER

This list of 37 names was established Jan. 25 following practical testing held in December. Sixty-three applications were received in September; 42 were called to the test and 39 appeared. Salary is \$9.18 per hour.

1 Armand S Galeto, William D Dunphy, Walter J Klingler, Joseph J Finamore, John L Fillosa, Kevin Victor, James M Daly, Raymond R Renz, Philip Tan-cora, George T O'Berg, Ernest Knudsen, David W Collins, Francis E Koenigsamen, Joseph W Kennedy, Walter Bentsen, Robert W O'Neill, Joseph J Clements, Joseph C O'Neill, Anthony J

Ferrigno, Anthony B Hartford.

21 James J O'Neill, William J Caputo, Aeneas J MacDonnell, Robert B Knudsen, Joseph W Kennedy Jr, John R Lannan, John E Reilly, John Torra, Salvatore Ferraloli, Harold P Sicker Sr, William A O'Donnell, Allen B Hoover, James E Ricketts, Kevin E Gorham, Thomas A Muter, Clifford F Shaw, Charles Benson Jr.

EXAM NO. 2556 PROM. TO CHIEF MATE

This list, for the Environmental Protection Administration, was established Jan. 25. Of the four candidates who filed in Sep-tember, three were called for test-

ing and two appeared. Salary starts at \$15,900.

1 John Gale, Aage Feldthausen.

EXAM NOS. 2157, 2089 & 2091 SR. SHORTHAND REPORTER, HEARING REPORTER & GRAND JURY STENOGRAPHER Group 1

These three lists, established Jan. 25, contain the same 13 names in the same order. The exams are open without dead-line. Salary is \$8,535 to start for senior shorthand reporter and hearing reporter, and \$8,650 for grand jury stenographer.

1 Antoinette Atterole, Charles E Schmitt, Theresa M Silkie, Richard E Kruczek, Olivine E Davis, Diane Peeples, Arlene Matthews, Anthony J Settineri, Roseann M Erigo, Daphne O Davis, Arlene Weishoff, Bobbie Nkrumah, Regina A Brodsky.

EXAM 2098 INSPECTOR OF PORTS AND TERMINALS

This list of 12 names was made public Jan. 25. No appointments may be made until the list is established. Sixty-one candidates who filed in November were rated on their training and experience. Starting salary is \$7,450.

1 Sebastiano Durso, Ben J Lombardi, Isaac Zweifel, James Sullivan, Harold Haber, Isidore L Pogrebin, Jacob Laufer, James A Ryan, Jr, Dilip K Hajra, Richard A Pope, Manuel Sanitkin, John Tarrango, Richard A Hochstead.

do R Tonti, Paul E Montanaro, James E Alleyne, Charles J Di-Carlo, Charles M Arnold, John Gilbert, Allan Keiser, Edward W Vitullo, Rudolph J Veneck, Stanley L Hollander, Osbaldo Rivero, Raymond F Schaefer, Joseph D Principato, Robert P Cuoco, John J Ramsey, Warren E Pfeifer Joseph Abramowitz.

21 Robert J Miller, Richard W Hammer, Manuel Nussbaum, Fotios Varsam, Howard W Ber-wanger, Girard R Muggeo, Charles B Griffith, Sham S Blah, Harry Attias, Harold Roth, Edward Rossoff, John B Reig, Bennie G. House, Jerome C Petik, Ernest Bubek, Andrew Ciurcina, Sal Degaetano, Robert K Rodri-guez, Willie J Korzenietz, George F Bunger.

41 Robert C Hellstern, Anthony J Vivone, John S Mateja.

Deitch Appointed MSA Public Affairs Director

Joseph Deitch has been named assistant administrator for public affairs of the City Municipal Services Administration, it was announced last week by Milton Musicus, MSA administrator.

Deitch, who assumed the post Jan. 22, will direct public rela-tions and public information for the seven agencies that make up MSA: the Departments of Pub-lic Works, Purchase, and Real Estate; the Municipal Archives and Record Center and the Muni-cipal Reference and Research Center; the City Record; the Municipal Broadcasting Service, and the Municipal Telephone Service.

Reporters Meet

Congressman Mario Biaggi will be the guest of honor at a dinner meeting of the New York State Shorthand Reports Assn. on Feb. 2 at the Seventh Regiment Armory, 643 Park Ave. (between 66th and 67th Streets), Manhat-tan. Cocktails will be served at 6:30 p.m., and dinner at 7:30.

Youth Services Spec.

The City Dept. of Personnel has announced that 64 candidates for promotional exam No. 2683 will be taking their written exam on Jan. 27, at 9 a.m. at Julia Richman H.S., 317 East 67 St., Manhattan.

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EXAM NO. 1093 MACHINIST

This list of 43 names was established Jan. 25 following a Feb. 26, 1972 written test, and practical testing held in September. A total of 917 persons had filed for this exam. Salary is \$7.91 per hour.

1 Sidney Frankel, Harold G Plunkett, Christian Raventos, Al-

LEGAL NOTICE

CITATION The People of the State of New York, BY THE GRACE OF GOD, FREE AND INDEPENDENT TO ATTORNEY GENERAL OF THE STATE OF NEW YORK: Consolidated Edison Company of New York, Inc., The City of New York, Department of Social Services, And to the distributees of Anna Vohrizek, also known as Anna Vohrijek, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Anna Vohrizek, also known as Anna Vohrijek, deceased, who at the time of her death was a resident of 500 East 88th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 16th day of February, 1973, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable Millard L. Midonick, a Surrogate of our said County, at the County of New York, the 19th day of December in the year of our Lord, one thousand nine hundred and seventy-two.

David L. Sheehan, Jr.
 (SEAL) Clerk of the Surrogate's Court

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CITY'S WRITTEN EXAMS UNDER SIEGE

By STEPHANIE DOBA

**"Titles shall ennoble, then
All the Common Councilmen:
Peers shall teem in Christendom,
And a Duke's exalted station
Be attained by Competitive
Examination."**

(Gilbert & Sullivan, Iolanthe, Act 1)

A bastion of objectivity against political, racial and religious favoritism, the civil service examination system protects the more than 170,000 people who apply for jobs with the City of New York every year. The Merit System, capitalized and venerated, guards the aspirations of the "little men" who enter and rise

ability are posed in terms of job situations.

Some less obviously job-related items are recurrent, however — mostly 'vocabulary or analogy questions which are supposed to measure general intelligence and ability to "write reports and understand written material."

The larger question about job-relatedness, however, is this: does the ability to perform well on a graph interpretation of crime statistics, for example, mean that a person will make a good cop? Or conversely, do poor scores on a reading comprehension problem concerning garbage collec-

a better system for everybody."

The suit was instituted in March 1972 in federal court by the Guardians Assn. and the Hispanic Society of the Police Department. Studies on racial breakdown of applicants and successful eligibles are currently being researched by the Department of Personnel, with results expected this spring. What is now known, at least, is that while 35 percent of New York City's population is black or Hispanic, only 8 to 9 percent of its police force comes from these ethnic groups.

Filing of the sanitationman

man jobs in particular because they are relatively unskilled, compared to policemen or firemen, and because a large number of high-paying jobs are available.

Attorney Ken Kimerling added that the exams themselves are faulty: "Asking a person a question about street sweeping in a reading comprehension test does not make it job-related."

Their suit also calls for active recruitment for sanitationman among Spanish-speaking persons. Because Puerto Ricans have no particular ethnic or family tradition of identification with the civil service, they feel it is not "for them," Perales said. He acknowledged that this "discouragement issue," as he calls it, will be difficult to establish in court.

The suit against the fireman tests was filed Jan. 12 by the Vulcan Society and the Hispanic Firefighters Society. It, too, charges that the written exams are "culturally biased in favor of white, middle-class applicants" and select men on their "test-taking" skill rather than on merit. Lawyer Jeffrey Mintz called for development of an exam based on detailed psychological and behavioral investigation of the qualities needed to be a good firefighter. Emotional stability was one factor he cited ("there are reasonably well-accepted tests for this"), but acknowledged that this type of non-factual test is "somewhat more difficult to design." He also suggested that a competitive, rather than a qualifying, physical test be given. The problem with entrance exams, he said, is that job-relatedness becomes dif-

icult to achieve because no prior experience is needed by applicants.

The sheer quantity of exams administered and high quality of services demanded by the City Department of Personnel has led it to develop some of the most carefully-prepared and objective civil service tests in the country. The attacks on its uniformed services exams, however, follow a national pattern. In a dozen cities — including Oakland, Denver, Mobile and Boston — patrolman tests are being challenged by minority groups. The reason is not that these tests are inherently better or worse than others, but that policemen have high visibility, prestige and community impact. They are also well paid and need few educational prerequisites.

The Department of Personnel would not comment on the pending lawsuits, but Sol Weiner, head of its examining division, outlined the procedures for developing written exams.

After an exam is ordered by the Civil Service Commission, one or two personnel examiners are (Continued on Page 12)

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Candidates for Housing Authority patrolman pore over test instructions before beginning a recent exam. Performance on this 2½-hour written test will largely determine whether they will qualify for the \$11,200 jobs.

through civil service ranks in the vast majority by written examination. Attempts to skirt or weaken the system are met with concerted counter-attack.

It comes to many as a shock and a heresy, then, that this jealously-guarded Merit System is under apparent siege by those it sought to protect.

Organizations of black and Hispanic civil servants, in the past year, have brought federal court suits charging that the New York City civil service examinations for patrolman, fireman and sanitationman discriminate against black and Hispanic applicants.

The trio of lawsuits against the City Civil Service Commission proceed on the same basic premises: (a) that black and Hispanic applicants fail the exams in larger proportions than whites, which is not in itself discriminatory except (b) that the tests are not job-related, and (c) that there is no proof that the tests are valid, i.e., there is no empirical data showing that those who do well on the written test necessarily make the best employees on the job.

