

# Civil Service LEADER

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## Retirees News

See Page 14

### Reimbursement Forms Sent To Accused Members

### Welfare Fund Inches Past \$54 M, But More Needed

# JUSTICE HUGHES RESERVES DECISION ON STRIKE SUIT

ALBANY—As thousands of State employees charged with allegedly participating in an Easter week end strike were receiving reimbursement forms from the Civil Service Employees Assn. to help make up for the fines they received, CSEA attorneys were battling the State in court.

Late last week, the State Attorney General's Office had gone to court in an attempt to throw out CSEA's lawsuit which seeks to have the penalties section of the Taylor Law declared unconstitutional. Also last week, CSEA attorneys were in State Supreme Court fighting the State's objections and protecting the rights of those employees who were recently fined.

As The Leader was going to press, it was learned that State Supreme Court Justice Harold J. Hughes reserved decision on the motion by the State to throw out CSEA's lawsuit.

By now, all State employees who were docked after be-  
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**FOR WELFARE** — Joseph Gambino, president of the District 10, Department of Public Works chapter of the Civil Service Employees Assn., accepts from chapter secretary Dolly Pearsall a check for \$1,059.75 to be donated to the CSEA Welfare Fund. The check will be forwarded to Box 1201, Albany, N.Y. 12201.

ALBANY — The Welfare Fund, set up by the Civil Service Employees Assn. to aid state employees who have been fined by the State for allegedly striking during last Easter week end, climbed to \$54,333.87 last week.

Fund coordinator Hazel Abrams, who is also fifth vice-president of CSEA, said that the fund was growing "slowly, but we desperately need more money."

CSEA has pledged to pay each accused employee \$20 per day for the days he was docked in pay. Many hundreds more employees who were originally accused by the State of taking part in a strike during April 1 and 2, 1972, have protested the charges and will have hearings sometime in the future to defend themselves.

CSEA president Theodore C. Wenzl redoubled his plea for  
(Continued on Page 3)

### One Of More Than 9,000 New Recruits Receives Grand Prize In Super Sign-Up

ALBANY—Although he still didn't know it at Leader presstime, Manuel Vasquez of the Bronx has become the owner of a spanking new Chevrolet Monte Carlo, free of charge, top prize in the Super Sign-Up/72 membership campaign of the Civil Service Employees Assn.

Second prize in the third and final jackpot drawing in the 14-week incentive membership drive which ended July 14, a nine-day trip for two to Palma De Mallorca, Spain, went to Frieda M. Zweig of 503 Farrington Road, Oceanside.

Vasquez, who lives at 1003 So. Boulevard in the Bronx, is a member of CSEA's Metro Division of Employment chapter. "Mr. Vasquez is especially fortunate," said Emmett, "since he is a relatively new member, just signed up while the drive was in progress. Our sincerest congratulations to him."

Both the recruiters and the members they signed up were eligible for any of the jackpot prizes. Emmett pointed out, including the 109 awards offered

in the final drawing. The second prize winner, Ms. Zweig, is a member of CSEA's Nassau chapter, and won her free trip for two as a recruiter.

The total number of new members gained during the campaign was 9,095, according to Sam Emmett, chairman of the statewide CSEA membership committee, "with the recruiting honors about equally split between the State and County Divisions.

"The total didn't hit the goal we had hoped for," he said, "but in view of the conditions preceding and during the campaign,

we are still gratified. The campaign started off on April 3, immediately following the crisis of the Easter week end, and ever since then the state of mind and general conditions among our membership have certainly not been what you'd call normal. Not only do we feel that the number of members recruited in the face of those conditions is impressive, but we also think that the increased contact among members of our chapters and the general stimulus prompted by the drive had a very beneficial effect in rallying our people during these troubled times."

Emmett said he and his committee, co-chaired by Howard Cropsey, were very pleased with both the statewide participation in the campaign and the resulting geographic distribution of the prizewinners. He also noted that even though the membership gain was not as high as expected, it would still generate a very appreciable increase in dues rev-  
(Continued on Page 9)

### DUES INCREASE: THE COST OF LEGAL HELP CLIMBS

(This is the fourth in a series of articles explaining the need for the recently-enacted dues increase for the Civil Service Employees Assn.)

One of the most reassuring things about having CSEA membership, to every member, is the knowledge that when a CSEA member gets into a problem on the job requiring legal help in disciplinary cases and grievances, he may get that assistance, for free, from his union, CSEA.

CSEA's Legal Assistance Program handled some 165 individual cases in six months. Our 16 regional attorneys, one in every major area of the state, stand ready at all times to take on cases for CSEA members who need their advice and counsel. Court cases involving individuals alone totaled approximately \$19,500 in six months recently.  
(Continued on Page 9)

### Snow Emergencies Are Not Included In DOT Shift Agreement

BABYLON — Joseph Gambino, president of Region 10, Department of Public Works chapter of the Civil Service Employees Assn., has explained that an agreement on snow emergencies was not included in the understanding on shift work, as reported in the June 25 issue of The Leader.

Gambino said that what the department had agreed to concerned some proposed shifts as part of an austerity program. This situation has been solved, however, and no shift changes can currently be foreseen, he said.

As far as snow emergency shifts, nothing has been determined on this.

In addition, there is a possibility of bringing an injunction against the State on use of certain mini-shifts, but these involve only a few men.

### Sconzo Retires

BUFFALO—Joseph J. Sconzo, M.D., director of Buffalo State Hospital since 1963, has retired after 32 years of state service. Sconzo began his service as a resident in psychiatry at Central Islip State Hospital in 1941.

### INSIDE THE LEADER

Threaten Layoffs in DFY — See Page 3

August Activities Calendar — See Page 8

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Late Eligible Lists — See Page 8

*Don't Repeat This!*

### Acts Of Retribution Counterproductive To Labor Relations

PARENTS are fully aware of the high cost of education. Some members of the State administration are bent upon becoming painfully aware of this fact, in view of their reaction to a strike action alleged to have been taken by a group of State employees, members of the Civil Service Employees Assn., last Easter week end.  
(Continued on Page 6)

# To Offer Welfare Recipients Jobs In City, State Agencies

Two State Department of Social Services pilot programs aimed at providing jobs in City and State agencies for welfare recipients are now getting under way, Social Services Commissioner Abe Lavine announced last week. Both projects are federally funded for a one-year trial.

The Public Service Opportunities project will provide non-paying jobs in City, State and county agencies for more than 16,000 persons receiving Aid to Dependent Children. Between 80,000 and 90,000 State residents receive Aid to Dependent Children, a sub-category of public assistance.

Already started in some parts of the State, the project will operate in 12 upstate districts and in 15 of New York City's 43 welfare centers on a test basis. It is aimed at "conserving skills and work habits" of recipients and enabling them to "work off" welfare grants.

The second experimental program, "Incentives for Independence," will provide approximately 600 full-time jobs for persons on public assistance in three areas: Franklin and Rockland Counties and the Bay Ridge Center in Brooklyn. In this program, participants may keep an average of \$180 a month from their earnings at jobs in governmental agencies, in addition to receiving public assistance. "These jobs will both improve their prospects for becoming self-sufficient and increase their incomes immediately," said Commissioner Lavine.

Both projects are funded by \$3 million allocated by the U.S. Department of Labor to New York State (out of a national total of \$25) for jobs for welfare recipients. Robert Skripak, director of Incentives for Independence, said that the jobs are virtually identical to those provided under the Emergency Employment Act of 1971 and are "regular jobs in the civil service

on a temporary basis. They fill agencies' need for staff not met by existing budgets."

Skripak said that about 40 to 50 State and City agencies or units will take the Incentives for Independence participants. Salaries will be equal to City or State salaries. A sampling of City and State agencies and the jobs provided are: 70 social service aides in the Board of Education, 135 patient aides in the Health and Hospitals Corporation, 16 assistant neighborhood aides in the Health Services Administration, 16 fiscal office assistants in the Police Department, and 10 office assistants in the Human Resources Administration.

In State agencies: 5 physical

therapy aides and 90 attendants in the Downstate Medical Center, 14 clerks in the Department of Motor Vehicles, 10 typists in the Department of Correctional Services, 20 kitchen helpers, 30 trainees and five telephone operators in Willowbrook State School, and 115 psychiatric aides in Brooklyn State Hospital.

Employable public assistance recipients who cannot be placed in full-time jobs will be assigned to public service work opportunities projects. Also, part-time jobs in public and voluntary agencies will be offered to 2,500 youths 15 to 20 years of age who are attending school. Their earnings, averaging \$20 a month, will supplement their families' welfare grants.

## F. D. Recognizes Valor Shown By 15 Civilians

Fifteen ordinary citizens who performed extraordinary acts of valor will be cited tomorrow, Aug. 2, by the NYC Fire Department. Each will be presented the Special Recognition Award by Fire Commissioner Robert O. Lowery.

In addition, a 16th award will be bestowed on the American Red Cross director of disaster services for "responding to fires and other emergencies, transporting and relocating New Yorkers left homeless."

The 15 individual recipients, some of whom are being honored for joint acts of heroism, are:

- Construction men George Bryan, Ralph Garner and Langdon Fisher: Observing a fire nearby, they used a ladder to bridge the fire escape and assisted a woman onto the ladder.
- Telephone employees Paul Foray and Frank Gioia: They

assisted six children and two women down a fire escape ladder when a nearby blaze erupted.

• Construction men James Gilwe and John Kennedy: In response to a fire they spotted, they rescued two teenage girls and a young child from their burning building.

• High school students Mark Lucas, John Medina and Mario Medina: They put out a fire in their school involving three lockers with the use of fire extinguishers.

• Manhattan residents Roberto Ortiz and Laura Polanco: They aided in removing five boys who were trapped and locked in a burning construction shed.

• College student Donald Janklow: He aroused his neighbors and assisted their escape from their burning home.

• Manhattanite Harold Starks: He witnessed an act of harassment and injury to a firefighter and directed his son to apprehend the perpetrator.

• Manhattanite Clinton Starks: He went after the perpetrator who had injured a firefighter and held him until the arrival of police.

Presiding at the presentation ceremony will be Paul N. O'Brien, special assistant to the fire commissioner. The awards are being given at FDNY headquarters, 110 Church St., Manhattan.

### Sr. Real Estate Mgrs.

Protests against proposed key answers are now being evaluated by the Dept. of Personnel for the 201 promotional candidates who took exam 1612, senior real estate manager, on Nov. 4. The Leader will publish the eligible list for this title as soon as it is established.

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# Understanding Mediation

Mediation is one of the most frequently used processes in collective bargaining yet perhaps most misunderstood by many laymen, according to George Bennett of the NYC Office of Collective Bargaining.

Bennett is the OCB's deputy director in charge of disputes. As such, his job is to act as the middleman in unclogging deadlocks between the City and various employee unions. His observation on the mediation process follows:

### How would you define "mediation"?

It's a form of settling conflicts in which an outside agency or person is used as a go-between by the contending parties. The agency's role is to help the disputants arrive at a mutually acceptable settlement. The mediator's job is limited to one of counsel and advice.

### Just what conditions pave the way?

In the public sector, mediation is an important part of the bargaining process. It's used whenever in the opinion of the director of OCB, and in the opinion of the parties, it will assist the parties to resolve their dispute. The "key" really is that the bargaining will be aided by mediation, and that it is timely and acceptable to both parties.

### Are public and private sectors similar in attitude?

Well, the private sector differs. There is a right to strike in the private sector, and mediation is seen as an expression of the "public interest." It's the only government service provided (federal, state, sometimes city) in labor disputes—but it is not mandatory in the private sector. It is offered to the parties, but they need not accept it.

### How does mediation actually function?

• It provides the parties with a chance to review their position and the other party's position with a competent, impartial specialist in solving labor problems.

• It provides the parties with an opportunity to consider variations in their respective positions without the necessity of officially changing their position (which might be taken as a sign of weakness if the party openly indicated that it was changing its position, when in an impasse).

• The mediator can designate to the parties which of the open issues are the "keys" to progress and to settlement; sometimes he tells the parties things they were not aware of relative to the importance of certain issues, often he reaffirms what the parties already know about the importance of certain issues.

