

Civil Service LEADER

America's Largest Newspaper for Public Employees

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Orange, Sullivan Votes Dec. 6

CSEA To Face Two Opponents In Sullivan Duel

LIBERTY—Dec. 6 has been set by the State Public Employment Relations Board as the date for an election to decide which union will represent the approximately 500 employees who work for Sullivan County.

The incumbent Civil Service Employees Assn. will be defending against challenges from the Service Employees International Union and the American Federation of State, County and Municipal Employees.

Sources from CSEA's Sullivan County unit were elated to learn the delayed election is now in sight, since it means the equally long awaited negotiations for the coming contract period starting Jan. 1 can get under way immediately. (Continued on Page 14)



(Leader photos by Hugo Unger)

REMEMBER WHEN? — Five men who were instrumental in the founding of SUNY at Buffalo chapter 602 of the Civil Service Employees Assn. were honored last month at the chapter's anniversary dinner-dance. From left, with their awards, are Henry Gdula, CSEA field representative who helped set up the chapter; Eugene Murray, interim president; John Warren, first elected president; Hank Eichler, described as "instigator of chapter," and Al Welk, chairman of its constitution and by-laws committee. (Additional photos of the 10th anniversary celebration are on page 16.)

Orange Leader Predicting Win On Revote Day

GOSHEN — The president of the Orange County unit of the Civil Service Employees Assn. predicted an overwhelming victory for the unit on Friday, Dec. 6, when it takes on a challenging union in a rematch of a June 7 representation election.

In that contest, CSEA soundly defeated the challenger, the out-of-state Service Employees International Union, but a rerun was ordered in the wake of an error made by county administrators.

"I'm very optimistic of a big win by CSEA on December 6," said president Carol Dubovick. "Whatever support that other union may have generated earlier this year has since eroded, and one of the prime reasons is because SEIU has been directly responsible for holding up negotiations for a new contract to the point where the situation is now critical."

Results Challenged

At stake in the Dec. 6 showdown are the representation rights for Orange County employees who presently comprise the Orange County unit of the CSEA Orange County chapter. After CSEA trimmed SEIU in the June representation election, SEIU challenged the results and the State Public Employment Relations Board ruled that a new election be held on the basis of an administrative error on the part of the Orange County administration, thus setting up the Dec. 6 rematch.

"A great many people who told us they voted for SEIU then" (Continued on Page 14)

Ratify Two-Year Thruway Pact: Holds 14% Hike

ALBANY — Toll, clerical and maintenance employees of the State Thruway Authority, represented by the Civil Service Employees Assn., have ratified a new contract by a 600-480 margin. The agreement provides for an immediate pay hike of 7 percent retroactive to July 1 and another 7 percent salary increase on July 1, 1975. The contract will remain in effect through June 30, 1976.

The rank-and-file Thruway employees had previously twice rejected contract offers before approving the latest proposal in

voting tallied Nov. 19 at the conclusion of a mail ballot vote.

The new contract covers approximately 2,200 Thruway Authority employees. The approved labor agreement contains the recommendations of a fact-finder, Ralph Seherad of Albany, who was appointed by the State Public Employment Relations Board to enter the negotiations dispute between CSEA and the Thruway Authority after the earlier contract offers had been rejected.

The fact-finder recommended (Continued on Page 3)

INSIDE THE LEADER

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Hempstead Employees Gain 17 Percent Hike. See Page 7
Call Orange County Subcontracting Illegal See Page 12

LONG MAY THEY WAVE: PRESENTATIONS MADE TO ALBANY AND LONG ISLAND REGIONS



(Leader photo by Ray Hoy)

ALBANY REGION 4 president Joseph McDermott, left, and the Region sergeant-at-arms June Robak unfold United States flag that has just been presented to them by Congressman Samuel Stratton (D, 28th CD). The flag, which had flown above the U. S. Capitol, was a little larger than the regional leaders had anticipated, thus, the laughs of dismay as they try to hold it off the floor. The presentation took place at the regional offices in Albany.