These standards to guard against subtle racial discrimination in testing were spelled out in Title VII of the Civil Rights Act of 1964, and amplified in 1966, 1970 and 1972 by the Equal Employment Opportunity Commission. The protections were necessitated by the general under-education of blacks and other minorities, throwing them into a disadvantage against the academically-oriented majority of written tests.

An informal survey of the City's tests for patrolman, fireman and sanitationman show them to contain questions designed to measure the knowledge, aptitudes and skills assessed necessary to perform the job. Questions on judgment, reading comprehension, chart and graph interpretation and arithmetic

tion techniques mean that a person will not be a good sanitationman?

The lawsuits are calling for validation studies to answer these questions "scientifically." Validation studies are expensive, complex and time-consuming. The Department of Personnel thinks it is doing the best job it knows how with the resources available. Under-educated test-takers feel that the testing procedures are rooted in academic tradition and bureaucracy, which resist change on principle. The test-makers cite the thorny problem of trying to test for "aptitude" on paper.

Line organizations and many minority employees eye these lawsuits with disdain and even fear, perceiving them as a threat to what they see as the high standards of civil service. They distrust them as politically motivated, a wedge by which liberals seek to give jobs to under-qualified minority candidates. The minority groups bringing suit feel that those entrenched in their jobs merely fear competition.

The battle lines are drawn, but the goals espoused by each side — excellence and fairness in testing — are identical.

Responding to fears of "affirmative action" and ethnic quotas, lawyers for the three suits now facing the City say that they are not looking to institute a quota system as the way to get more blacks and Hispanics into civil service jobs. Christopher Crowley, attorney for the patrolman suit, said that the policy on patrolman tests is "not rational" in that it rewards, he said, rote and irrelevant memorization. He suggested that better tests would produce better cops, in addition to giving a fairer chance to qualified blacks. "We're trying to force the City to create a true merit system," he said. "If we succeed, it will be

challenge came on Jan. 4 of this year by the Puerto Rican Legal Defense and Education Fund, a newly-established group with support from private foundations. The suit charges that civil service requirements for sanitationman, in addition to the test itself, are discriminatory in their height (5'4") and English language requirements. Puerto Rican Legal Defense and Education Fund executive director Cesar Perales said that some of the plaintiffs are Model Cities aides who are performing sanitationman duties for \$100 a week. (Civil service sanitation make over \$200 a week to start.) "It is difficult to argue that they should have to pass this written exam," Perales said, "for civil service status." The organization is going after sanitation-

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK, GEORGES PAYOT, Plaintiff against HAROLD C. McCOLLOM, JR. Defendant Plaintiff designates New York County as the place of trial. The basis of the venue is location of property levied upon, Summons Plaintiff resides at County of Windsor State of Vermont To the above named Defendant

You are hereby summoned or answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, July 10, 1972 Perkins, Daniels & McCormack, Esqs, Kurt E. Johnson, Esq., of Counsel, Attorney(s) for Plaintiff, 30 Rockefeller Plaza, New York, N.Y., 10020, Office and Post Office Address Tel. 212-CI 7-3400 TO: HAROLD C. McCOLLOM, JR. The foregoing Summons is served upon you by publication pursuant to an Order of Hon. IRVING H. SAYPOL, a Justice of the Supreme Court of the State of New York, dated the 27th day of December, 1972, and filed with the Complaint and other papers in the Office of the Clerk of the County of New York. The object of this action is for enforcement of a judgment rendered against you in an action entitled Georges Payot vs. Harold C. McCollom, Jr., and Manufacturers Hanover Trust Company of New York, in the Windsor County Court, Windsor County, State of Vermont, PERKINS, DANIELS & MCCORMACK Kurt E. Johnson, Esq., of Counsel Attorneys for Plaintiff, 30 Rockefeller Plaza New York, N.Y., 10020 212-CI 7-3400

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TUESDAY, JANUARY 30, 1973

An Alarming Proposal

ONE of the most reactionary proposals ever made affecting public employees will be presented to the Legislature this week when the State Pension Commission will recommend that the subject of pensions be removed from the bargaining table.

The threat of this proposal, if approved, is that the basic right to bargain on anything at all can eventually be eliminated and civil servants be made mere chattels of government, taking or leaving whatever is offered.

No union in the private employment sector would stand for this kind of limited bargaining for a second. The deprivation of any negotiable item moves civil servants back to the nineteenth century.

Let us repeat here what we said before: the real problem is not that public pensions are so high but that those in the private sector are so low and, in many cases, disappear by the time a worker is ready to retire. Business and industry are frightened out of their wits that unions might start demanding the kind of pensions public employees now receive; pensions that still need improvement, by the way.

This is one issue that every public employee union should throw its full forces into a battle to defeat.

Another Item To Fight

HEARINGS were held in New York City last week to determine whether or not civil service examination grades should be rounded out to the nearest figure instead of the present practice of fractional scoring. The answer is very simple: they should not.

The reason for this proposal is obvious. It would make the pool of candidates in every job title so large that genuine competition would be reduced and, therefore, allow government a wider hand in choosing whom they want for any particular job.

This is nothing more than another attempt to circumvent the Merit System and officials in the Lindsay Administration have already made public attacks on civil service jobs being earned through merit and fitness.

This is one more idea for public employee unions to bat down with all their might.

Don't Repeat This!

(Continued from Page 1)

ecutive talent.

In addition, Duryea is politically resourceful and skillful. No doubt he learned much about politics from his father, who also served as an Assemblyman, and was the Conservation Commissioner in the administration of Gov. Thomas E. Dewey. These skills brought him his election as Minority Leader in 1966, after only six years in the Assembly. He managed without difficulty to leap over many whose claims to that leadership post were bolstered by greater seniority.

Difficult Role

During the past two years, Duryea had a difficult role as Speaker and leader of the Assembly Republicans. His contingent consisted of 79 members, just three above the magic 76 votes that are required to pass an Assembly bill under the Constitution. Last year, with each Assemblyman worried about votes back home, was a critical one for the Speaker in preventing some of his members from leaving the reservation on controversial votes. Yet, whenever the chips were down, Duryea managed to carry the day.

This year should be a relatively easy one. Republican membership in the Assembly increased to 82, while Democratic strength plummeted from 71 to 64. The larger contingent will make it simpler to get 76 votes when needed. Moreover, the issues that will come up for a vote this year do not seem to be as critical as those in the past. Typically, the budget is the most significant item on the legislative calendar, since it sets up the level of public services, state expenditures and public taxation.

With federal revenue sharing a reality and business conditions on the upswing, there are no further imperatives for an austerity budget. From a fiscal point of view, Speaker Duryea is conservative and so is a substantial bloc of his Assemblymen. There are some in the Assembly who believe that the budget proposed by the Governor should be cut in order to produce a tax reduction. The difficulty here is that the Governor's budget does not launch any new major services, but restores some services to previous levels. Moreover, it is doubtful whether a sufficiently substantial budget cut can be made that will produce meaningful tax reduction. Speaker Duryea is a careful and knowledgeable student of fiscal affairs and will make his views known after he's had an opportunity to study the budget.

Among Top Candidates

A native of Montauk, Duryea has a great love for the outdoors, a circumstance that has made him a member of the Long Island State Park Commission, the Bethpage Park Authority and the Jones Beach Parkway Authority. During World War II, he served as a command pilot in the Naval Air Transport Service and regularly pilots his own plane from Montauk to Albany and other parts of the State.

Duryea ranks with the top levels of Republicans who would be a candidate for Governor, should Governor Rockefeller decide to retire next year, a prospect that continues to seem less likely every day. At 52 years of age, Speaker Duryea may be obliged to wait four more years.

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.

Retroactive Benefits

An Article 78 proceeding in the nature of mandamus was commenced in the Albany County Supreme Court wherein the petitioner, a retired Nassau County police officer, sought judgment directing Arthur Levitt, Comptroller of the State of New York and Administrator of the New York State Policemen's and Firemen's Retirement system, to re-argue his "final average salary" under Section 302 (9) (b) of the Retirement and Social Security Law.

The petitioner was a member of the Nassau County Police Dept. for approximately 21 years until he retired on Jan. 2, 1971. Two months later, in March 1971, a collective bargaining agreement between the PBA and the County of Nassau was signed with all of its terms and conditions retroactive to Jan. 1, 1971.

Pursuant to that agreement, employees, under certain conditions, were entitled to a lump sum cash termination payment computed on the basis of three days' pay for each year of completed service. In addition thereto, an employee was entitled to a lump sum cash payment for 50 percent of accumulated and unused sick leave not to exceed 165 working days.

WHEN THE PETITIONER retired, he was paid termination pay and was also paid for 150 days of unused sick leave. Sometime later, he was notified that for purposes of computing his final average salary, only nine days of termination pay were included and none of the sick leave pay. An administrative hearing was held by the Comptroller, and the hearing officer denied the petitioner's application for a redetermination.

In the instant court proceeding, respondent claimed that petitioner cannot obtain any benefits under the 1971 collective bargaining agreement because he retired prior to its execution. In addition, the respondent claimed that the inclusion of termination pay in the computation of final average salary was an unconstitutional gift of public funds. Furthermore, respondent urged that payment for accrued and unused sick leave cannot be used in the computation of final average salary.

It has previously been determined by the courts that termination payments represent compensation for services actually rendered and are properly includable in the computation of final average salary. This, however, does not mean that petitioner must be credited with the full amount of the cash payments. The Retirement and Social Security Law defines "final average salary" as being based on any three consecutive years of service. The court held, therefore, that the petitioner was entitled to have the amount of money received for payment of the termination credits actually earned in the years which are to be used as the base for the computation of his final average salary. Since the termination pay was earned at the rate of three days per year of service and the payment of it was deferred until retirement, the Comptroller was correct in his argument that the amount of termination pay to be included in computing the final average salary is the amount actually earned by the petitioner in the three years which are used in that computation. Accordingly, the inclusion of only nine days of termination pay was correct.