• The mediator can raise tough questions about a party's stand on issues, doing it in separate session and doing it as an impartial conciliator trying to assist the parties to resolve their impasse.

• The mediator can control the timing of certain moves, formal moves and "for instance" informal changes to the end that the dispute is broken and progress is made to a settlement.

• The mediator can keep track of all areas of the dispute, keeping it within agreed-to limits and providing an orderly way to handle all matters that constitute the dispute.

### How heavy is the load of mediation cases?

Our mediation case volume for the first six months in 1972, according to the records, show approximately two cases per month having developed. Also, there are two other permanent mediator-umpire cases handled on an ongoing basis at OCB. Going back to 1970 and 1971, there were some 20 mediation cases, plus a number of umpire-type mediation assignments.

### What is the usual length of mediation?

It takes about eight weeks, on the average, between the time the mediation assignment comes in and mediation is completed. But mediation in itself does not mean a settlement. It's the mediator's function to clarify the basic demands of the union and just what management will accept.

### When is mediation likely to be applied?




Mediation occurs when both parties recognize that they can be helped by an intermediary. They request the OCB to intervene in relation to contract negotiations. That is

(Continued on Page 7)

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### Jr. Pollution Engineers

Fifteen appointments to junior air pollution control engineer are planned by the Environmental Protection Administration at a salary of \$10,500. Eligibles from six open competitive lists will be considered for appointment, which must be made by Aug. 21. For list numbers of those certified, see the "N.Y.C. List Progress" column on page 8.

# Layoff Threats Shake Youth Division

## 155 Employees Are Affected

(From Leader Correspondent)  
ROCHESTER—A 58-year-old employee with more than 30 years of state service is among the 28 employees scheduled to be laid off at the State Agricultural and Industrial School at Industry.

The employees have served an average of 10 years in state service, according to Donald Antinore, political action chairman of Industry's CSEA chapter, and Carmen Farrugia, chapter president.

Seven were offered other state jobs, but most were too far away to be practical, according to Farrugia and Antinore. They were given only three days to decide.

"The director of social services was offered a job in New York City, but he has three children in high school and is reluctant to move now," Antinore said. "The assistant director also was offered a job in New York."

"We were misled to believe that Industry would have no layoffs at this time," Farrugia said.

**Grossfield Vows Actions**  
Samuel Grossfield, president of the CSEA's Western Confer-

ence, said the Conference will "fight the layoffs in the courts. We'll seek a stay of the layoffs to begin with."

Farrugia and Antinore said programs at the school will be drastically cut, altered or eliminated because of the layoffs.

Among those who were notified of job termination this month are three cleaning women, two teachers, a counselor and the school's only painter.

"We've lost people from every department except the child care workers in the cottage life program, and that's because we're working several people short in that program," Antinore said.

"Last year Industry paid \$70,000 in overtime while claiming we were overstaffed. Why do they have to pay overtime if they're overstaffed?"

"We'll seek political action. If the legislators don't pay any attention we'll pay attention to them at the polls. Our morale is as low as it's ever been."

These, the first layoffs at Industry, are part of the 155 people the State Division for Youth is laying off across the state at its training schools.

One program to disappear already is the farming program. The 800-acre farm was the last among all the state schools in New York.

The farm provided the school

with food, and surpluses were sent to other institutions.

**To Teach Young People**  
Farming was used to teach the young people about the work ethic, but the emphasis now is on welding, barbering, printing and other trades.

The layoffs have reduced the school staff from 221 to 193. There are about 180 boys at Industry now.

Other layoffs scheduled by the Division for Youth are at Otisville, 44; Hudson, 29; Warwick,

19; Highland, 15; Tyrnon, 14. In addition, two persons at Brookwood Center and two at Overbrook Center, and one each at Goshen and South Lansing are to be let go.

Youth Division Director Milton Luger claimed the staff reductions "reflect a decline in the juvenile population being served." He claimed the average daily population in the current '72-73 fiscal year is running at 1,060 compared with 1,340 in the '71-72 fiscal year.

## CSEA Sends Reimbursement Forms Out As Supreme Court Deliberates Strike Lawsuit

(Continued from Page 1)

ing charged with violating the Taylor Law's strike section should have received reimbursement forms in the mail, a CSEA spokesman said. Each member who fills out and returns the form to CSEA headquarters, verifying that he had money deducted from his paycheck because of supporting CSEA, will be reimbursed at the rate of \$20 a day from CSEA's Welfare Fund.

While their attorneys were battling in court, CSEA officials bitterly denounced the "callous and cruel manner in which the employees were charged and subsequently fined." CSEA president Theodore C. Wenzl charged the State with perpetrating the "worst bureaucratic mess ever conceived. To think that a government of this size which prides itself for so-called efficient administration could create such chaos is beyond belief, but that is what they have done—at the expense of several thousand dedicated employees."

"To think that a person would be found guilty and subjected to fines and mental anguish without benefit of any kind of hearing is absolutely repugnant and against the freedoms and right of due process all Americans enjoy under our Constitution," Wenzl said.

The CSEA leader pointed out that thousands of employees were charged, found guilty and sentenced so quickly and without a chance to protect themselves. "It makes one wonder if we still live in a democracy," he said. "The State's uncaring and obnoxious attitude and the effect it will have on all of its employees will be felt for a long time to come."

## CSEA Welfare Fund Inches Past \$54,000 Mark But Leaders Appeal For More Contributions

(Continued from Page 1)

more contributions from CSEA members and friends to the union's Welfare Fund, saying: "It is CSEA's moral duty to try to pay back these employees for the

losses they have suffered. We are doing everything we can, including providing legal services to them. But we must have the cooperation of our other members in shouldering the

burden of the expense of compensating these loyal people."

Donations should be sent to the CSEA Welfare Fund, Box 1201, Albany, N.Y. 12201. Checks can be made out to "CSEA Welfare Fund."

## Court Requires Nassau Show Cause On Nurse Pay Refund

(From Leader Correspondent)

MINEOLA—With legal representation by the Civil Service Employees Assn., Nassau County nurses last week secured a court order requiring the County to show cause why it should not be blocked from deducting money from their paychecks to balance off an overpayment.

The suit was brought by Judith Harvey and Laura Lesch on behalf of about 800 nurses who had erroneously received an estimated \$150,000 in overpayments since the start of 1972.

Papers prepared by CSEA regional attorney Richard C. Gaba said the County's announced intention to deduct from future paychecks would "work a double hardship" on the nurses. First, they face being returned to the correct pay level and, in addition, would suffer a further reduction because of the proposed deduction.

Gaba argued that the County may not unilaterally reduce the nurses' pay below the contractual level.

The nurses' payroll had been adjusted erroneously after the 1972 CSEA contract gained them a one-grade advancement. Somehow, they received pay for both the grade advancement and an additional step. County officials detected the error two weeks ago, and proposed that the overpayment be recovered either at the next pay period or in nine equal installments.

## McHugh Named

Former State Commerce Commissioner Keith S. McHugh has been named to the Board of Directors of the State Science and Technology Foundation for a term ending July 30, 1978. There is no salary.



**FOR ECOLOGY** — Members of the New York Psychiatric Institute chapter of the Civil Service Employees Assn. join together with residents in their effort to clean up one of the local parks.

## CSEA Vows Fight To Get Reversal On DFY Layoffs

(Special to The Leader)

ALBANY — After some three hours of heated discussion with officials of the State Division for Youth last week, leaders of the Civil Service Employees Assn. vowed to continue their fight to cancel or reverse the planned layoffs of some 155 division employees.

The Division claims that the layoffs were necessary in order to cut costs of running the State's training schools for delinquent boys and girls, since the institutions' populations have been steadily decreasing in recent years.

CSEA contends, however, that the schools are still "vastly under-staffed" in the vital child-care titles and that in order to efficiently and effectively implement the new, more liberalized rehabilitation programs introduced by the Division, even more child-care workers are needed.

### Ultimate Losers

"Many of our child-care workers are being forced to perform other jobs in the institutions because of the reduction in staff that has already occurred," said Joseph D. Lochner, CSEA executive director. "The boys and the girls under their care and, eventually, the public are the ultimate losers."

Lochner said that the CSEA leaders who faced Division Director Milton Luger and other State representatives were met with intransigence.

"CSEA feels that to try to save money at this level is very dangerous," Lochner warned. "If the State skimps on money at this level, and these youngsters are not rehabilitated, a large number

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Following is a list of those persons and those chapters and units that have contributed to the Welfare Fund:

Sidney Farkas, Asterokke Komta, MD, Sahron L. Rhodes, Michael G. Bartek, Richard Kenyon, Robert C. Pine, Mary Alice Freeman, Charles B. Marrano, Inez C. Howard, Evelyn Leach, Ann H. Bugenhagen, Winifred E. Giere, Joseph Birstein, Eugenia Rivara, Sidney Jaffe, Ronald W. Irwin, Pauline V. McAllister, Bernadette M. Halpin, John E. Soffey, Mary V. Raineri, Harold W. Juhre, Jr.

W. A. Dobbs, R. L. D'Antonio, L. Norrow, S. Butero, E. L. Forrest, S. J. Randonan, H. E. Weir, G. L. Van Slyke, G. W. Agan, W. T. Lawrence, I. Mark, H. S. Kane, L. R. Goff, H. Culver, M. E. Starks, E. Sola, P. Amendolare, A. D. Englert, J. A. Bock, J. D. Benson, J. LoMonaco, A. J. Benneck, C. I. Dettler, J. Romanello, Bert Baker, John Thorson, Bill Ratcliffe, Bob Galway, Al Carman, Dick Teabau, Raoul Douquette, Joe Malecki, Cass Malecki, Carlin Pittman, John Crandall, Bill Chromik, John Hoffman, Jim Scaturia, Orloff Parker, Scotty Graham, George Cangrico, Pat Gunther, Charles Blanchard, John Leonard, James Ridpath, Harry S. Price, Leonard F. Dziedzic, Norman Eiger, R. L. Tait, J. T. Fontana, C. R. Sandler, H. A. Fyderek, I. J. Blumenthal, Dorothy Marcus.

**CHAPTERS AND UNITS**  
West Seneca State School, \$1,000; Montgomery County Chapter, \$100; Mule Phasic Unit, Pilgrim State Hospital Chapter, \$100; Attica Correctional Facility, \$300; Buffalo-SUNY College, \$257; Albany Dept. of Law, \$753; Brooklyn Tax & Finance District Office, \$170; Transportation Region 4, Rochester, \$1,000; N.Y.C. Workmen's Compensation, \$317; Education Chapter, Albany, \$2,000.

CIVIL SERVICE LEADER, Tuesday, August 1, 1972



fighters I have ever known, men who have records for heroism as long as their arms, simply can't put it in writing at exam time. Looking over the list I see some names pretty close to the bottom who, based on their ability as firefighters, should be in the top ten. It is sort of an indictment of the civil service concept that this should happen. Los Angeles, for instance, has an oral examination in part. One of the members of the examining board is a psychologist. Somehow the officer candidate seems to fare better under that arrangement.

On Wednesday of last week, the case of The City of New York vs. Gimmler was thrown out of court by Justice Margaret Mary Mangan. It was a try by

the City to have Ray Gimmler held in contempt for violation of the injunction against firefighters reporting their injuries and illnesses caused by their job. The affidavit submitted in support of the charges cited in part that Ray Gimmler in the UFOA house organ "The Trumpet" urged all members to report all injuries and sickness promptly.

This statement was issued by the UFOA upon learning of Judge Magnan's decision: "We consider the dismissal of criminal contempt charges by the City as a vindication of the entire membership. From the beginning, this was nothing more than a smokescreen. Our members have and are reporting legitimate illnesses sustained in the line-of-duty. There is no way in the world for us to direct a man not to be sick when in fact he is sick. Justice Magnan has sustained that position."

Somebody isn't being honest with the other fellow on the City side of the case. It would seem that the Fire Department people who know about this sort of thing, obviously didn't tell the corporation counsel that paragraph 17-12-2 specifically directs all firefighters to "... promptly notify the officer on duty of any illness or injury that may require the granting of a medical leave ..."

It also says in substance that when doubt exists as to the degree of injury, the medical officer on emergency duty shall visit the member at quarters to determine degree of injury.