(Leader photo by Sulo Aalto)

LONG ISLAND REGION 1 leaders accept regional banner donated by the Region's Department of Transportation chapter headed by Joseph Gambino. Here DOT's Al Nejeleski, Region 1 supervisor Edwin Cleary, DOT's Lou Mannellino and Region 1 president Irving Flaumenbaum admire the blue-and-gold banner which will now adorn the Amityville regional headquarters. The presentation was held at the Region's regular executive council meeting last month.

Don't Repeat This!

JFK's No. 1 Man Rates Carey No. 1 On National Scene

KENNETH O'Donnell was a number-one advisor in the White House of President John F. Kennedy and recently published a moving memoir of the martyred President. (Continued on Page 6)

Computer Science Program To Aid Willowbrook Patients

MANHATTAN—An experiment combining computer science with personalized services and intended to increase retarded Willowbrook patients' chances for more normal lives was announced by Bernice L. Bernstein, Health, Education and Welfare Department regional director.

A three-year pilot project, involving about 100 patients at Staten Island's Willowbrook Developmental Center, will test the value of automated data systems in setting up a patient's training and treatment program and keeping watch on his progress toward a specific goal and, possibly, release from the institution.

Cost of the project is \$2.6 million, 75 percent of which comes from HEW funds and the remainder from the New York State Department of Mental Hygiene.

Participants

Ms. Bernstein said the first of 20 staff members for the project would be hired this month, and all should be on the job by January. Patients in the study, all residents of one building, range in age from 20 to 50 years. Younger residents will be added to the sample later to make the study more representative of the

general Willowbrook population.

"Each patient in the project," she said, "will receive careful neurological, pediatric, social, psychological, and vocational diagnosis. A team of specialists will judge each individual's abilities, and list the areas where help is needed. An individual rehabilitation plan will be spelled out that will include a timetable and milestones for reaching goals in personal hygiene, vocational skills, self care, and so on.

Meeting Goals

"This information will be entered in the computer, which will be used to check delivery of the services according to each person's timetable. As the patient meets the goals set for him, new ones will be set, until the patient develops to his full potential, which may include leaving Willowbrook."

Anthony S. DeSimone, Rehabilitation Services associate re-

gional commissioner, said the new staff would include computer programmers, research scientists, a consulting psychiatrist, and other clinical staff.

'One-On-One'

In addition to the project staff, sufficient members of the regular Willowbrook staff will be assigned to the new unit to maintain a patient-staff ratio of one-to-one.

Mr. DeSimone said using the computer was expected to make it possible for staff to serve larger numbers of people as individuals.

"Once the feasibility of the approach is established," he said, "the system has sufficient capacity for the entire Willowbrook population of 3,000.

"We think the system can be modified and adapted for other long-term care situations, such as nursing homes. It's a development that's long overdue."

New York Business Activity Is Reflector Of U.S. Problems

ALBANY—Business activity in New York State continued to reflect the nation's economic problems in September, the State Commerce Department reported.

The preliminary, seasonally adjusted Index of Business Activity in New York State declined to 106 in September, one point below the August level and seven below that of September 1973.

A three-point drop in the retail activity index, reflecting sharp cutbacks in consumer purchases of autos and other durable goods, accounted for much of the over-all loss from August. Construction activity, however, registered a two-point gain, reversing the almost continuous downward movement which began in 1973. The services and transportation-communication-public utilities components both held steady, while factory output, wholesale trade, and finance-insurance-real estate each recorded a one-point loss.

Compared with September 1973, the wholesale trade index was up one point, while the remaining six indexes were lower.

Unemployment Up

Employment and unemployment mirrored the overall economic situation. In September, nonagricultural wage-and-salary employment in the state totaled 7,082,800, down 52,300 from the previous month and down 40,900 from the corresponding month last year. Most of the month-to-month decline was the result of normal seasonal reductions in government and services, which more than offset smaller gains in retail trade and manufacturing.