THE COURT FURTHER held that cash payment for unused sick leave represents payment for services actually rendered. There is, however, a legislative policy excluding such payments from the computation of final average salary. The legislative scheme appears to be that a policeman or fireman employed by a political subdivision other than the State of New York may receive benefits co-extensive with that of an employee of the State only if an employer makes an election under Section 333, RSSL. Without such an election, the employee's benefits would be less than those of the State employees. There was no election by Nassau County to provide the additional benefits based on payments for unused sick leave, and even if there were, the payment for unused sick leave could not be used in computing final average salary because it is specifically excluded therefrom by Section 341 (j) (1) (c) RSSL.

Finally, the court held the petitioner was entitled to the benefits of the collective bargaining agreement executed subsequent to his retirement but made retroactive to a date when he was a member of the police force. (Application of Lecci v. Levitt, 337 NYS 2d 861).

Questions and Answers



Q. When I become 62 this year, I want to retire and get social security benefits, but I can't find any document to prove my date of birth. Now what can I do?

A. Get in touch with any social security office, and the people there will be glad to help you. Although you may not have a copy of a birth or baptismal certificate, one of these may still be shown on official records. If not, there are other documents, such as a census record, a school record, or an insurance policy,

that can be used to establish your age.

Q. My 20-year-old daughter attends college and gets monthly student payments from social security since her father died. She's getting married on February 4 and we have notified social security of this. I know her checks will stop when she gets married, but will she receive a check on February 3?

A. Yes. The check she will get on February 3 is a check for the month of January, when she was not married.

41 State Promotionals Open; File Applications By Feb. 13

A new batch of 41 promotional examinations was released last week by the State Dept. of Civil Service. Eligible to take the exams are all qualified employees of various State agencies.

Heading the list of these new exams is senior compensation claims clerk, a G-8 position open to all qualified employees of the State Insurance Fund, Dept. of Labor. Only one year of permanent competitive service in a clerical position allocated to a G-3 or higher is necessary for qualification. The written test, No. 35-083, will test for knowledge about workmen's compensation laws, disability benefits law, and volunteer firemen's benefit law.

As with the other titles, first consideration in appointment will be given to employees in the promotion unit where a vacancy occurs, after which appointments will be made from the general list.

Also of note is the exam for transportation planning aide II (G-9) and III (G-12) open to employees of the Dept. of Transportation for positions in Albany. For aide II nine months in any transportation planning aide position of G-5 or higher qualifies candidates, and, for aide III, one year in G-8 or higher is necessary.

The written tests, No. 35-087 for aide II and No. 35-088 for aide III, will test the candidate's abilities in arithmetic reasoning, clerical aptitude, and supervision.

Audit & Control

The following two titles are open to all qualified employees of the Dept. of Audit & Control (including the Employee's Retirement System):

Principal State Accounts Auditor, Exam 35-006 (G-27) — required: one year as an associate state accounts auditor.

Associate State Accounts Auditor, Exam 35-005 (G-23) — required: one year as a senior state accounts auditor.

Correctional

The following title is open to qualified employees of the Dept. of Correctional Services for one vacancy in New York City. Applications are due Feb. 20 for oral March testing.

Parole Area Director, Exam 35-092 (G-31) — required: either a) service as director of institutional parole services, assistant director of parole field operations; or b) service as supervising parole officer.

Transportation

The following three titles are open to qualified employees of the Dept. of Transportation:

Canal Electrical Supervisor, Exam 35-121 (G-14) — one year permanent competitive service as a chief lock operator.

Canal General Foreman, Exam 35-061 (G-17) — either a) one year as canal electrical supervisor, canal shop foreman, or canal shop supervisor; or b) 18 months as canal maintenance foreman.

Canal Section Superintendent, Exam 35-062 (G-21) — one year as either a) canal general foreman, floating plant superintendent, or assistant civil engineer; or b) two years as a canal electrical supervisor or canal shop supervisor.

Executive

The following two titles exist in different branches of the Executive Dept.:

Senior Purchasing Agent (Printing), Exam 35-117 (G-23) — open to employees of the Office of General Services. Right now there is one vacancy in Albany: one year as purchasing agent (printing) required.

Senior State Veteran Counselor, Exam 35-085 (G-20) — open to qualified employees of the Division of Veterans' Affairs. At present there is one vacancy in the Fifth Veteran District. One year as a State veteran counselor.

Interdepartmental

The following four interdepartmental promotion exams are open to all qualified employees of New York State for promotions within promotion units, within entire departments, and to other departments of State agencies.

Dentist II, Exam 35-095 (G-31) — six months as a dentist I qualifies the candidate to take the exam, and one year as a dentist I qualifies him for appointment from the eligible list.

Principal Administrative Analyst, Exam 35-094 (G-27) — six months as an administrative analyst or six months in a position allocated to G-23 or higher qualifies the candidates for the test, and one year of the above experience qualifies him for appointment from the eligible list.

Purchasing Agent, Exam 35-093 (G-18) — to take the exam, candidates must have either a) three months' experience as assistant purchasing agent or b) service as assistant purchasing agent. To be appointed, candidates must have either a) completion of traineeship plus six months' experience as assistant purchasing agent, or b) one year as assistant purchasing agent.

Senior Purchasing Agent, Exam 35-089 (G-23) — ten months as purchasing agent needed to take exam; one year of this experience to be appointed from the eligible list.

Labor

The following nine positions are open to qualified employees within the State Dept. of Labor, specifically, the State Insurance Fund.

Assistant Director of Employment Security Business Administration, Exam 35-059 (G-25) — one year of G-19 or higher, for one vacancy in Albany.

Associate Compensation Claims Auditor, Exam 35-972 (G-23) — one year as senior compensation claims auditor.

Senior Compensation Claims Auditor, Exam 35-071 (G-18) — one year as compensation claims auditor or examiner.

Compensation Claims Auditor, Exam 35-070 (G-14) — one year as junior compensation claims auditor or investigator.

Junior Compensation Claims Auditor, Exam 35-069 (G-10) — one year as senior clerk.

Principal Compensation Claims Examiner, Exam 35-075 (G-24) — one year as associate compensation claims examiner.

Insurance Fund District Claims Manager, Exam 35-116 (G-23) — one year as associate compensation claims examiner, or two years as senior compensation claims examiner, or two years as insurance fund hearing representative.

Associate Compensation Claims Examiner, Exam 35-074 (G-21) — one year as senior compensation claims examiner, or one year as insurance fund hearing representative.

Senior Compensation Claims Examiner, Exam 35-073 (G-18) — one year as compensation claims examiner, or one year as insurance fund hearing representative.

Senior Compensation Claims Examiner, Exam 35-073 (G-18) — one year as compensation claims examiner, or auditor, or two years as compensation claims investigator.

WCB

The following four positions are open to qualified employees of the Dept. of Labor's Workmen's Compensation Board.

Principal Workmen's Compensation Examiner, Exam 35-079 (G-079) — six months as associate examiner.

Associate Workmen's Compensation Examiner, Exam 35-078 (G-21) — six months as senior examiner.

Senior Workmen's Compensation Examiner, Exam 35-077 (G-18) — six months as examiner.

Workmen's Compensation Examiner, Exam 35-076 (G-14) — six months as assistant examiner, or Spanish/Italian-speaking examiner, or disability benefits examiner, or compensation investigator.

Narcotics

The two following positions are vacant at various facilities throughout the State within the Narcotic Addiction Control Commission. Applications are due Jan. 29 for the oral Feb. testing.

Director, Exam 35-098 (G-32) — six months as an assistant director, Narcotic Rehabilitation Facility to qualify to take the test; one year of this experience for appointment from the resulting eligible list.

Assistant Director, Exam 35-097 (G-27) — six months as associate narcotic control officer, counselor, or chief officer to take test; one year to qualify for appointment from eligibility list.

Public Service

The following six titles are available to all qualified employees of the Dept. of Public Service.

Senior Electric Engineer, Exam 35-063 (G-23) — one year in G-19 or higher.

Senior Gas Engineer, Exam 35-065 (G-23) — same.

Senior Hydraulic Engineer (Public Service) Exam 35-066 (G-23) — same.

Associate Electric Engineer, Exam 35-064 (G-27) — one year in G-23 or higher.

Senior Valuation Engineer, Exam 35-067 (G-23) — one year in G-19 or higher.

Social Services

The following three titles have vacancies statewide, many in major metropolitan areas, for qualified employees of the Dept. of Social Services.

Principal Social Services Management Specialist, Exam 35-052 (G-27) — one year as an associate social services management specialist. Application deadline is Feb. 20 for oral March exam.

Social Security Reconsideration Exam 35-060 (G-16) — three months as social security disability examiner to qualify for test; one year of such service to qualify for appointment.

Men, Women Eligible State Police Exam Set For March 17

Over 200 vacancies currently exist statewide for trooper with the New York State Police, it was announced last week, for which an open competitive exam will be held March 17.

State troopers, who perform police work mainly in rural areas, are paid \$9,365 to start. They may also compete for investigative jobs in urban areas, as in narcotics control.

To qualify, applicants must have a high school diploma or equivalency, be at least 5' 9" tall, and be within three months of their twenty-first birthday at the time of examination. To be appointed, a person must be between the ages of 21 and 29. Veterans may deduct their length of service, up to six years, when computing age eligibility.

The exam, for the first time, is open to women as well as to men.

The written, multiple-choice exam will contain questions of a general nature designed to test the applicants' capability to perform law enforcement work. Passing grade is 75 percent.

Those who pass will take a

competitive physical exam for agility and strength. This test will include running through an obstacle course and scaling a six-foot wall, lifting dumbbells with both arms, performing a sit-up with a barbell held behind the neck, and performing pull-ups and broad jumps.

Applicants must have vision of at least 20/40 in each eye, unaided, correctable to 20/20 in both eyes. Eyeglasses are permitted.

The results of the written exam count 65 percent of final score, and the results of the physical, 35 percent.

Applications may be requested by mail from the State Police, State Campus, Albany, N.Y. 12226, or may be picked up at any State Police station. Applications must be returned postmarked no later than midnight March 3.