Since the last issue of The Leader I have had a ton of material about the operations of medical officers and their methods or lack of them. In fact I have so much material on the apparently shameful methods of these otherwise esteemed gentlemen, that I am prompted to conclude that some of them might do well to re-read their Hippocratic Oath in order to better evaluate the degree to which they may go to please the City of New York which pays them.

In some instances, hospital doctors have expressed amazement that a firefighter had been ordered returned to duty and in one case, the hospital man at medical center promptly called the FD man and told him point-blank to go to hell. The firefighter remained in the hospital. In another case, a firefighter from 29 Truck, caught on the floor above the fire, was forced to jump for his life. There being no time to get a ladder, the chauffeur took his stance to break the hapless truckle's fall. The chauffeur (Russ Nagle) caught the jumper (John Deverau) but cracked his head against a picket fence as a result. He got the rest of the tour off. I saw John Deverau's helmet. It was burned almost into mush. He got four days sick leave. Big deal. In another case, a man went to a medical center to get treatment for cinders in the eye. A doctor there who is doing a study on the subject took a few drops of blood and found that the officer had enough carbon monoxide in his system to kill him! He stayed in the hospital three days and, at this writing, is still on sick leave. Space won't permit any more of this now, but more will be forthcoming as I dig it up ... as I certainly will. It's a can of worms at best.

### Install Audrey Snyder As President Again At Syracuse Psych Chap.

SYRACUSE — Audrey Snyder has been re-installed as president of the Syracuse Psychiatric Hospital chapter of the Civil Service Employees Assn.

In ceremonies here June 27 at the Twin Trees Too, CSEA regional field supervisor Frank Martello installed Ms. Snyder along with vice-president Sharon Connor, recording secretary Elizabeth Knickerbocker and treasurer Maryellen Harington.

Serving with the officers on the chapter board of directors will be Rosemary De Flo, Betty Walters, Alex Allmayer-Beck and Al Inman.

### Send Contract To Central Islip CSEA Members

CENTRAL ISLIP — A copy of the newly completed local contract on working conditions at Central Islip State Hospital will be mailed to each member of the Central Islip chapter, Civil Service Employees Assn., it was announced by chapter president Joseph Keppler.

Negotiations were completed July 17 and agreements were included in a four-page document. The talks were conducted by Keppler, field representative Nicholas Pollicino and representatives of the operational, professional, administrative and institutional units.

The chapter has about 2,400 members.

### Counseling, Therapy Jobs In Rockland

Rockland County is now accepting applications for 10 open competitive titles. Two, vocational counselor and therapy leader (drug abuse), are open to non-residents of Rockland County.

The other eight titles are open only to Rockland County residents. They are senior field clerk, senior stenographer, attorney (social services), veteran counselor, legal stenographer, sewer maintenance foreman and sewer foreman.

Application deadline is August 16, with examinations to be held Sept. 16.

For more information, contact the Rockland County Personnel Office, County Office Building, New City, New York 10956 (tel. (914) 638-0500).

### Hurley Recuperating From On-Job Injuries

William Hurley, a member of the Long Island Inter-County State Park Commission chapter of the Civil Service Employees Assn., is at home now after suffering injuries on the job.

Hurley, who is a supervisor-foreman and grievance chairman of his chapter, told The Leader that he wished to publicly thank all the people who had sent him cards and other mail and showed concern after he was injured. Hurley is recovering from a broken leg and fractured shoulder suffered when a car went out of control near the toll booths and hit him.

BUY U.S. BONDS

## Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

### There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

<p>Now, if your annual salary is</p>	<p>You can qualify for a monthly benefit of</p>
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# Civil Service LEADER

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TUESDAY, AUGUST 1, 1972

## An Act Of Faith

WHILE the courts have been listening to arguments about the constitutionality of penalizing certain individuals for the alleged crime of not working on their scheduled shifts, the State has begun to withhold portions of the accused employees' salaries.

Thus, the Civil Service Employees Assn. has been forced to take a major step toward alleviating the hardships caused by this salary loss, which can amount to as much as four days' pay for some people.

These are people who work for a living, it should be pointed out, and for whom four days' pay loss is indeed a hardship, since the average person affected here is among the rank-and-file of the union.

Since the union is prevented by law from setting aside money in a Strike Fund, it has had to appeal to its members for donations to reimburse the penalized employees. CSEA has now sent out forms to its affected members as the next step toward their reimbursement.

It's an act of faith for the union. But, at the same time, it is ironic that an organization that has built its reputation on a policy of rationality and trust, should be put into the position of defending its militancy after the State threw down the gauntlet.

## Court Clears Firemen

LAST week Supreme Court Justice Margaret M. Mangan dismissed the suit against Fire Capt. Raymond Gimmler by the City which tried to prove he was in contempt of court for urging firemen to report injuries and sickness. For too long have the firemen kept a stiff upper lip when they rightly should have been on the sick list. Many justifiable cases have been brought to our attention where City bureaucrats, with orders to find and root out non-productivity, have judged firefighters to be of sound health while in actuality they were on the verge of collapse or worse. There are better ways of getting efficiency than the paranoid method of going over sick lists to see if a job action can be discovered. Justice Mangan was right and gets our full support.

## Questions and Answers



Q. My son gets monthly social security student benefits. If he transfers to another college or starts attending classes on a part time schedule, must he report it to social security?

A. Yes. He should notify social security if he marries, is legally adopted, stops attending school, stops attending school full time, changes schools, earns more than \$1,680 in a year, or is paid by his employer to attend school at the employer's request.

Q. I recently had an operation and needed 2 pints of whole blood. I thought Medicare took care of all my bills after the first \$68, but the hospital told me I have to pay for the blood. Is this right?

A. Yes, the cost of the first 3 pints of blood received in a benefit period is not covered by Medicare. However, if you can arrange to replace these 3 pints of blood, you won't have to pay for them.

## Don't Repeat This!

(Continued from Page 1)

Acts of retribution by a public employer in terms of assessments of fines and penalties upon employees are not conducive to stable labor relations, without which neither government nor business can operate efficiently. On the contrary, such acts create an atmosphere of mutual suspicion and distrust between the employer and the employee representatives and seriously undermine employee morale.

### Penalty Provisions

The old Condon-Wadlin law proved to be totally unworkable because of its draconian penalties. The Taylor law will prove equally ineffective in preventing public employee strikes even though its penalty provisions are less severe than those that had been written into the Condon-Wadlin law. The net effect of imposing fines upon employees can be only to generate a spirit of militancy among the employees to the degree that it will be more difficult than ever to achieve reasonable adjustments of labor disputes in the future. In its bluntest form, the State may be obliged to pay in the future for whatever it thinks it is buying now.

During the closing days of the 1971 session of the Legislature, the legislative leaders pushed through a bill that prohibits supervisors and professional employees from holding membership in a civil service employee organization together with other civil service employees. This was clearly intended to weaken the power of CSEA when it sits across the bargaining table negotiating with representatives of the public employer.

Another bill that year was designed to put an iron curtain around the bargaining table, through legislative exclusion of matters which they deemed non-bargainable. The excluded items involved such matters as bargaining with respect to qualifications of employees, the number of workers to be hired, bargaining about the content of school curricula, rules governing promotion, job standards and classification, and discipline and assignment. Fortunately for all concerned this bill was approved at neither the 1971 or 1972 legislative session. However, it is not unlikely that a drive will be made to push this bill through the 1973 session when the legislators will not be concerned over the danger of voter reprisal for such a drastic intrusion into the collective bargaining process.

### Not Strike Happy

In the more than three decades that CSEA has represented the employees of the State and local governments, it has clearly demonstrated that its leadership is not strike happy. However, continued threats against the organization and acts of reprisal against individual members may well change the mood of the members and its leadership.

The amount of time, effort and energy spent by various State agencies seeking to impose fines and penalties upon a group of employees, and the related amount of time, effort and energy that CSEA officers have been obliged to spend in defense of the membership, could have been much more creatively spent in exploring the means for removing sources of employee irritation and discontent. The al-

(Continued on Page 11)

## 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.

## On Management/Confidential

A legal challenge to the validity of amendments to the Civil Service Law which provide that certain managerial and confidential public employees, as designated by the public employer, should not be members of employee organizations, has been denied by the Appellate Division, Third Department. (In the Matter of Joseph Shelofsky, et al., Plaintiffs v. Robert D. Helsby, et al., Defendants, 332 N.Y. 2d 723, 1972).

The individual plaintiffs are employees of the State and are member-officers of the Civil Service Employees Assn. The action was brought to contest the constitutionality of Section 201.7 (as amended) and Section 214 of the Civil Service Law. Those amendments provide that public employees found by PERB to be managerial or confidential upon application to PERB by the public employer cannot hold office in or belong to a public employee organization in which employees of the same employer are members.

Pursuant to the above-cited sections of the Taylor Law, the director of the N.Y. State Office of Employee Relations submitted a petition to PERB requesting a determination that about 7,600 employees of the 150,000 employees in the negotiating units represented by CSEA be designated managerial or confidential.

BY REASON of their membership in CSEA, the plaintiffs were receiving important group insurance benefits, benefits of the CSEA's legal assistance program, and the representational benefits of membership in CSEA. Section 214 of the Civil Service Law foreclosed such benefits to those designated as managerial or confidential employees.

The constitutionality of the applicable sections of the Taylor Law was challenged on two grounds: vagueness and improper exercise of the police power.

The court held that Section 201.7 not fail for vagueness. Plaintiffs claimed that the term "public employer" in the section means the State, and the statute was ambiguous because it did not indicate who is to act for the State. The court said that it is unrealistic to expect the State to name the responsible individual for every imaginable case.

The court went on to say:

"The statute provides that the employees designated must '(a) formulate policy or (b) assist directly in the preparation for and conduct of collective negotiations' or 'have a major role in the administration of agreements or in personnel administration provided that such role is not of a routine or clerical nature and requires exercise of independent judgment.' Significantly, similar criteria appear in the definition of supervisor in the National Labor Relations Act, 29 USCA, Sec. 152 (11). The standards are both familiar and sufficient under established administrative law."

PLAINTIFFS ALSO contended that the applicable sections violated their rights of due process, freedom of association, and equal protection under the United States Constitution. In rejecting this contention, the Appellate Court pointed out that the requirements of due process are satisfied as long as the challenged measure may be reasonably related to the attainment of a permissible objective. The standards of equal protection are met if a classification has a reasonable basis.

The court found in this case that the classification of employees into managerial and/or confidential groups was both reasonable and permissible:

"It is common knowledge that the interests of employees and management are frequently adverse. The government may rightfully require that those charged with the responsibility of implementing and administering collective bargaining agreements be free from any possible conflict of interest either because they are the beneficiaries of the agreements they are implementing or because they are unsympathetic to management's interests due to associational bias. The State's police power may properly be exercised to this end for the purpose of achieving stability in labor relations, even though the result is to interfere with some employees' personal rights to due process and freedom of association.

Plaintiffs also claimed that the amendments unconstitutionally impair their contractual rights. The court held that while the benefits enjoyed by those employees to be reclassified were contingent upon continued CSEA membership, the State may legitimately reclassify them, regardless of the effects, since the contractual rights involved are subject to the State law.

# Understanding Mediation

(Continued from Page 2)

a straight mediation function.

The second time mediation occurs is when an arbitrator is in the middle of hearing a case. He is free to encourage mediation if he thinks such conciliation would resolve the dispute, and effect a settlement. He is in that way using his good offices.

The third time is during an impasse hearing. The panel making the recommendations and finding the facts is also authorized to mediate disputes.

The fourth one is a catch-all: this lets the director of deputy director of OCB offer mediation in any kind of labor-management problem. This method is done informally whereas the other three types are more formal.

**What areas if any are exempt from mediation?**

Mediation is brought into play when the parties cannot resolve a contract. Anything that's at issue is something the mediator can deal with. While questions can arise in arbitration of what's not arbitrable, that cannot happen in mediation. Mediation is a part of the collective bargaining process while arbitration is an extension of that process.

**Can you cite some typical issues?**

Whatever is the subject of collective bargaining is subject to mediation. Depending on the level of bargaining, some issues are citywide, some being affected by laws other than the City's statutes — wages, hours and working conditions are the basic subjects of bargaining between the unions and the City.