Compared with September 1973, employment in the private sector increased in services, finance-insurance-real estate, mining, and the durable-goods sector of manufacturing. However, sizable losses occurred in nondurables manufacturing, construction and transportation communication-public utilities.

A year-to-year decline of 58,800 nonfarm jobs in New York City was responsible for the statewide loss. In contrast, the Nassau-Suffolk and Westchester Rockland-Putnam downstate areas, and six of eight upstate metropolitan areas registered employment gains over September 1973.

Back To School

Unemployment in September declined to 457,500 as students returning to school and other factors resulted in a smaller labor force. The unemployment rate, at 6.1 percent, was lower than August's 6.3 percent but above the 4.9 percent rate for last September. Nine of the ten major labor market areas recorded lower rates than in the previous month, but all areas had higher rates than in September 1973.

All 13 area business activity indexes declined from August to September. Binghamton, Elmira, Poughkeepsie, Rochester and Utica-Rome each dropped two points, while each of the others fell one point. Compared with September of last year, all area indexes were down, with losses ranging from three points in Poughkeepsie to eight points in Utica-Rome.

The construction activity index, seasonally adjusted, rose two points from August to September, although it was still 22 points below the year-ago figure.

The value of construction contracts in the state in the 12 months ended September 1974 totaled \$4.9 billion, a decrease of 18.4 percent from the total for the previous 12 months. The dollar value downstate fell 25.6 percent; upstate, the decrease was 8.1 percent, despite an 18.5 percent gain in nonbuilding contracts.

Charter Train Proposed For Toronto '75 Meeting

ALBANY—Roy Dingle, president of the Civil Service Employees Assn.'s Division for Youth chapter, suggested last week that delegates and guests traveling to the April 1975 Statewide CSEA Delegates Meeting in Toronto do so on a special train.

"It could be both delightful and good publicity," Mr. Dingle observed. "Many people have forgotten how nice it is to leave the driving to others."

"An Amtrak representative said it might be able to provide us with the cars, including diners and lounges. We could leave New York City at about nine in the morning, picking up delegates at all stops along the Penn Central up the Hudson, and along the east-west corridor between Albany and Buffalo. We would arrive in Toronto in the evening, early enough for an evening's activities and rested enough to enjoy them.

"By using a train we would save the gasoline used by at least 600 automobiles, and we

would be supporting the rail construction bond issue which the voters have just approved. Of course we would have plenty of banners along, and the publicity would be valuable to our organization."

Mr. Dingle said he has discussed the details of the proposed trip with William Rhode, a CSEA member and a DFY public information officer, who was once a travel agent and airline official.

Mr. Dingle invited any CSEA delegate who might wish to be included in the chartered train trip to leave word at Room 309,

Division for Youth, 2 University Place, Albany, N. Y. 12203. He pointed out that the cost for the train trip will probably be less than fuel and toll costs if the trip was made by automobile.

"Theoretically the train may be quickly sold out," he said, "and we'd never get two of them because of the equipment shortage. So I'll prepare a master list of those who would like to travel on the special train, and we'll offer the tickets first-come-first-served. No obligation is incurred by getting your name on the list. It just means you'll be offered tickets when available."

Creedmoor Unit Sends Petition On Argument Over Aide's Test

QUEENS VILLAGE—A protest involving a test announcement for an administrative aide position was sent Nov. 18 to Ersa H. Poston, president of the New York State Department of Civil Service, by members of the administrative unit of Creedmoor Psychiatric Center and the Queens Children's Psychiatric Center.

The protest, signed by 171 workers in the administrative unit, expressed dissatisfaction with Test Announcement No. 35-581 Administrative Aide G-11.

The petition pointed out that, "This test is open to Grade 6 and above (and) we have no Grade 6 items in the administrative bargaining unit.