The written exam will be held at 16 locations: Albany, Bay Shore, Binghamton, Buffalo, Elmira, Glens Falls, Middletown, New York City, Olean, Plattsburgh, Poughkeepsie, Rochester, Syracuse, Utica, Watertown and Yonkers.

P.O. Clerk, Carrier Filing Continues; Pay \$4.10/Hr.

Applications are still being accepted by the U.S. Postal Service for letter carrier and clerk jobs in Manhattan. Education or experience requirements do not exist for these jobs, which pay from \$4.10 to \$5.39 an hour.

The majority of the clerk openings will be filled as machine operators, punching letters. Carrier candidates must have a driver's license. Both clerks and carriers take the same exam.

The examination, which is written, will be given continuously throughout January, February, and March, until further notice.

Candidates may pick up applications at the GPO, Room 3508, 380 West 33 St., Manhattan; the United States Postal Service Examination Center, 1980 Broadway (67th St.), Manhattan, or at the main post office in any other borough. Jobs are available in

fy for appointment.

Senior Social Security Disability Examiner, Exam 35-096 (G-18) — one year as disability examiner or reconsideration examiner.

SUNY

These two positions, for which there are presently numerous vacancies, are open to all qualified employees of the State University of New York.

Supervising Campus Security Officer, Exam 35-082 (G-15) — to take the exam, candidates must have some competitive service as campus security officer II, G-12; for appointment, one year of such service is required.

Typist

The City Dept. of Personnel has announced that 300 candidates for typist will be taking open competitive exam No. 2175 between March 6 and 13.

Campus Security Officer II, Exam 35-081 (G-12) — to take the exam, candidates must have some competitive service as campus security officer I, G-8 (formerly Institution Safety Officer) for appointment one year of such service is required. Manhattan, but there are no residency requirements.

File Until Feb. 16 For Public Service Officer

Filing is open for public services officer until Feb. 16. (Due to a typographical error, this was mistakenly reported last week as being open until Feb. 6.) One vacancy exists at the moment in the Economic Development Administration. Oral testing will begin March 20.

Requirements for this \$9,500 job, which includes making arrangements for public activities and ceremonies and writing speeches, are a bachelor's degree and two years' experience in journalism, public relations, or research. High school graduation or equivalency plus five years of this experience, or a combination of education and experience, is also acceptable.

Policewoman

The New York City Police Dept. has 25 vacancies for policewoman. These openings will be filled with candidates certified from the 1,727-name eligible list which resulted from exam 9081 established Nov. 30, 1972. One hundred women were certified, from numbers 7 through 152. Salary is \$11,200.

Principal Consumer

The City Dept. of Personnel has summoned 18 candidates for principal consumer affairs inspector to take promotional exam No. 7612 on Feb. 13 and 14.

Grosstfield Exhorts Members To Send In Dues

Western Conf Delegates Take Part In Seminar On Restructuring Of CSEA



CSEA fieldman Robert Young, left, discusses campaign strategy for an impending challenge to CSEA bargaining rights in the Buffalo competitive unit. Young, who was vice-chairman of the County Executive Committee before his appointment to the CSEA field services staff, meets here with Robert Dobstaff, West Seneca unit president, and George Clark, Erie County chapter president.

ROCHESTER—Samuel Grosstfield led off a recent meeting of the Western Conference of the Civil Service Employees Assn., with a plea to all the delegates to give full effort to collecting dues directly from members while the organization's payroll deduction of such dues is suspended.

Grosstfield, Conference president, pointed out that "right now we are at the bargaining table. Our strength there is in the size of our membership. We need those dues not only to show we still have the members but also to continue giving the many services CSEA provides on numerous levels."

The Employees Association is being penalized with a 10-month dues suspension in the Institutional Unit and a three-month penalty in the other three units it represents for an alleged strike last April.

Later Grosstfield strongly urged CSEA to start planning immediately "for any potential-

ity that might develop after March 31," the state contract expiration date.

"We can't afford to wait this year," he said.

CSEA must win the support of legislators from all over the state, Grosstfield said. He said Neil Gruppo, Don Antinore, Al Sibillo and Mary Converse, all co-chairmen of the Western Conference's political action committee, are organizing meetings with legislators now.

Grosstfield also said that it's up to chapter presidents to ensure that all members support CSEA if the time comes when CSEA refuses to work without a contract.

Restructuring

There was a day-long meeting on restructuring led by A. Victor Costa, CSEA second vice-president and chairman of the CSEA restructuring committee. Western Conference was the first conference to hold a restructuring meeting.

"I was impressed with Vic Costa's grasp of the subject and his dynamic presentation," Grosstfield said. Although much of the material presented had been published in *The Leader*, Costa's value was in his interpretation of the finer points, Grosstfield added.

Grosstfield said one of the most important points Costa made was that chapters no longer will have the privilege of deciding whether to join a conference or not.

"Chapters will be amply compensated for mandatory membership," he said. "One of the most important benefits will be the availability of the new regional offices and staffs for additional assistance to chapters."

Costa told his audience that "the days of voluntary services for the CSEA are over."

His reference was to the six new regional offices which will be opened under the proposed restructuring plan in Buffalo, Syracuse, Albany, New York City and in communities yet to be determined in the Southern Conference and on Long Island.

Each office will have a staff of paid employees hired by the region's executive body and supervised by a regional field manager. The staff will include fieldmen, organizers, a political and research analyst and a public relations analyst.

Satellite offices will be set up in Binghamton, Rochester and either Canton or Malone, he said.

Costa also predicted that the regional offices will broaden the opportunities for CSEA members "to have your own say about local problems. We've got to get away from the concept that Albany can solve all the problems."

This remark was greeted by applause.

He said standardization "is what restructuring is all about," and standardizing the services and staffs among all the regional offices should help eliminate "the chaotic situation we have now."

New Board Set-Up

Costa outlined the makeup of the new board of directors, regional boards and other administrative bodies, and said that there will be one delegate for every 100 members "or a fraction thereof."

The number of statewide board committees will be reduced from 11 to eight, he said. Standing committees will include insurance, legal, constitution and bylaws, retirees, legislative and convention.

Any CSEA member representing more than one CSEA entity will no longer be able to give away his vote to a proxy, Costa said. Instead, he must vote for each entity he represents.

If a CSEA member is a member of a competing organization, even if he's only a card-carrying member, he won't be able to run for CSEA office.

Within 60 days of his election, the CSEA president must fill all committee vacancies. And any vacancies occurring after that must be filled within 30 days.

Every committee must meet at least four times annually and all must report to the president. No member of the Board may serve on more than one committee.

No officer can serve as a member or as a chairman of any committee.

Any member who misses three successive meetings of a committee without reason or permission of the chairman will be assumed to have resigned and will be replaced.

Every region must be represented on every committee. No committee may have fewer than seven or more than 11 members unless the board deems it necessary. Every committee will be in existence for two years.

Costa said that cards to be given immediately to new members as soon as they join CSEA should be ready in September. CSEA also will have a leave form which will assure continuation of membership, insurance coverage and other benefits during leaves of absence.

Welfare Account

CSEA will set aside \$1 per member in a welfare escrow account until the account totals \$1 million after five years.

There will be two divisions—state and county, or municipal affairs—in CSEA.

CSEA will hire a comptroller, a personnel director, a coordinator for retiree affairs, and enough additional collective bargaining specialists to ensure one for every 10,000 members.

A telecommunications system between Albany headquarters and regional offices for the transmitting of documents will be set up.

He said that under Phase IV of restructuring, more night shift assistance may be coming. "In some areas, they're the forgotten people," he said.

Costa said that there are 207,000 CSEA members today, but that CSEA has a potential for 489,000 members in 5 to 10 years.

CIVIL SERVICE LEADER, Tuesday, January 30, 1973

Erie Highway Aides OK Pact

ALDEN — The Civil Service Employees Assn. has ratified its first contract ever for highway workers in this Erie County town.

The two-year pact, covering 10 members in the unit, provides 5 percent raises in each of the years.

It also allows sick leave accumulation of 75 days the first year — up from 60 — and 90 days the second year.

Under terms of the agreement, personal leave days were increased from three to four in the second year and employees were given a 35 percent increase in medical benefits.

An increased retirement plan was also provided and binding arbitration in the grievance procedure was established for the first time, along with an employment security clause based on Section 75 of the Civil Service law.

Robert E. Young, CSEA field representative, helped negotiate the contract.

BUY U.S. BONDS

Ann Butler Elected Orange Ch. President

HILLSBORO—Ann Butler has been elected president of the Orange County chapter of the Civil Service Employees Assn., succeeding Francis J. English, who will continue to serve the chapter as a state delegate.

Ms. Butler becomes the sixth woman currently heading a county chapter of the Employees Association. While men serve as presidents for 49 county chapters, women exercise leadership in Cattaraugus, Phyllis Fenton; Delaware, Karen Cauble; Jefferson, Eleanor Percy; Ontario, Nellie Scoon, and St. Lawrence, Flora Jane Beaton.

Filling out the executive offices for Orange County are Kenneth Lybolt, Teresa Tomaszki and Katherine Cayton as vice-presidents; William Duggan, secretary, and Warren Gud-



Among the Conference guests were Joseph Lazarony, chairman of the County Executive Committee of the Employees Association, and Jack Gallagher, CSEA treasurer.



Salvatore Mogavero, left, president of Erie County Educational Employees chapter and County representative to the statewide Board of Directors, exchanges views with Jean Freeman, of Cattaraugus County chapter, and William Doyle, president and Board representative from Niagara County chapter.

deback, treasurer. Joe DeVita was elected county executive committeeman, and, in addition to English, Mary Perna, Regina

Majka and Robert Fernandez were named to represent the chapter at statewide Delegates Meetings.

Thruway Member Wins 2nd-Stage Grievance

ALBANY — A second-stage grievance against the New York State Thruway Authority has been decided in favor of Civil Service Employees Assn. member Betty Boese at a hearing with Thruway toll division supervisor, Melvin E. Marihew. The CSEA member was represented by field representative Rex Trobridge.

Toll collector Boese grieved that on Jan. 8, four hours of overtime (1900-2300) should have been offered to her, as she was working the 2300-0700 shift.