Often mediators deal with length of the proposed contract; amount and effective date of a wage increase; hours of work overtime and compensatory time. Other issues are optional health and welfare benefits and the questions of productivity and pensions.

**How are mediators actually selected?**

There are three ways. First, the parties may jointly agree on names from the OCB roster of mediators. Second, OCB may send out lists of mediators taken from that roster of designation of choices by the parties. We then select the most acceptable person or persons based on their choices.

**What's the third approach used?**

Here the director may mediate disputes either directly or informally; also, the deputy director—myself—may take on assignments under his direction.

**Is there any time period involved?**

Negotiations have to take place for at least 30 days before OCB's director will assign a mediation panel — unless both parties request mediation before that time period has expired.

**Basically, how do mediation and arbitration differ?**

Mediation supplies assistance to the two parties in a labor dispute. It makes it possible for the parties to over-

come their differences and bargain to a settlement. But the mediator makes no decisions; labor and management alone make them. While the mediator might recommend approaches to the parties, this is usually done with each of them in separate sessions.

On the other hand, arbitration is an extension of the two-party settlement process; the arbitrator in fact is a judge who makes a decision that is binding on the parties. Arbitration is the imposition on the two parties to the dispute of a decision by the third party, the arbitrator.

**Are the two processes used in conjunction?**

Actually, mediation that fails to help the parties to reach agreement is often followed by arbitration, in the public sector. The arbitrator may resort to mediation as he proceeds to hear the case. If mediation succeeds at that juncture, the mediated settlement means that the parties themselves have been able to resolve their dispute.

**What happens when mediation breaks down?**

If mediation does not work, the arbitrator will proceed to judge the merits of the case, basing a final decision on arguments and evidence submitted by the parties, along with a fair and equitable hearing of the arguments by the arbitrator-judge.

**What impact does finality have on mediation?**

Mediation helps workers and their unions to resolve labor disputes. In a system that now has finality in impasse cases, along with finality in arbitration cases, skillfully applied mediation becomes an even greater resource for use by the parties. Add the ban on strikes to the finality provisions of our law and you can see the potential for mediation.

**How would you sum up mediation's net value?**

Where the goal is labor-management cooperation, more efficient operation, improved and more productive services to the residents of the City, coupled with good working conditions for the employees of the City, mediation is there to achieve mutually acceptable two-party settlements rather than imposed third-party settlements.

# F.D. To Name 6 To High Ranks

Six high-ranking appointments are planned by the Fire Department in ceremonies Aug. 4.

Promoted to Deputy Chief will be Vincent P. McGorry, who is number 35 on the eligible list. To be promoted to Battalion Chief is Francis Loutrel, number 53. Two appointments to Captain will be made: John E. Fitzpatrick, number 26.7, and James J. Cummings, Jr., number 151.7.

Two promotions will be made in the Bureau of Fire Investigation. To be made Deputy Chief Fire Marshal (provisional), the second-ranking position in the Bureau, is James F. Sherrer. Replacing Sherrer as Supervising Fire Marshal (provisional), will be Edward F. Kelly, Jr.

The Fire Marshal promotions are being made provisionally because the eligible lists for these titles are under litigation.

## Name Corr. Aides

Thirty correction aides can expect appointment by the Correction Department before Aug. 28, replacing provisionals. The eligibility list was established 7-20-72. Eligibles no. 1 through 80 have been certified.

CIVIL SERVICE LEADER, Tuesday, August 1, 1972

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# Vows Fight On Youth Layoffs

(Continued from Page 3)

of them will wind up in State prisons where the chance for rehabilitation becomes even more remote and at a much greater expense to the taxpayer. By attempting to help them early, a lot of suffering can be prevented, but the funds and necessary individual care must be provided."

Although CSEA representatives pressed hard for more child-care workers at some of the training schools, particularly at Warwick where attrition and the planned layoffs has seriously decimated the employee population, Division officials insisted that the schools are overstuffed, "a contention which is completely false," Lochner charged. He pointed out that "even before the anticipated layoffs were decided upon, a large reduction in the work force at Warwick and other institutions was achieved by the State vacancy control program by not filling vacancies resulting from retirements, resignations, deaths, etc.

### Meeting At Industry

As The Leader was going to press, CSEA president Theodore C. Wenzl and other CSEA representatives were meeting with Luger at Industry School near Rochester to discuss problems relating to that institution.

Attending the meeting at Division headquarters here, besides Lochner, were Ted Scott and Fred Krekeler of Warwick; CSEA assistant director of research Thomas M. Coyle; field representative Felice Amodio, public relations associate Marilyn Jackson, and counsel Harold Beyer.

Representing the State, besides Luger, were Albert Elias, assistant to the director; Robert Kennedy, senior personnel administrator; William Bradley, deputy director; Glenn Kirschner from the Office of Employee Relations, and Paul Hickey of the Division of the Budget.

### Martin to Potsdam

The Governor has appointed Edson J. Martin, of Canton, to an unsalaried position on the Council of the State University College at Potsdam for a term ending July 1, 1980.



**EIGHT CONSECUTIVE TIMES** — Nicholas J. Cimino, standing third from right, has been re-elected to his eighth consecutive term as president of the Department of Transportation, Region 2 chapter, Civil Service Employees Assn. Here he is shown with other officers and chapter board members. Seated, from left, are first vice-president Nicholas V. Serio, board member Thomas

F. Evans, treasurer James Curley and board member Evelyn Bell. Standing are board member Donald Long, board member Anthony Cimino, second vice-president Charles Whitney, financial secretary Beatrice Spatto, secretary Ann Smith, president Cimino, board member Mary Daley and CSEA field representative Ted Modrzewski, who was installing officer.

## LATEST ELIGIBLES ON STATE AND COUNTY LISTS

(Continued from previous edition)  
**SR EMPLOYMENT INTERVIEWER**  
Test Held Jan. 29, '72  
List Est. May 12, '72

778 McLoughlin P Athens	75.5
779 Kolodziej R Amsterdam	75.4
780 Bass M Bklyn	75.3
781 Tirado J Yonkers	75.3
782 O'Keefe R Mechanicvil	75.2
783 Marchese R Bx	75.2
784 Stassi B NY	75.2
785 Buttaglia S Amsterdam	75.2
786 Colbert H Tonawanda	75.2
787 Warden S Newburgh	75.2
788 Poltowicz G Kenmore	75.2
789 Vounden M NY	75.1
790 Heaphy M Peekskill	75.1
791 Kohn D NY	75.1
792 Rossi D Jackson Hts	75.1
793 Sheir I Spring Val	75.0
794 Clifford M Troy	75.0
795 Lindeman E NY	75.0
796 Larew E Rochester	75.0
797 Pasquale C Binghamton	75.0
798 Rosenthal P Bklyn	75.0
799 Strom T Bklyn	74.9
800 Hamideh S Argyle	74.9
801 Ruderman H Rochester	74.9
802 Bobowski J Rochester	74.8
803 Greneberg A Flushing	74.8
804 Goszewski J Lancaster	74.8
805 Mezza G Oriskany	74.8
806 Hammerslag I Long Beach	74.7
807 Anderson G Rochester	74.7
808 Serio R Belmont	74.7
809 Calderon G Rochester	74.7
810 Frost P NY	74.7
811 Seymour J Buffalo	74.7
812 Fine B NY	74.7
813 Berger H Flushing	74.7
814 Simpson M Albany	74.6
815 Greenwood W Rochester	74.6
816 Young M NY	74.5
817 Brooks H Bx	74.5
818 Desforges H Port Chester	74.5
819 Stengel T NY	74.5
820 Roberts G Flushing	74.5
821 Gomas A Blasdell	74.4
822 Decuir W NY	74.4
823 Jones E NY	74.4
824 Graber S Bklyn	74.4
825 Schwartz M NY	74.4
826 Boyd S Sayville	74.3
827 Outman T Binghamton	74.3
828 Majewski C West Seneca	74.2
829 MacCochrane A Albany	74.2
830 Zupco G Huntington	74.2
831 Cook B Jamaica	74.2
832 Schwartz R Bx	74.2
833 Church R Plattsburgh	74.2
834 Kucharski J Buffalo	74.2
835 Scott J Batavia	74.2
836 Mahon A Belle Harbor	74.2
837 Hershkowitz I NY	74.2
838 Kilkins V NYC	74.1
839 Brown N NY	74.1
840 Ikeda F NY	74.1
841 Ashmun B NY	74.1
842 Ross H NY	74.1
843 Panek S West Seneca	74.1
844 Morrison R Buffalo	74.1
845 Glazier B Whitney Pnt	74.0
846 Little R Rome	74.0
847 Dixon R Buffalo	74.0
848 Reisdorf R NY	74.0
849 Childs R Saranac Lake	74.0
850 Msauley B Matamoras Pa	73.9
851 Rissberger J Jackson Hts	73.9
852 Tours L Bx	73.9
853 Konecki E Niagra Fls	73.9
854 Keckley C Crescent Ca	73.9
855 Gantt W Jamec	73.8
856 Feibe H Bklyn	73.8
857 Gleason R Oswego	73.8
858 Lynch R Troy	73.8
859 Edwards R Bx	73.8
860 Grosvenor D Sodus Point	73.7
861 Martin M Rochester	73.7
862 Gaines J Syracuse	73.7
863 Smith S Buffalo	73.7
864 Trautfield I Plainview	73.7
865 Daley R Castleton	73.7
866 Thompson K Elmsford	73.7
867 Lyons C Bx	73.7
868 Reich G Bklyn	73.7

869 Bandermer S Watervliet	73.6
870 Clarke C Riverdale	73.6
871 Matteson F Albany	73.6
872 Cohen S Bklyn	73.5
873 Goerl B NY	73.5
874 Schoenberg A Westbury	73.4
875 Ward O NY	73.4
876 Waterman P Ontario	73.4
877 Weiss L Hempstead	73.4
878 Heller P Plainview	73.4
879 Rosaci M NY	73.4
880 Rudich R Westbury	73.4
881 Bushinger H Urica	73.3
882 Zarzynski M Endicott	73.3
883 Goldmintz H Flusing	73.3
884 Homsey R Troy	73.2
885 Rickin M Manlius	73.2
886 Tretheway D Hornell	73.2
887 McMullin M Bellmore	73.2
888 McMahon B Buffalo	73.2
890 Reamsnyder G Camillus	73.1
891 Lipsman M NY	73.1
892 Ruppert R Niagara Fls	73.1
893 Latham M Malone	73.1
894 Ivan J Binghamton	73.1
895 Sassman S Flushing	73.1
896 Woodward B Norwood	73.0
897 Berlan R NY	73.0
898 Benamy P NY	73.0
899 Peel L Fairport	72.9
900 Smolfsky E NY	72.9
901 Reddy W Quogue	72.8
902 Rountree E St Albans	72.8
903 Tashman D NY	72.8
904 Wiech J Albany	72.7
905 Null E NY	72.7
906 Miller S Bklyn	72.6
907 Lombardini C Rochester	72.5
908 Rudich S NY	72.5
909 Riccio R Geneva	72.4
910 Schumer I Bklyn	72.4
911 Augustiak R Fairport	72.4
912 Taylor T Forest Hills	72.4
913 Bernstein H Bklyn	72.3
914 Ebert J Bklyn	72.3
915 Walker C Staten Is	72.2
916 Simon B NY	72.2
917 Goldstein Z Jamaica	72.2
918 Lazarus S Wantagh	72.2
919 Wilkerson J Utica	72.2
920 Bing V Woodmere	72.1
921 Jones S NY	72.1
922 Cohn M Lynbrook	72.1
923 Scalia P Callicoon	72.1
924 Frawley P Fulton	72.1
925 Green G Bx	72.1
926 Cabal A Auburn	71.9
927 Sumida A NY	71.9
928 Binggold W Bklyn	71.9
929 Bronikowski R Bklyn	71.8
930 Ronofrio R NY	71.8
931 Adler B NY	71.8
932 Osman G Syracuse	71.7
933 Dave K NY	71.7
934 Brintaupt M Horseheads	71.7
935 Yang J Great Neck	71.6
936 Kalmar J NY	71.6
937 Sheldon E Newtonville	71.6
938 Bird O Penfield	71.6
939 Prince R Rego Pk	71.5
940 Feinberg R Rockaway Bch	71.5
941 Fraangelo J Clyde	71.4
942 Tobman H Bklyn	71.4
943 Parsons I Hastings	71.3
944 Perez A Rego Pk	71.3
945 White J Syracuse	71.2
946 Burns M Delmar	71.2
947 Bauman M Rochester	71.2
948 Kerwin R Buffalo	71.2
949 Ambrogio S Bklyn	71.1
951 McPherson J Bx	71.1
952 Reardon K Palenville	71.1
953 Harvey A Bklyn	71.1
954 Maniscalco N NY	71.0
955 Curtin W Babylon	71.0
956 Murphy H Bklyn	70.9
957 Eisenberg J Bklyn	70.7
958 Stiffel F Flushing	70.7
958A Mowring A Jamaica	70.7
959 Klugman N Scotia	70.6
960 Clendenian J NY	70.5
961 Huffcut J Endicott	70.5
962 Miller J Bklyn	70.5
963 Faulk R NY	70.5
964 Richman D Flushing	70.4

ASSOCIATE INVESTMENT OFFICER G-23	
Test Held May '72	
List Est. May 19, '72	
1 Bishop R Saratoga	92.3
2 Flanagan T Albany	87.3

## Aug. 7 Cutoff Announced For State Promo. Titles

Promotional jobs in the clerical field will have an Aug. 7 application cutoff date.