"Therefore, the people eligible to take the exam would not be the people experienced and quali-

fied to do the job."

'Grossly Discriminatory'

The complaint added that the test is not open to the clerical personnel in the administrative unit "who are well-qualified for the position and for whom the duties description appears most appropriate.

"We therefore feel that this announcement is grossly dis-

Typist Exam

MANHATTAN—A total of 120 typist candidates were called to the practical part of exam 4178 on Nov. 18, and a total of 120 were called to the practical part of the same exam on Nov. 22, last week by the city Department of Personnel.

BUY U. S. BONDS!

criminary against the bulk of the administrative personnel."

The signators requested that the test be immediately postponed and its qualifying experience requirement be re-evaluated. The administrative aide test is currently scheduled for Dec. 18.

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

NOVEMBER

- 26—Suffolk County chapter meeting: Riverhead County Center.
- 29—Buffalo Psychiatric Center chapter dinner-dance: 7 p.m., Sheraton-East, 2040 Walden Ave., Cheektowaga.

DECEMBER

- 2—Insurance Department meeting: 12:30 p.m., hearing room, 82nd floor, 2 World Trade Center, New York City.
- 3—Insurance Department meeting: 1 p.m., Rumpus Room, Albany.
- 6—Binghamton chapter Christmas party: St. John's Memorial Center, Johnson City.
- 6—Onondaga County chapter dinner-dance: 6:30 p.m., Liverpool Country Club, Liverpool.
- 6—Motor Vehicle Bureau chapter Christmas party: 6:30 p.m., Michael's, Latham.
- 6—Metropolitan Armory Employees chapter general meeting and Christmas Party: 4:30 p.m., 102nd Medical Bn. Armory, 56 W. 66th St., New York City.
- 7—Morrisville chapter Christmas party: 7:30 p.m., Dibble's Inn, Rt. 5, Vernon.
- 7—Nassau Educational chapter holiday dinner-dance: 8 p.m., Naragansett Inn, Lindenhurst.
- 7—Office of General Services chapter, Albany, executive board meeting.
- 7—State University College Brockport chapter Christmas party: 6 p.m., DeWitt Clinton Inn, Holley.

No Raises, Proposed 60-Job Cut, Draw Long Beach-Manhasset Demonstrations

MINEOLA—Civil Service Employees Assn. demonstrations erupted at Long Beach and Manhasset in Nassau County last week as the Nassau County chapter of CSEA battled threatened layoffs and an employer's refusal to grant raises to workers that one official called "ditchdiggers."

In Long Beach, more than 200 CSEA members picketed city hall and the homes of members of the City Council from Wednesday through Saturday, protesting a proposed budget that would eliminate 60 jobs.

Support from the public seemed nearly unanimous among the speakers who addressed the Council on the budget. The Council heard Nassau chapter president Irving Flaumenbaum and Long Beach unit president Steve Hayes protest the proposed layoffs.

Mr. Flaumenbaum told the Council: "After 50 years of poor budgeting and possible thievery in this city, you are trying to straighten out your finances in one year and you are taking it out on our employees."

Personal Appeal

Later, 25 typical CSEA members who appear likely victims of the proposed staff cuts, delivered personal appeals to the Council. One of these was Arsenio Mendez, a sanitation worker, who earns \$11,156 a year.

"Hello, srs, good evening, la-

dies and gentlemen," Mr. Mendez began. "I've been working for the city for eight years, on the night shift. A crane operator. I don't think I missed a day. I have a wife and three children. I don't want to lose a job. Thank you."

The apparent support of the general public for the employees came as "a pleasant surprise," Mr. Hayes said. He noted that public employees have no unemployment insurance and those who would be laid off would probably be forced to take welfare.

"Everybody told the Council that they should leave the little guy alone," Mr. Hayes said.

The city has claimed that it has a \$1.7 million deficit and must reduce its budget by \$350,000.