Section supervisors had assigned the overtime to a part-time toll collector instead. CSEA, in behalf of collector Boese, claimed a violation of Section K, Article 3, Paragraph "B" of the CSEA-negotiated contract for Unit I Thruway employees.

Supervisor Marihew found that section supervisors George Wilk and Phil Cohen had erred in assigning a part-time collector to the overtime and recommended that collector Boese be compensated for the four hours at the time-and-one-half rate.

JANUARY WESTERN CONF MEETING IN PHOTOS

CIVIL SERVICE LEADER, Tuesday, January 30, 1973



James Powers, at dais, regional field supervisor, gives delegates to a recent meeting of the Western Conference a review of the recent challenge to CSEA in two State bargaining units, which CSEA won. From left are Conference

officers Judith Burgess, secretary; Neil Gruppo, third vice-president; Genevieve Clark, second vice-president; Samuel Grossfield, president, and Edward Dudek, first vice-president.



On hand to welcome delegates were chairman Merely Schwartz and Gloria Greene of the Rochester DOT chapter.



A. Victor Costa led a day-long session on the future restructuring of the Employees Association.



Making a point with strong emphasis is Belle Sprout, delegate from the Rochester State Hospital chapter.



Taking a breather during the meeting are, from left, William McGowan, CSEA fourth vice-president; Thomas McDonough, CSEA first vice-president, and Kirby Hannan, associate director of public relations for the Employees Association.



SUNY at Buffalo had a large turn-out for the meeting. Seated, from left, are Dorothy Lewis, Dorothy Haney, June Boyle, and Jean Schaeffer. Standing, from left, are Virginia Paulus, Robert Smith, Gerald Caputo, William Stoberl, Ralph Bearman, and Roger Friday.



The three Rochester State Hospital officers seated in front took an active part in the meeting. They are, from left,

Dorothy Hall, outgoing president; Patrick Timineri, incoming president, and Jo May Falls.



Gowanda president A. Maye Bull may be retired but she keeps up a lively interest in CSEA activities.

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6 F E Larke Staten Is	84.1
7 H Eisig Bklyn	83.8
8 J Y Bohn Bklyn	83.7
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10 H Tizun Bklyn	82.3
11 H S Memesky Bklyn	81.0
12 C Martin Belle Harbor	81.0
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15 J F Harvey Bklyn	80.5
16 C F Booker Bklyn	80.5
17 S L Zawada Satten Is	79.8
18 I S Rabinowitz Bklyn	79.6
19 P L Brounsky Bklyn	79.6
20 P B Hume Bklyn	79.3
21 J P Henkel Staten Is	76.8
22 B C Mangano NY	76.3
23 L Yager Bklyn	76.1
24 H Tiger Bklyn	76.1
25 J LFascetta Staten Is	76.0
26 M C Edwards Bklyn	75.5

27 D M Prichett Bklyn	75.2
28 J Heskko Bklyn	74.9
29 C E Greene Bklyn	74.9
30 J B Bright Bklyn	74.6
31 M Levine NY	73.6
32 M H Raiano Bklyn	73.3
33 E Scingone Staten Is	73.1
34 T S Duggan Staten Is	72.5
35 G R Pittell Bklyn	72.1
36 J D Weinstein Bklyn	71.6
37 S Weinstein Bklyn	71.5
38 W C Denieuerkirk Bklyn	71.1
39 B W Cheatham NY	70.5

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EXAM 51152

Test Held Sept. 16, 1972

List Est. Jan. 3, 1973

1 Eaton M Kenmore	96.0
2 Hedges B Tonawanda	93.1
3 Domres M Tonawanda	90.1
4 Rank E Kenmore	83.1
5 Workman O Buffalo	81.3
6 Laughlin J Kenmore	79.6
7 Brylinski E Tonawanda	78.3
8 Little P Kenmore	75.8
9 Zernbelt P Tonawanda	74.6

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1 G P Hecht Bklyn	90.3
2 A H Korman East Meadow	89.7
3 L Schwartzstein Corona	89.2
4 A Tannenbaum NY	88.9
5 A H Gross Putnam Val	87.9
6 J J Deasy LI City	87.7
7 A F Boyce Bklyn	87.6
8 R A Landucci Bx	87.3
9 J P Adamo Forest Hills	86.7
10 H Sammit Bklyn	86.4
11 S E Morris Staten Is	85.7
12 R Rendell Staten Is	85.4
13 G M Fried NY	85.0
14 G DiCosola E Northport	84.4
15 E C Mack NY	84.3
16 R Rector NY	84.0
17 J Rinkowitz Flushing	84.0
18 L Reich Jamaica	83.9
19 W A Ranke Orangeburg	83.8
20 S L Weinstock Laurelton	83.8
21 A Beckerman Armonk	83.5
22 L Zolotorof NY	83.5
23 B S Zipkin Seaford	83.4
24 R S Holder NY	83.0
25 L Berlin Bklyn	83.0
26 B J Roberts Bx	82.9
27 W E Gault S Ozone Pk	82.9
28 E G Reese Woodside	82.9
29 M T Orrio Bx	82.8
30 T L Jacobs NY	82.4
31 J J Barberio Thiells	82.2
32 L J Goetz Bx	82.0
33 E M Muhlmeier NY	82.0
34 R L Umans Cedarhurst	81.4
35 B Paps Suffern	81.4
36 A Fellner Flushing	81.3
37 H Joseph NY	81.1
38 B A Shepherd Staten Is	81.1
39 P Marcus Monsey	80.9
40 E G Servin Flushing	80.8
41 C A Bila Flushing	80.8
42 C Linder Rego Pk	80.6
43 M H Goldberg NY	80.4
44 S Mitchel Bx	80.3
45 S Rodnick Bx	80.2

46 S C Schoenberg Bklyn	80.0
47 H J Conyers Bklyn	79.9
48 S A Soyt Bx	79.9
49 M Sussman Briarwood	79.8
50 R W Vaughan Laurelton	79.6
51 B Lev Bklyn	79.6
52 F X Daria Bklyn	79.6
53 J A Supirman Hempstead	79.4
54 M J Everstey Bklyn	79.2
55 L M Fiorentino Bellerose	79.0
56 W E Muff Levittown	79.0
57 M Gottlieb Bx	78.8
58 S N Jenkins Jamaica	78.4
59 B Friedman NY	78.3
60 T G Morrissey Garden City	78.2
61 F O'Geefe Bx	78.1
62 J Erenyi Bx	78.0
63 E Schoenberg Bklyn	78.0
64 J J Rocks Rockvil Ctr	77.9
65 J Shlansky Bklyn	77.9
66 H F Lloyd Corona	77.9
67 M J Buchanan Jamaica	77.8
68 R J Gerrard Jackson Hts	77.7
69 D F Martin Bklyn	77.7
70 C R Clemmons Queens Vill	77.0
71 M G Burger Yonkers	76.9
72 J A Adams Jersey Ci NJ	76.5
73 J M Walsh Bx	76.5
74 B P Travaglio Levittown	76.4
75 E W Campbell Corona	76.1
76 H A Benjamin Bx	76.0
77 C H Davis Jamaica	75.9
78 W A Laborde Bklyn	75.5
79 J R Bloss Bx	75.4
80 G P Hill Bklyn	75.2
81 J E Deloria Flushing	74.9
82 L M Opiyo NY	74.5
83 C M Sklover Great Neck	74.2
84 D L Wong Bklyn	74.2
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Consumer Spec

The City Dept. of Personnel has summoned 13 candidates for supervising consumer affairs inspector to take promotional exam No. 7611 on Feb. 6.

Hearing Rep

Twenty candidates will be taking open competitive exam No. 2071 for the City title of hearing reporter on Feb. 5.

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FIRE FLIES

(Continued from Page 2)

In 5 Engine. Then he went to Rescue Company One where, as every firefighter who ever became a "fearnot," he took his monumental beatings with the rest of them and the best of them without flinching . . . but without hesitation he went back for more. When he was in Rescue One, Captain John T. O'Hagen was his boss and, at his funeral, Chief of Department O'Hagen was a very sad man and with good reason, for a firefighter whom he deeply admired, was dead.

After Rescue One, he went to Engine 275 and then, having been "in the books" he was made Lieutenant and finally got his spot in 236 Engine.

One of the other things which were to make a happy year for Lieutenant Frank Smith was the fact that in June of this year, his daughter Patricia would be married and he would then have to get "into the books" again with a copy of "Father of the Bride" to see what awaited him on the trip up the isle. Yes indeed, he would have to muster all his philosophy to get past that one!

Fate somehow chose January 14th to wreck havoc with the life of Lieutenant Smith.

There was a second alarm in the area. His captain, who would have worked that night, had been designated acting chief. To replace the captain, an overtime captain was designated to work but the 2nd alarm caused him to be delayed. Meanwhile at 19 minutes after six, Box 1768 hit for a fire in a vacant building at 860 Sutter Ave. Lt. Smith, still in command of Engine 236, rolled. Under normal circumstances, the company would not have gone to the fire being in reserve. However, with the area stripped by the second alarm, they were dispatched.

Engine 236 stretched a line up the stairway to the floor above the fire which is, in most in-

(Continued on Page 15)

Filing for a variety of advanced job titles has opened in several New York State departments. Applications for these open-competitive exams, open to the public, must be filed by Feb. 20. The exams will be given on March 24 unless otherwise indicated. For applications and further information, see "Where To Apply" on Page 15 of The Leader.

Leading the field is the opportunity for those with two years of college to become **Campus Security Officers II**, Exam 23-783 (\$8,497). There are numerous vacancies at various college campuses of the State University of New York. As for all other titles, appointees in the New York City area will receive an additional \$200 annual salary differential. State residency is not required, and uniforms will be provided.

Other campus security positions are for **Supervising Campus Security Officer**, Exam 23-785 (\$10,507), for those with at least two years of college plus two years of experience as a member of an organized law enforcement agency or a campus security office; and **Campus Security Specialist**, Exam 23-784 (\$10,507), for which two years of college and one year in an investigative position with an organized law enforcement agency are needed.