Oral exams will be conducted for those titles indicated by an asterisk (\*). Filing procedures are described on page 15 of The Leader. The departmental positions include:

**Audit & Control**  
Senior examiner of municipal affairs (Exam No. 34-935); also senior state accounts auditor (Exam No. 34-934).

**Education**  
\*Chief, bureau of migrant education (Exam No. 34-927).

**Conservation**  
\*Senior hydraulic engineer (Exam No. 34-919).

**Budget**  
Senior budget examiner (Exam No. 34-908); senior budget examiner-employee relations (Exam No. 34-909); senior budget examiner-management (Exam No. 34-910); senior budget examiner-public finance (Exam No. 34-911); \*principal budget examiner (Exam No. 34-912); \*principal budget examiner-management (Exam No. 34-913); \*principal budget examiner-pub-

### Jeremiah Foody

SYRACUSE — Services were held this week for Jeremiah L. Foody, veteran State employee and long active in the Civil Service Employees Assn.

Mr. Foody, 60, lived at 1706 Park St., Syracuse. He was a parole officer for the State, working 18 years in the Rochester office of the Division of Parole, and the last four years in the Syracuse office. He was a member of the Syracuse chapter at the time of his death.

Surviving are his wife, Norma Ehegartner Foody; two sisters, Mrs. Joseph A. Mehlek and Mrs. Carl Schramm; a brother, Miles Foody and seven nephews.

## 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.

- August**
- 3-4—Statewide restructuring committee meetings, 9:30 a.m.-10 p.m., CSEA Headquarters, 33 Elk St., Albany.
  - 4—Statewide salary committee meeting: 12 noon, Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.
  - 4—Statewide education committee meeting: 11:30 a.m., Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.
  - 5—Central Conference executive committee meeting, 9 a.m., picnic; 2 p.m., meeting; Helen Callahan's Cottage, Damon's Point, Oneida Lake.
  - 5—Suffolk County Social Services unit picnic: 9 a.m., South Haven Park, Yaphank, L.I.
  - 10—Metropolitan Armories chapter meeting: 2 p.m., Staten Island Armory, 321 Manor Rd., S.I.
  - 11—Onondaga County unit's Vernon Downs Nite.
  - 12—Marcy State Hospital chapter clambake, Beck's Grove, Rome.
  - 14—Westchester County unit meeting: 8 p.m., Health & Social Services Bldg., 85 Court St., White Plains.
  - 29—Westchester County chapter meeting: 8 p.m., Health & Social Services Bldg. (basement), 85 Court St., White Plains.



# New D of E Member Wins Auto In Sign-Up Drive

(Continued from Page 1)  
 enue for the Employees Association.

Throughout the Super Sign-Up campaign, a grand total of 240 prizes with a total retail value of \$15,029 were awarded in the three monthly jackpot drawings. In addition to this incentive, recruiters were also eligible for a two dollar cash award for each member signed up. Winners of the 109 prizes in the final drawing are listed below:

(Ed's note: The names are spelled as accurately as can be determined from the handwriting on the membership cards.)

## ONE 1972 CHEVROLET MONTE CARLO

Manuel Vazquez, Bronx

## ONE TRIP FOR 2

Palma De Mallorca, Spain  
 (9 days, 8 nights)

September 28-October 6

Frieda M. Zweig, Oceanside

## 5 GE PORTA-COLOR TVs

Harold Shore, Poughkeepsie;; Mary Morreale, Utica; Rosemarie Giani, Huntington Station; Helen Phelan, Farmingdale; Evelyn Flude, Brooklyn.

## 7 GE 15-INCH TVs

(black-white)

Laverne Bedelyon, R D 1, South Dayton; Robert A. Canarelli, Sauquoit; Barry Monopoll, Little Ferry; Ralph F. Winslow, Brentwood; Patricia A. Standish, Interlaken; Jose Aybar, Haverstraw; Anna Bradbury, Highland Falls.

## 20 GE Cassette Recorders

Paul R. Stankowitz, Island

Park; John R. Brusko, Hopewell Junction; Judith Matana, Brooklyn; Merton S. Bartlett, Walton; Fred Peters, Ridge; Eugene Clark, Rochester; Jean Claude Sandaire, Nyack; Alex Detmer, Poughkeepsie; August Galluzzo, New Paltz; Edward Bremner, Mastie Beach; Doris A. Mikus, Armonk; Leslye Drake, Thornwood; Richard J. Kochanski, Staten Island; Deborah Baker, Utica; Linda M. Federico, Lake George; Harold Dobstaff, West Seneca; Joseph Rickert, Rensselaer; Clara McMaster, Warsaw; Philip D. LaRosa, Mount Morris; Joseph A. Garcia, Middletown.

## 25 GE Blue Max Radios

George H. Clark, Buffalo;

Lawrence A. Boland, Buffalo;;

James Edward Mayer, Williams-

ville; Angela Ramos, Spring Val-

ley; Janice Foss, Gloversville;

Mary I. Judd, Phoenix; Alfeo

Rossi, Garnerville; Peg Ken-

drick, East Greenbush; Melba M.

Rawles, Bronx; William Lohr-

man, Lyons; James Tucker,

Glens Falls;

Minnie Arnold, No. Babylon;

Theresa Graulin, Norwood; Don-

ald Ferraro, Orchard Park;

Frank Lawson, Plattsburgh;

Robert L. Chiavetta, Brant; Jo-

seph J. Falbo, Uniondale; Eliza-

beth T. Sloan, Buffalo; Benja-

min Latimer, No. White Plains;

Sara De Magistris, Johnstown;

Douglas H. Seeger, Floral Park;

Sylvia Gordon, Schenectady;

Hazel Denny, Marcy; William

Wittmann, Seaford; Roy F.

Roberts, Pine Plains.

## 50 GE Pocket Transistor Radios

Louis M. Vecchione, Port Jef-

erson; Aline J. Dicke, N. Troy; Richard A. Soper, Seaford; Alice Denkenburger, Horseheads; Joseph Macauto, Elmont; Joan Graf, Fishkill; Helen K. Beganl, Oswego; Joseph Blantern, Buffalo; Dorothy M. Hy, Lockport; James R. Hamilton, Poughkeepsie; Linda C. McHugh; Albany; Barbara Waller, Jersey City; Catherine Koslorowski, Holbrook; Mary Prutzman, Seneca Falls; Barbara A. Hagan, Wantagh; Pauline B. Wilkin, Goshen; David Flaumenbaum, So. Farmingdale; Anne H. Skelly, Snyder;

Roy T. Sorrose, West Islip; Marie J. Havlicek, Wantagh; Cover Lowes, White Plains; Joseph Love; Brentwood; C. H. Caswell, Wallkill; Muriel Glosson, Bronx; Matthew Zumpano, Utica;

Also, Richard Tokar, Interlaken; Patricia Bennett, Liverpool; Mary Langabeer, Warrensburg; J. A. DiCaprio, Spring Valley; Robert Murray, Westerlo; Allen C. Iverson, Staten Island; Barbara A. Kershaw, Oneida; J. Parker, New York City; Pearl Scantlin, Bayonne; Priscilla Di Salvo, Levittown; Lucy Pfaffen-

bach, Averill Park; Paul F. Darrow, Merrick; James Tynes, Newark; Jeanne Stillhard, Rochester; Mertle Ettenberger, Brestport; Walter E. Smith, Stuyvesant; Barbara Higgins, Copiague; Victor D. Modugno, Harrison; Elizabeth McKnickerbocker, Lafayette; Barbara A. Hagan, Wantagh; Richard Bower, Stony Point; Anthony T. Callisi, Windsor; Madeline Emery, Newfield; Stanley K. Morrell, Fulton, and Peter Sejan, Vestal.

BUY U. S. BONDS

## DUES INCREASE FOR LEGAL ASSISTANCE

(Continued from Page 1)

Who pays for this? With costs totalling \$100,000 for the basic Legal Assistance Program encompassing such areas as Section 75 hearings, grievances, Article 78 proceedings and the accompanying administrative costs in the last fiscal year — an increase of \$50,000 over the preceding year — the money must be found somewhere. There is no doubt that these costs will continue to increase as our membership grows and becomes more and more aware of the legal services that are provided with membership.

But this service — the ready availability of professional, qualified help — is one that most CSEA members would not want to lose. You may not ever need to use it. But if you do need it, it's there.

Another legal service to CSEA members which is just as important but not as well-known is the hiring of independent arbitrators and arbitration agencies to rule on cases, grievances and disciplinary cases, when there is a dispute between a CSEA member or CSEA chapter or unit, and the public employer.

The agreements governing the hiring of arbitrators require that the employer and the employee (or his union, CSEA) share the costs of the arbitrator's services. Sometimes these costs can run pretty high. But they must be paid off if CSEA members' rights are to be protected. And more and more in recent years, our members and our chapters have been taking advantage of this opportunity. That means more of your CSEA dues money must be used for this service.

Court cases cost money, too. Many times, in local government chapters and for state-employed members, CSEA has found it necessary to go to court to protect the lawful rights of our members. Going to court costs money. Legal briefs must be made up and typed, extra time must be spent, members or plaintiffs must be interviewed and must travel to the scene of the trial or hearing, and decisions must be typed up and printed. All of this costs money and time. But all of this is essential

to the well-being and protection of the rights of our members.

Right now, CSEA is fighting in the courts to have those sections of the Taylor Law which contain the harsh penalties for public employees accused of being strikers, declared unconstitutional. If we succeed, then the thousands of State workers who have had their paychecks docked because of this unfair provision of the law can expect to get their money back from the State. A legal fight like this is worth every penny it costs CSEA.

A few years ago, CSEA was involved with lengthy court cases to establish our right to represent all State employees on the basis of our membership. It was necessary to go back to court again and again, in order to prove that CSEA had the right to be the bargaining representative for State workers.

All of this takes money. Because everything moves faster these days, and because CSEA has more members than ever before, and because more and more of these members are coming to CSEA for legal help when they need it, the legal services expenses of the union have grown considerably over the last few years. But CSEA believes that guaranteeing our members these basic rights is one of our most important functions as a union.

## Offers Conversion Of Insurance Until Sept. 1

ALBANY — The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1972.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1972 or whose 55th or 60th birthday is during 1972, may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12224 prior to Sept. 1, 1972. The effective date of the converted insurance will be Nov. 1, 1972 contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

Fill Out and Mail Today

CIVIL SERVICE EMPLOYEES ASSN., INC.  
 33 ELK STREET,  
 ALBANY, NEW YORK 12224

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

NAME .....

HOME ADDRESS .....

City State Zip Code

DEPT. DIVISION OR PAYROLL

EMPLOYED INSTITUTION ITEM NO. ....

DATE OF BIRTH SOCIAL SECURITY No. ....