March 24 Exam

Following are 18 titles for which the written exams will be held March 24:

Canal Maintenance Foreman, Exam 23-842 (\$8,497) — required: 18 months of satisfactory experience in engineering, construction, or maintenance work, of which at least six months must have been spent as foreman; or completion of apprenticeship in carpentry or masonry; or four years of full-time experience with a journeyman.

Canal Shop Supervisor, Exam

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23-777 (\$10,665) — for positions in the Dept. of Transportation: one vacancy in Utica, one in Syracuse. Required: four years as a skilled journeyman machinist plus either: a) completion of an apprenticeship in the machinist trade; or b) four years full-time under a skilled journeyman machinist; or c) a satisfactory equivalent of the above.

Senior Compensation Claims Examiner, Exam 23-789 (\$11,929) — positions only in the upstate regional offices of the State Insurance Fund. Required: six years' full time experience in the examination, investigation, or adjustment of compensation, accident, or liability insurance claims, including one year of supervisory experience. College study may be substituted for the above on a year-for-year basis.

Senior Engineers, Exam 23-778 (Electric); 23-779 (Gas); 23-780 (Hydraulic) (\$15,512) — Several vacancies in the Dept. of Public Service, most in Albany and New York City. Required: professional engineer's license and two years' experience with a regulatory agency, public utility or associated company involved with regulation, maintenance, and design of public utilities. (For senior gas engineer, one year of experience must have been in the development and production of synthetic natural gas and/or liquefied natural gas.)

Associate Engineers: Gas, Exam 23-799; **Hydraulic (Public Service)**, Exam 23-781 (\$19,175) — Two vacancies in the Dept. of Public Service in Albany and New York City. More vacancies anticipated. License requirement: possession of New York State professional engineer's license; and four years' engineering experience with a regulatory agency, public utility or associated company. (Gas engineer must have spent two years of the required experience in the development and production of synthetic natural and/or liquefied natural gas.)

Assistant Purchasing Agent, Exam 23-798 (\$9,535) — jobs in several departments throughout the State. Required: three years' full-time experience in the purchase of a variety of materials, supplies, or equipment for a large public or private agency. Two college years may be substituted for one year of experience, up to two years.

Purchasing Agent: Food, Exam 23-796; **Printing**, Exam 23-797 (\$11,929) — positions in several departments in Albany. Required: five years full-time paid experience in the purchase of large volumes of food/printed matter, including the writing of specifications.

State Veteran Counselor, Exam 23-787 (\$11,277) — Open to qualified residents of New York State, for N.Y. metropolitan area and Monroe County vacancies in the Division of Veterans' Affairs. Required: one year of active military duty, plus either a) six years in social work, psychological guidance, or teaching; or b) associate's degree plus four years of the above experience; or c) BA plus two years of the above experience; or d) a satisfactory combination of training and experience.

Transportation Planning Aide:

Exam 23-790 (\$7,166); **III**, Exam 23-791 (\$8,497) — 20 vacancies for aide II, seven for aide III in Albany in the Dept. of Transportation. Required: aide II: two years of experience in gathering, coding, processing, or analyzing travel, land use, or transportation facilities data; aide III: three years of the above experience.

Associate Valuation Engineer, Exam 23-782 (\$19,175); **Senior Valuation Engineer**, Exam 23-786 (\$15,512) — State residence not required for these many vacancies in the Dept. of Public Service, mostly in the New York metropolitan area and Albany. Required: Associate: bachelor's degree in engineering plus five years' experience in engineering, three of which must have been with a regulatory agency or public utility. A master's degree can be substituted for one year's experience. Senior: bachelor's degree in engineering, plus three years' experience in engineering, one of which must have been specialized.

Workmen's Compensation Examiner: Principal, Exam 23-776 (\$16,348); **Associate**, Exam 23-775 (\$13,959) — vacancies with the Workmen's Compensation Board and Dept. of Labor (principal level in New York City; associate in all Board Offices throughout State). Required: eight years' full-time experience in the examination, investigation, or adjustment of compensation, accident, health, and/or disability insurance claims. Principal must have spent two of these years in an administrative capacity; associate must have spent two years in a supervisory capacity. One year of college may be substituted for six months' experience, up to four years.

Orals

Oral testing for the following two titles will take place during March. Application deadline is Feb. 20.

Social Services Management Specialist: Principal, Exam 27-245 (\$19,175); **Chief**, Exam 27-246 (\$23,599) — positions with the State Dept. of Social Services. Required: Principal — eight years' full-time paid auditing experience in a government agency, large, multi-divisional corporation, financial institution, or public accounting firm, including experience in operational or management audits. Chief — 10 years' of the above. Four years of this experience must have been in an administrative capacity with supervision of an auditing staff for principal; five years for chief.

Evaluation

Candidates for the following four positions need take no written or oral exam. Training and experience will be evaluated. Application deadline is also Feb. 20.

Correctional Industries Shipping Specialist, Exam 27-256 (\$9,535) — open to qualified residents of New York State, for one vacancy in the Dept. of Correctional Services, Albany. Required: four years' experience in the analysis of transportation freight charges and classification rates involving shipment of Correctional Industries products, from point of production to con-

sumer. College education may be substituted for this experience on a year-for-year basis, up to two years. Training and experience will be evaluated.

Dentist I, Exam 27-225 (\$20,197) — positions exist in the hospitals of various State departments, including that of Correctional Services, Mental Hygiene, and Division for Youth, throughout the State. Required: one year of professional dentistry experience or completion of one year internship and possession of a license to practice dentistry in New York State.

Tuberculosis Physician I and II, Exam 27-253 and 27-254 (\$24,869 and \$29,997) — U.S. citizenship not required for these positions with the New York State Dept. of Health in Oneonta, Tupper Lake, Mount Morris, and Utica. Required: For Physician I: license to practice medicine in the U.S. or Canada, and completion of three years of approved residency training in any specialty except psychiatry; for Physician II: license to practice medicine in the U.S. or Canada and possession of or eligibility for any valid medical specialty certificate except psychiatry. Training and experience will be evaluated with no exams.

Computer Manager

A written exam will be held Jan. 25 for 247 candidates for computer systems manager, exam 0081, at the Federal Building, 641 Washington St., Room 734, Manhattan, at 9 a.m.

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EXAMS UNDER SIEGE

(Continued from Page 5) assigned to make up the test. They first consult with the personnel officer of the department or agency involved, and then spend a day or two on the job with an employee to get a firsthand view of job duties.

After this brief job study, the examiners prepare a job an-

alysis. Next a test plan setting up relative emphasis on different skill areas is devised. The examiners then make up the test questions, aided by other examiners who have worked on exams in the field before. The test questions are reviewed by the chief of whichever of the five examining divisions has responsibility

outside sources is with other cities and agencies — because it's free. Like most agencies, the Department of Personnel would like more money for long-range studies and just isn't budgeted for them now. It has a "research department" of four people, including a secretary. Director of research Jack Stern said that a Federal grant of \$90,000 has just been received for a pilot project of test validation studies for six exams — three written and three physical. This is the first time such a study has been undertaken.

Officials voiced distrust, however, of "ivory tower" faith in statistical studies as a way of devising and validating examinations. Concerned with the practical, they are faced with the difficult task of responding to criticisms of exams by finding new ways of testing a person's capabilities via pencil and paper.

Test reform, in general, has been slow and cautious. The City's exams of 25 years ago were relatively primitive and arbitrary in many fields. They were more difficult than those today, according to an examining official who has been around that long. They were loaded with "eliminators," tough and mostly irrelevant questions designed to narrow down the even vaster numbers of people then competing for city jobs. Here are some true-false questions from a 1947 sanitationman test: "Magistrates are appointed by the Mayor; brass is an alloy of copper and zinc; Tel Aviv is a city in Turkey; Molotov is the Soviet Foreign Minister; Jackie Robinson is a Dodger infielder."

By the mid-sixties, the exams had developed a greater measure of relevance, and had advanced to methods of more accurately evaluating a person's fitness for the job. Vocabulary and current events questions were being phased out or at least made more job related, and multiple choice questions were replacing true-false and essay questions. But in 1966 a sanitationman candidate still had to know, for example, the meaning of these words on a 17-item vocabulary section: rescind, subsequently, decompose, augment, ambiguous. He also had to know whether "The Federal Government's program of Health Insurance for the Aged (Medicare) is being financed by an increase in the (A) Federal Excise Tax (B) Income Tax (C) Real Estate Tax (D) Social Security Tax."

Protest against poor test questions was first mounted against promotional exams via the courts. Prior to 1961, few lawsuits had been filed against the City's examinations—even fewer were won or influenced policy. The courts had generally only upheld grievances in which the test question was shown to be manifestly unfair or wrong, or where evidence of fraud had appeared.

But in 1961, a group of 60 candidates who had failed the exam for promotion to sergeant in the Police Department instituted a suit against five key answers. The Court of Appeals ruled in their favor and issued the land-

mark Acosta decision: petitioners need only show that their answers are better or as good as the answer sanctioned by the Department of Personnel. The burden of proof was shifted to the test-making agency to show that its proposed answer was the only right one.

This opened the floodgates for countless suits against civil service tests. Most continue to be undertaken by candidates for

promotion in the uniformed services, where competition is extremely heavy for the relatively few promotions made. Court-ordered changes of a handful of key answers can—and do—add hundreds of eligibles to promotion lists.

Pressure from these relentless lawsuits—which are now the rule rather than the exception in the uniformed services—alarmed the (Continued on Page 15)



An aide helps candidates for Housing Authority patrolman fill out the necessary forms before they can begin the multiple choice exam.

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for the exam. Outside experts in the subject field of the exam are sometimes called in. The questions next are scrutinized by Quality Control, where they are analyzed with regard to the job study and test plan. A library of item analyses is maintained for each exam, comparing answers to individual questions against those who scored high and low overall. If the high-scorers tended to miss a particular type of question, it is subject to closer examination when making up the next test.