**FOR ACHIEVEMENT** — Creedmoor Chapter of the Civil Service Employees Assn. awarded at the 32nd graduating exercise of the Creedmoor State Hospital School of Nursing an achievement award to the student maintaining the highest average over three years. Here chapter president Terry Dawson, right, presents a check to this year's recipient, Mary Bullwinkle.

# Correctional Aide Eligibles

EXAM NO. 2006  
CORRECTIONAL AIDE

This list of 1,290 eligibles was established July 20 after training and experience evaluations of open competitive candidates who filed in April. Salary is \$6,700.

(Cont. from Previous Editions)

No. 101 — 90.2%

101 Warren K Chue, Elijah Boyd, Richard W Edwards Jr, Lillian W Robinson, William R Cassidy, Yolanda Munoz, Jacqueline Meade, Alan B Crosby, Luis Pachot, James H Simmons, Marion P Matthews, Suddie M Gray, Yolanda Fields, John F Devlin Jr, Cathryn Larkin, Cecil Bailey, John Velazquez Jr, Thomas White, Daphne E Mack, Maria L Treto.

121 Willie G Davidson, Rafael A Mejia, Betty Powell, Elex Jones, Norman J Richards, Melvin A James, Stanley A Spencer Jr, Jesus Seda, Richard T Riehle,

Everett P Dobbins, George Sherrod, Virginia Robinson, Marion R Davis, Walter K Miller Jr, William S Cariola, Willie G Davidson, Hermine L Gooden, Donald E Ruffin, Myron K Wright, Federico Berrios Jr.

141 Kenneth C Norton, Cesar Jimenez, Harry F Hadley, Thomas Hines Jr, Rory C Miranda, George E Torres, Jose Cancela, Stephan Omansky, Andrew J Beard, Grady L Knighton, Theresa McQueen, Lee M Bruner Jr, James H Darden 3rd, Paul L Lynch, William Ellegor, Hugh R Vasconcellos, Jose M Dardiz, William Massey, Stanley E Casey Sr.

161 Charles D Lawrence, Mitchell D Hays Jr, Van R Johnson, Donald Thomas, George P Davis, Halden Hall Jr, Earl Buggs, Ivonne Hughes, Peggy A Edwards, Rafael V Castillo, Rafael V Castillo, Edwin Rosario, Louis

Williams, Steven Offley, Rafael Vilacastillo, Enrique E Lopezantana, Larry Ballou, Thomas Valentin, Raymond Aponte, Haywood E Sprull, Ralph Rodriguez.

181 Windsor A Lewis, Marion Brunson Jr, Edward T Clerk Jr, Samuel Trapp, George W Livingston, James King, Woodrow W Smith Jr, Willie B Jenkins Jr, Henry Smith Jr, Michael L Adams, Arnold Martinez, Dorothy L Cooper, Donald A Johnson, Edgar Brown, Sterling W Clerk, Kenneth D Moseley, Jose A Flores, Justo Figueroa Jr, Dennis Williams Jr, Donald Robinson.

No. 201 — 79.9%

201 John B Fitzgerald, Bernard J McNellis, Louis M Brooks, Edwin G Collender, Arthur L Mason, Ruth L Young, Robert Johnson, Gerald Krzemieniecki, Austin Holdslaw, Paul Levine, Herbert L Gross, Albert Melvin, Johnnie Richerson, James Cook, William F Pellegrino, John H Alba, Frederick Bishop, Gregorio Morales, Alec G Telesford, Miguel A Mendez.

221 Lonnie Halley, Joseph McGrath, Ruben Lebron, Walter L Clark, Herbert A Gaines Jr, Gilberto Castro, Antonio A Gonzalez, Eric A McDow, Frank Cooks Jr, Vincent Delrosso, Michael A Copeland, Thomas A McFall, Ilka Alexis, Robert W Burke, Francis X Scott Jr, Ruth J Brown, J Antonio Vega, Louis M Eaddy, Russell Brown, Pablo P Falu.

241 Danny T Patton, Jose L Colon, Danny T Patton, Luis A Velez, Angelo L Gomez, Jose L Santiago, Glen A Sylvester, Lewis A Watkins, Alan Davis, Dewey T Livingston Jr, Minnie Bush, Norman Riley, Monserrate Lebron, Jack Diplazza Jr, Simon Gellman, Thomas J Mattel, Leroy Morris Jr, Pedro Soto, Fred H Jordan.

261 Joseph R Bertolino, Garry C Parris, Ernest T Knox, Tyrone R Lee, Theodore Bright, Pidel Pellot, Monserrate Lebron, Wilton R Brewster, Robert L Gill-

yard, Glenn A Russell, Frank A Pappalardo, Warren T Blasso, John J Michelsen Jr, Walter L White, Yves Jean, James C Cooper, Melvin Morrison, James G Washington, Christopher Uszd, Robert J Serrano.

281 Anthony Culpepper, Kenneth C Osborne, Michael E Nugent, Joaquin C Agatep Jr, Vincent Dukes, Allan D Battle, Frederick Mims Jr, Sharon M Wallace, James Mercado, Eduardo Hernandez, Milton Williams, Timothy D White, Robert R Donawa, Jerome Scott, Sotero Yambot, Clarence M Shelto, William J Dunn Jr, Willie C Carr, Delbert R Williams, Eugene Hunter.

No. 301 — 78.0%

301 Beverly P Moultonpeddie, Ronald E Ennett, Dabbeh H Moses, Alvin L Moorman, Roger Rogers, Rudolph Wilson, Sydelle M Dickstein, Jose Vasquez, Leslie Christie, Thomas Ninons, Sunita Vora, Michael J Maranda, William Rodriguez, Leroy Glover, Marvin L Wasserman, Joao C Dasilva, Fernando Tiradosoto, Edward Brumfield, Henry J Carter, Adolphusad Francis.

321 Elliot Ferguson, Charles Collins, Malcolm Garner, Barbara F Assing, Rinaldo Pierno, Vernone C Proffit, Frank Barrett, Joseph M Rivera, Efrain Roman, Lamont P Bradley, Dennis B Speller Jr, Lawrence P Jenkins, Lamont P Bradley, Victor R Cotto, Carmelo Rivera, Benjamin M Houston, Theresa E Robinson, Frederic E Pass Jr, Vincent A Jones, Ramon L Torres.

341 Francisco Ramos, Theresa Conty, Philip C Arena, Luis R Miranda, Gloria Middleton, Isaac Jones, John Litt, Edwin Anderson, Michael V Waddy, James E Davis Jr, Robert L Gomez, Ray Robinson, Earl P Middleton, Andrew Ragin, Luther Harrison, Richard L Rice Jr, Jose M Rodriguez, Larry Applebome, Albert Pryor, Paul Spain.

361 Israel Rivera, Luis F Rivera, Henry I Riddick, Ruby Drayton, Paul Spain, Vincent R Blake, Delannie L Brown, Ronald A Mitchell, Juan O Acevedo, Mildred Johnson, Keith Gardner, Arthur Harvin Jr, Lewis A Wat-

kina, Patricia A Wellington, Mary A Crowder, Andre H Meade, Raymond M Diaz, Nelson E Adorno, Joseph A Agell, Richard T Fletcher.

381 Leroy Glover, Blandina L Henry, Luis J Rosario, Armando Lopez, Michael G Geoghean, Arnold R Carson, Elsa G Pizarro, Steven R Kosman, Marvin J Jones, Felipe Berdeguer, Victor L Balbin, Herbert M Miller, Charles S Williams, Joseph J Johnson, Barbara J Worth, Randolph Clarke, Ivan J Rivera, Wilke P Bermudez, Leonard Burnett, Michael W Robinson.

No. 401 — 75.5%

401 Will J Conyers, Bernard Stovall, Demetrio F Rodriguez, Benjamin Garcia, Kenny B Murphy, Johnny E Johnson, Dontell O Johnson, Carol R Daschner, Julko C Rosa, Thomas A Bunn, Samuel Sesenton, Henry E Conliffe, William E Curry, Nathaniel Williams, Russell Lattimore, Michael Sneed, William Rivera, Howard Gutter Jr, John Delmaestro, Harvey G Johnson Jr.

421 Ricardo Lawrence, Mark D Reide, Andre R Brown, William E Brooks, Robert E Scott, William E Brooks 3rd, David Lawrence, Clarence Forrest Jr, Gladys M Freeman, Louis F Alvelo, John A Leslie Jr, Raymond K King, Donald E Rogers, Curtis Baker, Desmond Hayes, John B Johnson, James A Carter, Ernest R Graham, Alvin Lans, Reggie Dooy.

441 William Shedrick Jr, Isaac E Simmons Jr, George L Torres, Michael T Robinson, Luis R Santiago, Efram Bravo, Ronald Sansbury, Daniel Williams, Raymond Barkley Jr, John Martin, Anthony W Drake, Charles A Russell, Joe M Isaac, Clyde F Henry, Marcus L Ervin, Francis E Brooks, William Caines, Herman Dixon, Robert Bush, Wilson Rubero.

461 Luis A Rios, Larry Singletery, Kent G Winkfield, Donald Sansbury, Charles F Boone, Edgar Perez, William Jenkins, Richard F Faughnan, Charles F Boone, Ronald Mizell, Robert D Askew, Roy D Harrison, Edmund Fenton Jr, Delainey E Brown, William L Marshall, Edwin L Velez, Wilbert Bishop, Richard Torres, Orlando Rodriguez, Eduardo Olivieri.

481 Luis M Santiago, Gumer-sindo Gonzalez, George L Rosa, Frank A Pittman, Ricardo G Mason, Ramon L Robinson, Leon Holloman, Jose Colon, Victor F Cruz, Joseph Chase, John C Thomas, Gabriel Navarro Jr, Hector R Torres, Jose A Fellicano, Natividad Morales, Elijah Hicks, Freddie A Lopez, Victor M Cruz, Isaac White.

No. 501 — 75.1%

501 Genaro Velez, Jose C Cosme, Jose L Vigo, Manuel A Ojeda, Nelson Falcon, Raymond A Santiago, Jose M Colon, Ramon L Robinson, Jose Quinones Jr, Frederick Stokes, Alvin Lans, Eddie Moree Jr, Darryl A Robertson, Robert Grantham, Jose L Hernandez, Francisco Jusino, Narciso Flores, Efrain Colon, Wilfred E Trotman Jr, Usberto Ortiz.

521 Lennert Reed, Rufus F Horton, Ismael Diaz, Lawrence J Washington Jr, Patricia J Cruise, Patricia M Hughey, Michael A Kaufman, Raul A Serra, Thomas Rivera, Virgilio Sanchez, Herbert L Pentress, Estelle M Warner, David Franco, William Galarza, Lemart Simpson, Peter B Banotlow, Anthony Wright, Melvin E Baez, Joan Garlin, Houston Mig gins.

(Continued on Page 11)



**NASSAU PICNIC** — An estimated thousand persons turned out for the annual picnic sponsored by the Nassau chapter of the Civil Service Employees Assn. The all-fun affair was held for the second year on July 8 at the Point Lookout Town of Hempstead Park. There were games for the youngsters, with loving cups for the winners, and refreshments for all. Shown here are, from right, Francis T. Purcell, presiding supervisor of the Town of Hempstead; Ruth Flaumenbaum; Ralph G. Caso, Nassau County Executive, and Irving Flaumenbaum, president of Nassau chapter.

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# Correctional Aide

(Continued from Page 10)

541 Gregory Branch, Augustin Garcia, Paul Bell Jr, David M Bacon, Frank Santomauro, George R Montgomery, Freddie L Moore, Johnny L Jefferson, David B Massey, Stanley C Gentle, Johnny Edwards, Isaac R Frazier, Oscar L Fleetwood, Rudolph N Valentine, Stanford Newkirk Jr, Robert Lewis, Dindal Soogrim, Juan Vargas, Clarence R Nesbit, Gueniett L Caes-

ar.

561 Carlos M Campos, John T Geraghty, William F Clement, Robert Larkins, Joseph D Patrisi, James W Boyd Jr, Rafael D Hernandez, Jerry Jotkoff, Genaro J Liguori, George J Handy Jr, Charles E Morris Jr, Herbert A Toler, Edward Mobley, Ronald G Edwards, James L Walker, Felix Arroyo Jr, Lawrence A Houston, Virdell A Bussey Jr, Maurice Lewis, James Lopez.