Qualifications for examiners are possession of a bachelor's degree plus at least two years of experience in personnel administration. There are no psychologists on the Department of Personnel's maximum staff of 194. Consultation with private test-development specialists, such as the Educational Testing Service in Princeton, N.J., and the Rand Institute, has been undertaken only in the past three or four years.

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Flaumenbaum Seeks Super Conciliator To Settle Massapequa School Dispute

MINEOLA — Responding to the anger by employees of Massapequa School District about a fact-finder's decision in their 10-month contract dispute, Nassau County Civil Service Employees Assn. president Irving Flaumenbaum stated that he would ask the Public Employment Relations Board for a super

conciliator to bring some sense to the situation.

"We will go to the Supreme Court if necessary to prove that the School District is handling the employees in an extremely illegal and cavalier way," Flaumenbaum vowed.

The Massapequa School District unit is one of the many subdivisions of Nassau County chapter, largest single chapter in the CSEA organization. "When they hurt one of us," Flaumenbaum said, "they, in effect, are trying to hurt all of us. One of the reasons we band together in a union is to prevent the establishment from walking all over the little fellows. Members of the Massapequa unit can be assured that they have our active support in this battle."

Negotiations for the Massapequa School District contract have been going on since last March, when Arthur Davis was unit president. "In the meantime,"

said the current unit president, Ronnie Harris, "We have gone to conciliation and to fact-finding without reaching a fair agreement, and it is becoming increasingly difficult to hold the people in line. Our patience has not been rewarded, and some people are suggesting a more active approach."

The fact-finder's decision, handed down earlier this month, allowed only a 3 percent pay increase. "Now that's a lousy offer," Flaumenbaum exclaimed, "when you consider that the cost of living has risen 4.5 percent since the last contract agreement. We're mad at this fact-finder, because he didn't do his homework."

In addition, Flaumenbaum announced plans to file an unfair labor practice charge against the School District for refusing to honor a legal increment for employees during the extended negotiations.

To Bill Members For Dues During Checkoff Suspension

(Continued from Page 1) proved a repeat billing in 30 days to delinquent members. Lochner, in his presentation to the Board of CSEA, urged "full cooperation of the chapter presidents in this area," adding that "each chapter president will get a copy of those billed who have not responded."

Don't Lose Benefits

Lochner stressed the vital importance of the members keeping their dues payment up. He said, "while the insurance deduction hasn't been affected, those who are delinquent in the dues payment can still have this benefit

cancelled. State law demands up-to-date membership status in the Employees Association in order to maintain the group rate. The member also loses the right to legal protection under CSEA's constitution and by-laws, if his dues go unpaid."

Dues collection committees are being formed in all of CSEA's State Division chapters. The Board approved plans to have CSEA field staff devote the majority of their time to developing these committees. The announced plan calls for personal contact from these committees with each delinquent member as a reminder to forward his dues to CSEA.

Board members expressed concern over the incoming revenues as a result of the penalty. According to CSEA's dues rebate structure, each chapter stands a potential loss if the dues go unpaid.

Lewis Hosp. Unit Accepts Contract

LOWVILLE — Approximately 100 members of the Lewis County General Hospital unit of the Civil Service Employees Assn. have ratified their first formal work contract. The agreement was negotiated with the aid of Roger Kane, CSEA area field representative.

Among the provisions of the contract are:

- An across-the-board increase of 14 cents an hour for 1973 and an increase of 15 cents an hour in 1974, plus any earned increments.
- An increase of sick leave time to 1½ days a month, cumulative to 135 days.
- Pro-rated sick leave time for part-time employees working 40 or more hours per pay period.

According to Frederick Tabolt, Lewis County CSEA chapter president, "Benefits previously enjoyed by employees and other working conditions are clearly defined in the contract."

The contract was formally signed Jan. 8 by members of both negotiating teams, including Paul Merz, chairman of Lewis County Legislature; James Shea, chairman of the hospital board personnel committee; Richard B. Anderson, hospital administrator; Urban Karcher, Lewis County treasurer, and the employee members of the CSEA negotiating team.

Perrott Calls Unit Presidents' Meet

LEVITTOWN — Edward Perrott, president of the Nassau Educational chapter of the Civil Service Employees Assn., has announced a meeting for the presidents of charter member units, will be held at 10 a.m. Feb. 3 at the Division Ave. High School here.

The primary purpose of the meeting is to discuss the formation of a board of directors for the newly chartered chapter.

In addition, unit presidents have been asked to bring copies of their contracts in order that the chapter may begin detailed comparisons.

Charter member units listed on the invitation are: Baldwin, Bellmore, Bethpage, Farmingdale, Glen Cove, Herricks, Hewlett, Hicksville, Island Trees, Levittown, Malverne, Massapequa, Oceanside, Oyster Bay, Plainedge, Port Washington, Rockville Centre, Sewanhaka, Syosset, Uniondale and Wantagh.

Secrecy Shrouds Early Negotiations

(Continued from Page 1) take effect when the current contract expires this March 31.

Highlighting the union's program, approved by its delegate body at their annual fall convention, are demands for a salary hike of 10 percent with a minimum annual raise of \$1,200, whichever is greater, and a retirement plan providing one-half annual salary after 20 years' service.

These and other major benefits sought are negotiated by a coalition team drawn from all four of the State negotiating

units represented by CSEA, while demands peculiar to each of the units are negotiated separately and concurrently by teams of CSEA members whose jobs with the State are in those units.

All four negotiating units, Administrative, Institutional, Operational and Professional-Scientific-Technical, comprise a broad cross-section of occupations and professions in the state service. To provide adequate representation to the various interest groups, CSEA's four unit negotiating teams range from 12 to 18 members.

John M. Carey, CSEA staff coordinator of state negotiations, stressed the "heavy responsibility that these CSEA members willingly take on when they accept positions on negotiating teams."

Carey said that "negotiating, whether on the coalition or unit level, is tough work, it goes on for several months, and during this period many of these people are away from their homes constantly. Our state negotiating teams deserve a lot of gratitude from their fellow workers."

CSEA calendar

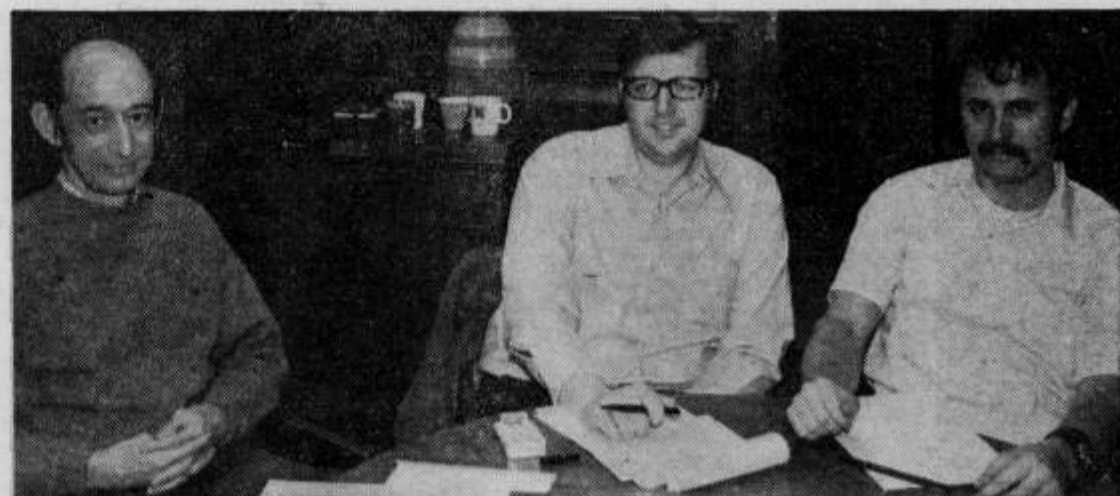
Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

February

- 6—Metropolitan Conference grievance night: 4:30 p.m., CSEA regional office, 11 Park Place, Manhattan.
- 8—New York State Employees' Brotherhood Committee annual luncheon: 1 p.m., New York Hilton Hotel, Grand Ballroom, Manhattan.
- 9-10—Central Conference meeting: Sheraton Inn, Electronics Pkwy., Liverpool.
- 10—Syracuse chapter dinner-dance: 6:30 p.m., Sheraton Inn, Electronics Pkwy., Liverpool.
- 10—Long Island Conference meeting: 12 noon, Hauppauge Country Club, Veteran's Hwy., Hauppauge, L.I.
- 14—Metropolitan Armories chapter meeting: 2 p.m., 105th Artillery Armory, 1122 Franklin Ave., The Bronx.
- 14—Syracuse Area Retirees chapter meeting: 2 p.m., State Office Bldg., first floor hearing room, Syracuse.
- 15—Southern Conference meeting: 7 p.m., Holiday Inn, Middletown.
- 20—Rochester Area Retirees chapter meeting: 1:15 p.m., Old World Inn, Newark.
- 22—Special Delegates meeting on restructuring: Albany.

March

- 3—Nassau Recreation and Parks unit dinner-dance/installation: VFW Post Hall, 580 Newbridge Ave., East Meadow, L.I.



MONROE COUNTY OFFICERS — Newly elected officials of the Monroe County Civil Service Employees Assn. chapter discuss new goals for representing the membership at a recent labor-management meeting with county representatives. Seated, from left, are Marty Koenig, president; Will Yates, third vice-president, and Dick Burson, second vice-president.

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EXAMS UNDER SIEGE

(Continued from Page 12)

Civil Service Commission. The Department of Personnel was impelled to develop litigation-proof and ultimately fairer tests. In 1970 it commissioned the Educational Testing Service to study the promotional exams in the Police Department. One of the major reasons cited for the necessity of improving testing methods was the challenge of numerous and costly lawsuits—and that the City was losing them.

The Department of Personnel also adopted the safeguard of the "Test Validation Review Board" — five-member panels composed of Personnel Department staff, incumbents in the

title being tested, and an outside member. The boards study protests by candidates and revise, if necessary, the key answers before they are finally adopted.