581 Donald L McKinney, Stephen J Esposito, Stephen J Butler, Dominick J Palumbo, Donna M Gibbs, Alfred V Gibbs, Francis Cotton, Angel L Rodriguez, Conrad L Clement, Joseph Goldstein, Henry J Ward, Ronald E Edmonds, Gregory Thompson, Harvey L Johnson, William W Ensley, Edward Middleton, Jimmie Cameron, James R Ralph, Marcellus Connor Jr, James W Baker.

No. 601 — 74.4%

601 Denise Cornell, Joaquin Rios, Alfred W Jones, Ronald Varca, Lorise Lowther, Bautista Lopez, Daniel Rosa, William Isales, Feliberto Rivera, Ronald Varca, Hector A Rosa, Tyrone W Worrell, Ernest Torres Jr, Bruce Bennett, Joseph Durant, James T Davey, Carlos J Pastrana, Michael A Press, Robert A Greene, Theodore James.

621 Van D Boyce, Edward Reese, Gilles D Stephens, Victor J Pagan, George E Moss, Dennis Hackett, Milton Smith, Patricia M Reed, John Echevarria, Walter E Cairke, John J Zeman, Lynne S Johnson, William Cordero, Frank Valentin, Ethel L Stennett, Raymond Murcia Jr, Herbert J Finch, Arthur L Henderson, Jerry J J Chiappeta, Jimmie L Smith.

641 John T Urban, Alexander Kalcenko, Fred Rivera, Don S Rappaport, James O'Loughlin, Annette Haig, Stanley Kemp, Robert D Andrews, Juan Pastor, Stewart N Salpeter, William P Zangenberg, Robert C Haywood, Raymond N Cook, Robert A Brown, Sandra L Mayes, Claudia Taranto, Jerome McKenzie, Russell Whitehurst, Beverly H Turner, Melvin J Hadley.

661 David W Berke, Robert S Kunkis, James A Tuff, Patrick Trilli, Charles G Kaczorek, Ruth

W Bennett, Sherry L Harris, Nathaniel Anderson, Reginald B James Jr, Betty A Joyner, Leo H Sain, George Portela, Martha Andujar, Virgilio Castillo, Ronald J Lennon, Leona E Smith, Karl M McKenzie, Francisco Rivera, Ernest B Lewis, Michelle L Hamlet.

681 Patricia Y Aiken, Charles E Smith, Victor A Dejesus, Janice A Nordstrom, Thomas R Brandt, John P Fischer, Marion E Reese, Ronald Tishkevich, Francis M O'Rourke Jr, Sarah C Dixon, Louis Figueroa, Sharon J Wodo, Vashti T Anderson, David B Goodman, David F Baker, Richard A Townes Jr, Robert Jackson, Reginald M Towe, William C Stewart, Paul A Clark.

No. 701 — 70.5%

701 Michael A Yanofsky, Charles W Turner, William J Faulkner Jr, Kenneth M Joseph, Phillip Carroll, Eddie L Elcier, David W White, Ronald Siveris, Jesse J Jenkins, Audrey L Boone, Robert W Carter, Nolan E Schiffer, James Plowden Jr, Torsten J Dickert, Henry E Quiller, Frederick Hinte, Edward C Harley, Gregory S Bullock, Harry S Payne Jr, Stephen J Hlubk.

721 Deborah C Baumann, Carlos Ortiz, Daniel W Holman Jr, Tyler Hopkins, Stanley M Windley, Dwayne A Simmons, Ralph E Paison, Soly Lichtenstein, Terry L Conry, Randy J Rodriguez, Joseph J Sala, Calvin James, Joseph L Seoane, Marjorie A Autry, Roberta Collier, Cheryl M Jensen, William G Brookins, Harold Heyward Jr, Shirley Lambacker, Ryeburn A Wade.

741 Erik Skaalerud, Robert R Donawa, Mary Marion, David Sanchez, Paul P Sudul, Edwin A Rodriguez, Frederick Holden, James Plowden Jr, Lexie T Du-

mas, Carol J Amaker, Eddy Lorquet, Michael Rivera, Rene A Lopez, Violetta I Hunt, Gilbert Machado, Jean C Champagne, Maryann S Petekiewicz, Roderick Hill, Vernon C David, Jeffrey Einhorn.

761 Donald J Purrey Jr, Henry Harrison Jr, Harry H Wacke, Edward J Berezowski, Richard E Dowling, Jeffrey L Kelly, James Pollina, Ronald K Felder, Dale Rushin, Lynn M Ramsey, John Stafford, Marvin J Jones, Frank Cruz, Ramon L Villalobos, Mathew J Lieberman, Franklin D Western, Matthew Owens, Raymond L Carmona, Henry D Bourne, Tullman Holley.

781 Gregory T Dalton, Vincent D Baione, Gary Muniz, Robert Sierra, Thomas J Walsh, Louis J Buda 3rd, Michael A Graziano, Geraldine Haws, Terry A Brown, Emerson E Cain, Nelson Pagan, Clarence H Tallaferrro, Wilfredo Romero, Arthur C Swann, Abe L Green, Charles L Rogers, James J Lewis, Neil D Spandorf, Felix A Acevedo Jr, Edwin R Greene.

No. 801 — 70.3%

801 Gregory J Evans, Charles Garcia, Harold J Rivers, Leslie Phipps, Denard Allen, Morris Wiggins, Raquel B Cruz, Barbara J Washington, Nicola Sorrentino, David A Deich, Frank N Demaria, Julio L Colon, Juan R Brauo, Leonard Sarter, Cheryl A McDuffie, Manuel J Gonzalez, (Continued on Page 12)

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(Continued from Page 6) ternative is the education at a substantial cost of various officials in the proper way to conduct employee relations, in the interests of all concerned.

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# Correctional Aide Eligibles

(Continued from Page 11)

Michael Sigault, Ronald Coleman, Bernard E Hicks, Dianne R Pugh.

821 Arthur Love Jr, Barry S Hare, Kenneth Jones, Rufino A Fisher, Peter J Fitzpatrick, Ronald T Combs, Carole H Cross, James A Portee, Jon J Jackson, Willard G Varian, Raymond Morales, John G Clifford, Sandallo Rodriguez, Peter P Riveron, Angel J Lopez, Barry Johnson, Ernest R Kancso, Noel M Gray, David Adler, Jerome Randolph.

841 Lowell E Lewis, Richard Latimer, Richard Johnson, George R Delrosario, Albert Pego, Juan F Carmona Jr, Inocencio Toro Jr, Sandy Mangual, David W Pitts, Phillip Drakeford, Agnes S Scott, Amelia Y Williams, Willie O Allen, Judith D Baylon, Rose Pierce, Carmen Conde, Miriam T Plaud, Jacques E Monde, Malcolm M Stewart, Ricardo F Richards.

861 Steven Coleman, William L Cameron, Judy Ringer, William S Polite, Gloria White, Elizabeth Hardin, Raymond S Adams, Kevin R Alleyne, James B Copeland, Luis M Ayala, Steven H Coleman, Robert A Costa, Wendy Simon, Cerene Olton, Stephen L Bergin, George W Delgrosso, Frank J Congemi Jr, Frank Simmons Jr, Raphael Patterson, Ronnie Batchelor.

881 William Hayes, Hubert W Fleming, Blanche E Freeman, Jaime Torres, Hector Rivera, Tony T Bonelli, Benjamin Wright, Herbert L Brown, Raul Morales, Raul C Torres, Antonio A Gonzalez, Victor S Smith, Jorge L Raphael, Cecil Kellman, Charles E Glover, Joseph C Willis, Esther C Clarke, Phyllis D Gordon, William J Winkler, Stanley P Mays.

No. 901 — 70.1%

901 Malcolm A Sealy, Miguel A Casiano, Gwendolyn Riley, Dennis C Metzger, Edwin F Lobel, Dorothy Daye, Richard Longa, Gregory J Wilson, Walter B Isaac, Timothy Baysmore Jr, Ivan Rodriguez, James Carter, George L Ortiz, Michael Simmons, Theo C Mixon 3rd, Willie Milner, William N Green, William Barnwell, Sergio Diaz, Alexander Bell.

921 David Garay, Eddie King, Said Khalil, Robert M Cohen, Danny A Williams, Walter J Tatum, Lawrence Murrell, Michael O Grafton, May Tallaferrow, Eugene Hunter, Michael Holmes, Larry Mosley, Ada Vazquez, John Larney Jr, Douglas J Vann, Bruno Silla, Johanna M Bers, Joanne B Hinds, Evelyn Jenkins, Ophelia Mattison.

941 Nadine Thomas, Steven D Bimbo, Leslie J Alexander, Marilyn Leibovitch, Tommy S Clark, Mary C Peaster, Mary Mills, Tyrone Smith, Bennie B Britton, Gerard J Daly, Ronald J Stewart, Greg A Lynch, Frank Sclafani, Katherine Gilbert, Pamela Scott, Daryl B Sanders, Donald E Poe, Elois M Callahan, Juanita F Bowen, Elijah L Williams Jr.

961 Jerry Burke, Charles Washington, Dominick Costanzo, Edward W Barnes, Richard E Richardson, John P Greaney, Edward R Caplan, Frank E Braxton, Alan Freimon, Lujuan-na M Jones, Diann Robinson, Hector Camacho, Denise D Moore, Peter A Schoepe, Michael J Laury, Juanita E Jones, Viola Dechabert, Roberta King, Michael M Riggins, Raymond Ocasio.

981 Robert B Lans, Lender Hagan, Venetta Johnson, Thom-

as Wallace, Eugene S Rush, Ronald Wright, Delma I Delatorres, Celia L Madden, Cecilia Davies, Bill Williams, Charlie Preyer, Ramiro Caeres, Richard T Aguirre, Victor Aguirre, Rafael A Ferrer, Calvin E Robinson, Manuel Acosta, Ronald T Tucker, Yvonne D Todgood, Gerald Holmes.

No. 1001 — 70.0%

1001 William Simonns, Robert W Adams, Rudolph Williams, Claudio Alvarez, Maria E Rodriguez, Allen Collier, Iris A Scott, Wilson O Dortch, Leroy Thurman, Willie Henry, Charles F Hinkle, Herbert E Rouse, Brenda


McClain, Fannie Tindal, Henry I Williams, Pedro A Alameda Jr, Louis Brown, William Vazquez Jr, Mildred M Robinson, Louis Perez.

1021 Rodenic Blades, Paul Everett, William D Usher, Leo J Tart, Venel H Duhaney, Edna G Purdie, Rubye Carr, Ralph Goldfarb, Daisy Lovejoy, Jeanetta H Beazer, Jose Velez, Mabel B Johnson, Margaret A Crosby, Bobby Young, Bertha M Corbett, John D Harvey, Diane L Brooks, Hoyl F Douglas, Jimmie S McIver, Mary P Graham.

1041 Edith E Atwell, Cheryl Nesbitt, Ignacio Ayala, Anthony Vasquezna, Mark L Oshinsky, William V Hesson, Pedro H

(Continued on Page 13)

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<b>UPSTATE NY</b> NETWORK CINEMAS JERRY LEWIS CINEMA #2 MORTICELLO TRIANGLE'S ROOSEVELT HYDE PARK	<b>NEW JERSEY</b> WALTER REAGAN'S BARDNET ROOSEVELT PARK CINEMA III ROSELAND UA CINEMA II SOUTH PLAINFIELD	<b>CLARIDGE</b> MURKIN UA CLOSTER CLOSTER CENTURY'S NATIONAL GENERAL'S FOX UNION	<b>PARAMUS</b> CENTURY'S PARAMUS 1 PARAMUS FILM BOOKERS STRATHMORE TWINS BATHURST UA WILLOWBROOK WAYNE ROCKLAND UA ROUTE 99 HANUET

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<b>NASSAU</b> CENTURY'S CRITERION CENTURY'S GROVE CENTURY'S LALURE CENTURY'S MOOREN VILLAGE CENTURY'S PARK EAST CENTURY'S	<b>PLAZAHOUSE</b> CENTURY'S SUNSHINE B-1 CENTURY'S TOWN CENTURY'S WANTAUGH CENTURY'S WESTBURY B-1 CENTURY'S	<b>SUFFOLK</b> UA AMITYVILLE UA BAYSHORE D-1 #2 UA BRENTWOOD UA BROOKHAVEN UA WESTBURY B-1	<b>WESTCHESTER</b> CENTURY'S HOLLOWBROOK B-1 CENTURY'S MAIFAIR CENTURY'S SHIRLEY #2 CENTURY'S WESTHAMPTON CENTURY'S PULHAM PICTURE CENTURY'S

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Donald Buswell, left, is presented certificate by Lou Visco, Binghamton chapter representative for the State Department of Transportation.

## D. L. Buswell: 40 Years' Service

BINGHAMTON—Binghamton chapter members of the Civil Service Employees Assn. have honored a retiree after 40 years of civil service.

The recognition was accorded during the chapter's recent general membership meeting and dinner-dance at the Owego Treadway Inn in Owego.

Chapter president Stanley Yaney hailed the recipient of the honors, Donald L. Buswell, as a loyal and dedicated public servant who carried out his

duties with utmost dependability and professionalism.

Buswell was presented with a special certificate honoring his years of service as those in the audience afforded him a well-deserved round of applause.



**KEYS TO THE CITY** — Dorothy Geel, third from right, is shown receiving the "Keys To The City" from Mount Vernon Mayor August P. Petrillo at recent ceremonies marking her retirement. Ms. Geel has served for 23½ years in City Hall. She was a stenographic secretary in the City Clerk's office. Others in the picture, from left, include Emma Teicher, Florence Gross, Lillian Bobkin and City Clerk Henry J. Adcock.

## Retirees Have Until Aug. 15 To Apply For Hospital Plan

SCHENECTADY — The Hospital Indemnity program for retired members of the Civil Service Employees Assn. has been favorably received by the membership.

Although 2,500 members have applied for the plan, applicants still have until Aug. 15 to mail in applications.

See the advertisement on page 16 for brochure.



**THIRD OF CENTURY** — Robert Miller, supervising nurse at Craig State School for the Mentally Retarded, has retired after 34½ years of service. Here Miller and his wife greet guests as they were honored at a tea at the school. He entered state service as a nursing student in 1937. Since 1960 he has been supervising nurse in the West Group Division. In between he handled various duties such as teaching science in the School of Nursing and serving as faculty advisor and counselor to students as coordinator between Genesee State College and Craig School of Nursing freshman program of study.



Three long-service retirees from Oneida County chapter are offered congratulations by statewide CSEA president Theodore C. Wenzl, left, and chapter president Louis Sunderhaft, right. The three retirees are, from left, Beatrice DeSantis, Louis Eddy and Helen Rauber. Missing from photo is S. Samuel Borelly.

## Oneida Chap. Honors Four Retirees For Long Service

(From Leader Correspondent)

UTICA—Oneida County chapter of the Civil Service Employees Assn. held a retirement party for several of its members at the Burstone Restaurant in Utica.

Among those honored were four of the chapter's most active members and long-time officers:

- S. Samuel Borelly, an employee of the Utica City Department of Engineering for 44 years and CSEA chapter representative for 25 years. Borelly is the immediate past chairman of the statewide County Executive Committee.

- Helen Rauber, administrator secretary at Mohawk Valley Community College for

15 years and chapter secretary for 10 years.

- Beatrice DeSantis, an employee for the City of Utica for 26 years as cashier, assistant treasurer and secretary to the Department of Assessment and Taxation and also treasurer of the chapter for 22 years.

- Louis Eddy, an employee of the Utica Board of Water Supply for 15 years and chapter delegate for 10 years.

Statewide CSEA president Theodore C. Wenzl was guest speaker. Other guests included statewide treasurer John Gallagher, and past chapter presidents Ruth Mann and Roger Solimando. Incumbent president Louis Sunderhaft made the presentation of awards.



**THAT'S OUR GAL** — Brothers Ernest, left, and John Pascucci offer congratulations to their sister, Mary, as she left her desk at finance office of City of Glen Cove recently after 41 years' service. The Civil Service Employees Assn. member was also honored by citizens and co-workers in dinner July 7 at Leonard's, Great Neck, for exemplifying the best traditions of civil service with kindness and industry. She had served under Mayors James Burns, Harold Mason, Bogart Seaman, William Seaman, Arthur Aikenhead, Luke Mercadante, Joseph Stanco, Joseph Suzzoli, Pat Kenney, Joseph Reilly, Joseph Muldoon and the present incumbent, Andrew DiPaola.

# Eligibles on New York City Examination Lists

**EXAM NO. 2016  
CLERK, INCOME  
MAINTENANCE  
Group 1**

This list of 1,819 eligibles was established July 20, following a written exam held June 3 which was taken by 2,186 candidates. Of the 17,793 open competitive candidates who applied since May 8 and in time for the first test in this title, which is still open for subsequent tests, 4,000 were judged qualified and called for the written test. Of the 2,186

**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; **Health & Hospitals Corp.**, 125 Worth St., New York 1007, phone: 566-7062, **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; State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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 6 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.

who appeared to take the test, 266 failed and one withdrew. Salary on appointment is \$5,200.

**(Continued from Last Week)  
No. 101 — 98.8%**

101 Lorraine M Davis, Reatha Jenkins, Irene Eisenberg, Marilyn A Bush, Coreen K Lau, Estrella Houston, Harris Berlinsky, Milton Lubitz, Martha Pendroff, Helen L Rodgers, Allan Newborn, Rose Loweff, Janet L Smith, Anthony Daclerno, Mary E Carey, Suzan C Cohn, Morris J Munitz, Lynne M Fishman, Barbara R Yellich, Rose L Ross.

121 Irene R Appelbaum, Laurel J Greco, Lillian E McCoy, Martha M Stoy, Mildred M Ruhe, Rosemary T Albergo, Joyce F Wolman, Dalceada C Foster, Jay S Auerbach, Blanche Phifer, Alan P Bergman, Karen A Goodwin, Christiana James, Deborah Randall, Bernice L Richardson, Cheryl E Fhagen, Lillian H Gerber, Tyrone V Brown, Robert E Farrar, Celeste R Stella.

141 Marian L Wilkins, Anita Goodman, Earlene Rhodin, Annie Canteen, Charles M Johnson, Esther Felsenthal, Elaine T Vrsini, Ronald F Kelly, Elsie M McGaughy, Kenneth Wright, Peter A Coles, Lydia C Holness, Michael A Velez, Renee P Morgan, Chester E Gibbs, Sharon A Gaines, Poy C Lau, Muriel A McKee, Margaret E Partlow, Frances L Bost.

161 Clara M Callis, Gilbert C Harewood, Jerome M Levy, Anthony A Colaci, Abraham S Steinberg, Martin Rochlitz, James W Harris Jr, David Schames, Carlos Castro, Florence Lieberman, Esterlean Howell, Evalynne Tuckman, Rose Gerstman, Beatrice Pfeiffer, Marvin H Strongin, Harvey D Gerstman, William I Cohen, Marion T Castagne, Humphrey F Gibson, Lois F Hirsch.

181 Louis R Grenga, Muriel Rosenblum, Susan E Reardon, Mary E Outerbridge, Phillip F Bronowitz, William R Simon, Brenda P Scott, Barbara A Symes, Betty J Moore, Christabel Barrow, Eileen C Gallione, Stephen E Smith, Mary Kuna, Shirley Shome, Ronald E Major, James Enright, John J Hartnett, Sandra L Walker, Julia Sinclair, Carole Banks.

**No. 201 — 97.5%**

201 Patricia M Brown, Lillie M Spence, Marian A Goins, Edwardina Johnson, Charles Fried, Peggie A Williams, Joan M Lombardi, Leo Director, Eugene R Catus, Beryl M Millon, Vera J Moses, Joanna L Cherry, Bruce E Friedman, Lewis Gold, Earlette Manetta, Kenneth B Dozier, Rae Caspari, Rose Pleres, Nannette G Brandt, Annie Felder.

221 Antonio Palau, Steven A

Baranowitz, Lillian Hecht, James W Samuels, Anthony J Riccardi, Patrick M Broderick, Thomas Hinton, Naomi Wright, Madeline Fontana, Sberrel Negron, Clarissa Thomas, Dorothy Todman, Delores N McRae, William Washington, Preda Forman, Esther Organ, Dorothy A Thompkins, Janice E Green, Mary E Ohser, Bonnie L Sadkin.

241 Karen L Goodman, Carol M Atkins, Archie J Davis, Amelia Maldonado, Andre M Hollomon, Jacqueline Robinson, Robin B Shanen, Clara H Higgins, Carmen G Hammer, Ellen C Miller, Solomon Frank, Henry Brown, Elizabeth Bromberg, James E Steinblatt, Eugene B Salley, Thomas J McInerney, Howard Bogan Jr, Ronald Davis, Frank J Femia, Eugene E Contrubis.

261 Paul T Quaranta, Leroy Williams, Maurice H Garvey, Annalina Segure, Robert A Williams, Edwin Delgado, Lugenia Covington, Evelyn A Ordone, Pate Selter, Ursula R Assante, Edna M Schultz, Donald Powell, Jack P Newman, Irene Glick, Emma C Orlick, Barbara J Williams, Mina R Liebman, Karen L Berkowitz, Minnie Meixler, Bobby J Bottoms.

281 Jade Carnegie, Sheree L

Draft, Barbara D Taylor, Martin Liebowitz, Michael S Poole, Cynthia Walker, Sheldon Nitzberg, Evelyn W Jackson, Jeremy L Rountree, Betty J Suggs, Hattie R Green, Mary Heyman, Rosalie Cutugno, Sylvia M Johnson, Polly Peabody, Richard F Pults, Rosalyn K Cohen, Mary Benyo, Barbara J Best, Theresa A Barile.

**No. 301 — 96.3%**

301 Joseph Raymond, Beverly P Rosenthal, Nancy C Siconolfi, Adrienne R Allen David I Harrison, Joseph Rosen, Ruth E Lebron, Mille D Purdie, Herbert Goring, Barry H Wein, Christine Stephens, Gurcharan Singh, Max Brown, Frances V Weber, Frank S Devine, Shirley Birnbuam, Mary E Hillman, Walter J Miller, Ruth Feldman, Catherine Turner.

321 Rosalie H Jenks, Margaret Ferrara, Mitchell Markowitz, Jose M Vega, Sylvia Topol, Joel M Baskin, Stephen A Williams, Margery H Williams, Maria Malsonet, Gail L Blount, Joel Stoller, Helen M Quagliano, Elaina R Magri, Margaret E Barbour, Patricia E Dalgarn, Fannie M Arnold, Indravadan Bhatt, Margaret M Ibrahim, Judy Speller, Deb-

orah K Stevenson.  
341 Justina M Martin, Vincent W Clark, Jean C Repetti, Evelyn F Woods, Deanna M Burgos, Mildred J Woodson, Mollie Portnoy, Susan Mironov, Claire V Owens, Reginald S Harris, Mary E Barnes, Lillian M Buxton, William Ortiz, Mabel Hogan, Ellen Solomon, Granville Sebastian, Ramona Lebron, Gloria M Flores, Marily Singleton, Harvey N Kinon.

361 Lourdes Martinez, Jennifer R Long, Tommie Baker, Joyce J Lane, Ann M Stawniczy, Rosa Snowden, Susan J Cabell, Loretta V Noble, Diane T Brown, LillieM Daily, Pauline E Knight, William C McLoughlin, Nilda Ramirez, Robert Johnson, Samuel Kugelmas, John S Konstanty, Michel C Benet, Alberta Tryonas, Esther R Wasserman, Linda Cutler.

(To Be Continued)

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Wednesday	23	Evening Registration... 6:30 P.M. to 9:00 P.M.
Thursday	24	Evening Registration... 6:30 P.M. to 9:00 P.M.
Saturday	26	Regular Registration Ends
Monday	28	Late Registration Starts
Thursday	31	Classes Start

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When you are hospitalized by sickness or injuries, you will receive cash payments at the rate of \$500 a month. You'll continue to get them as long as you are hospitalized — up to a maximum of 12 months for one period of sickness or injury. Thus, you can receive as much as \$6,000 for one hospitalization!

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