Legal pressures in the area of test discrimination have already forced reform of testing procedures, both in private industry and in the civil service.

A major case, Griggs v. Duke Power Company, went all the way to the Supreme Court, which in 1970 upheld the EEOC guidelines against discrimination in testing. The Court's ruling also firmly established the principle that discrimination need not be intentional to be illegal.

Closer to home, the case of Chance v. Board of Examiners in 1971 forced the revision of testing for assistant principals and principals in the City's public school system. Federal District Court Judge Walter R. Mansfield, in declaring these exams discriminatory and not job related, commented that applicants were required to "memorize and regurgitate laundry lists of bad answers." A sample question from a 1965 exam for assistant principal, junior high school, reads as follows: "I've Got A Little List" from the 'Mikado' is sung by: 1. Nanki-Poo 2. Pish-Tush 3. Ko-Ko 4. Pooch-Bah." Judge Mansfield issued an injunction against the holding of future tests in these titles until demonstrably job-related tests could be developed and validated. The injunction is still outstanding.

George Cooper, a professor at Columbia Law School, argued the Chance case for the petitioners. Civil service testing, he said recently, performed a useful function at first because it filled jobs objectively as opposed to politically. Over the years, however, "it has become an encrusted tradition with a certain mode of testing: academic criteria, irrelevant educational criteria, irrelevant literary criteria."

Attorney Jeffrey Mintz of the NAACP Legal Defense Fund was involved in a successful challenge in 1971 to the written exams for patrolman given by the Boston Police Department. The general-intelligence exams, which blacks failed at a higher rate than whites, were declared discriminatory by a federal court because they were unrelated to "an occupational analysis of a policeman's job." Mintz said that the Boston tests were "slightly worse" than New York City's patrolman tests, but classified the City's testing in general as "shoddy." No firefighters, he said, for example, participate in the creation of a fireman test, and no psychologists systematically study whether or not the City's tests actually pick the most qualified applicants.

Whether they are won or lost, the current legal actions against the patrolman, sanitationman and fireman exams will stimu-

late scrutiny of the vastly important and neglected area of civil service testing. Even a staunch and aggressive defender of the Merit System in civil service circles, Councilman Robert Postel, last week called for improvement of written tests to make them more job related and predictive of employee performance.

Civil servants who have successfully risen through the ranks may not agree with Professor Cooper's assessment of City exams: "What they're doing now is no better than picking people out of a hat." But that fortress of fairness, the Merit System, will be vulnerable until it ensures fairness and quality testing for all.

FIRE FLIES

(Continued from Page 11)

stances, the toughest as well as the most dangerous position at a fire. The company, all included, took a very bad beating but did a yeoman job. Suddenly as the fire was being pretty well knocked down, Lieutenant Frank Smith collapsed and died. The rest of the company was taken to the hospital.

This particular vacant building was in such a state of disrepair and decay that quite a few of the wooden steps in the stairway leading to 236's fire position were missing. It was tough enough to stretch a line up them but to carry a stokes basket down was almost impossible. Nevertheless, everything humanly possible was done to help the stricken officer but there were those at the scene who opined that even though he was pronounced D.O.A. at the hospital, he was D.O.A. at the fire scene.

Said one close friend at the wake: "He just doesn't seem right without his pipe." The good Lieutenant would have loved that! He was that kind of man. Rest in eternal and everlasting peace, Lieutenant Frank E. Smith, P.D.N.Y.

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City Names 85 Firemen

Eighty-five firemen were sworn in Jan. 26 by the City Fire Department at ceremonies at Central Commercial High School Auditorium, 214 East 42 St., Manhattan.

These appointees were the first to be named from the new 12,049-name list established Jan. 18. The last number reached was 351. They joined 35 other new firemen, who were appointed from the old list on Jan. 15, for an eight-week training course at the Fire Department Division of Training on Welfare Island beginning Jan. 27.

The next class of firemen are expected to be appointed to begin training on March 24.

The new firemen, whose salary is \$11,200 to start, are:

Kevin J. Adams, John M. Akerman, Frederic G. Atkin, Edward J. Baggs, Arthur R. Banks, Gerald B. Benes, Edward A. Boljonis, Philip Boiko, David M. Brunson, John P. Charles, Eugene F. Cleary, Michael R. Cogan, Edward G. Collins, Kevin M. Cunningham, Edward J. Cuyar, Edward A. Deblasio, Kevin J. Delahunty, Alan D. Dillenbeck, Joseph H. Dirks, Richard J. Donnelly, Robert A. Dugin, Edward E. Ellison, Vincent Fagella, Raymond D. Feeler, Robert S. Fernandez, Charles J. Feyh, Robert J. Finck, William X. Fincke, John F. Fitzpatrick, Louis F. Garcia, Gary J. Gates, Edwin J. Gordon, Laurence B. Gray, William O. Green, Robert W. Gustavson, Warren Hall Jr., Elias Halvatzis, Thomas J. Harnisher, William J. Harris, Brian J. Healion, Richard E. Hickey, Stephen A. Kandrach, Richard J. Klein.

Frank C. Kokesh, Stephen Krupa, James P. Leddy, Thomas J. Longworth, John F. Markotich, Dennis A. Mayrose, Terence J. McAvoy, Edward McCamphill, Eugene J. McDermott, Daniel R. McGrath, Kenneth J. McGuire, William J. McLaughlin, Peter H. Mohan, Joseph W. Monza, Michael J. Mulvey, Raymond M. Noeth, Leroy A. O'Neill, Jack Paccione, Stephen Pantozzi, Robert R. Rainey, Francis X. Rapuzzi, Armando Reno, Patrick T.

Reynolds Richard T. Riehle, John K. Ryan, Louis G. Salzano, Frederick Schaming Jr., John F. Sheehan, Thomas F. Sheridan, Jesse K. Spencer, Peter W. Stein, Herbert F. Sterner, Michael J. Sullivan, Stanley A. Swiatocha, Joseph F. Tetro, Edward A. Vallebuona, Andrew P. Vaughn, Mario Venditti, Gary J. Westwood, Edward J. White, Andrew F. Zangle, Thomas R. Ziegler.

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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: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9701); 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.

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

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

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



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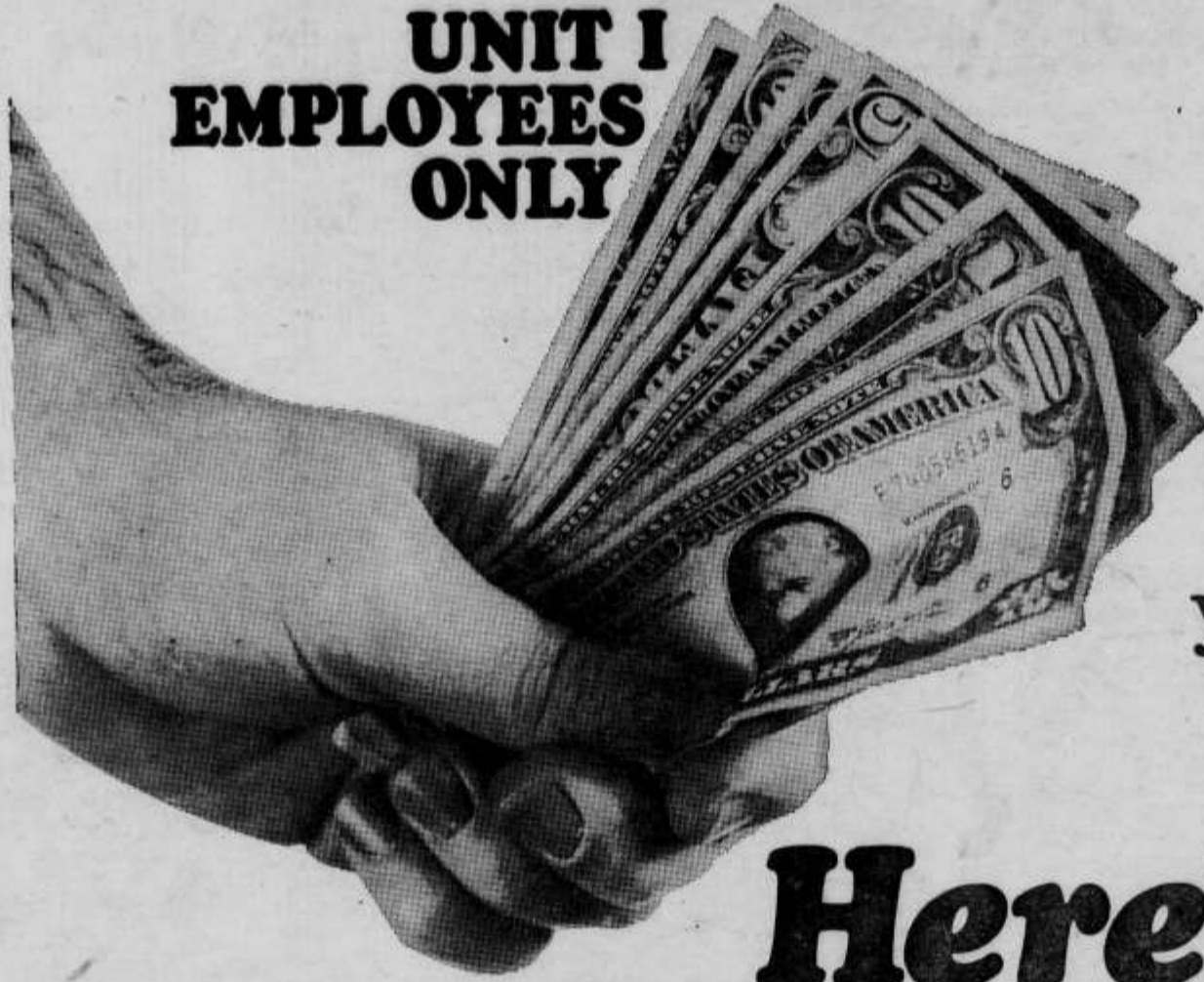
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