The personal touch was less in evidence on the North Shore of the county, where an official of the Manhasset-Lakeville Water District was quoted in the press as calling employees "ditchdiggers" who did not deserve a proposed contract settlement that was rejected by the Board of

Mediator Awaited Following Impasse In Monroe County

ROCHESTER—Monroe County's 4,000 Civil Service Employees Assn. members are awaiting a mediator to enter negotiations between their chapter and the Monroe County government. Last week the county declared an impasse in the talks and asked the State Public Employment Relations Board for a mediator.

"I thought we had progressed slowly but surely in the bargaining sessions," said Martin Koenig, chapter president. He said he thought it was "a little premature" to call the impasse because every issue had not been discussed. On the other hand, Mr. Koenig added, "One of us probably would have had to declare an impasse sooner or later." Under the Taylor Law, either side in negotiations can call an impasse when talks fail to show progress. The state then assigns a mediator to help with talks. The chapter's two-year contract with the county expires Dec. 31.

Sides 'Far Apart'

Bernard Winterman, county labor relations director, said the two sides were far apart on several issues, including salary, fringe benefits and job titles and County Manager Lucien A.

Morin identified wages as the chief issue.

In the final analysis, it all boils down to money," Mr. Morin said. "The big question is how much you're going to get put into your paycheck." Mr. Koenig said he agrees with Mr. Morin that "the big issue" is money, or the lack of it in county offers. The CSEA is asking for a 14 percent pay increase and a cost-of-living agreement. The county has offered an 8 percent increase next year and a 6.5 percent hike in 1976. Mr. Koenig said the county won't agree to a cost-of-living adjustment.

"What the county is offering is actually less than the official cost-of-living increase from October 1973 to October 1974, which was over 12 percent," Mr. Koenig noted. "By December, it'll probably be close to 14 percent."

Mr. Koenig described employee morale as "extremely low. They're very angry about the low county offer. They not only want to keep even, they want to improve themselves. And you can't blame them." He said the county also wants, for the first time, to include yearly increments as part of a pay boost. For example, a 2 percent increment would be included with a 5 percent pay hike.

Job Downgrading

Mr. Koenig said the chapter also is seeking a contract provision preventing the county from downgrading jobs. Several jobs have been downgraded in past years, causing some employees to earn lower wages, he said.

CSEA and the county also don't agree on the definition of overtime, the chapter president said.

"There are many other items where we haven't seen eye-to-eye either," he said, adding that he thought chapter negotiators had "acted in good faith" during the 25 negotiating sessions. "Let's face it, the county has the money for the increases we're seeking." Under terms of the last contract, negotiated in 1972, county employees received a 3 percent raise in 1973 and a 5 percent raise in 1974. Clerical workers, Monroe Community College employees (excepting teachers), health facility workers, sheriff's deputies and county pure waters employees belong to CSEA.

Mr. Koenig pointed out that the only previous time a mediator participated in talks between CSEA and the county was during negotiations for the sheriff's unit last year. "The mediator

Thruway Pact

(Continued from Page 1)

the 14 percent salary hikes and also a modified shift pay differential schedule calling for \$200-\$300 per year for toll collection personnel and \$1.50 per shift for maintenance personnel.

Ratification ends months of negotiations held in an effort to reach agreement on a new contract to replace the previous contract which expired last June 30. Supervisory personnel of the Thruway Authority represented by CSEA ratified their contract several weeks ago, and the most recent ratification means Thruway employees in both bargaining units represented by CSEA are now under new contracts which remain in effect until mid-1976.

Nassau Chapter Leader's Vow: Never Give Up Graded Salaries

MINEOLA—A packed general meeting of the Nassau County chapter of the Civil Service Employees Assn. rang with cheers last Wednesday as chapter president Irving Flaumenbaum vowed: "We will never give up the graded salary plan."

A noisy, militant crowd expressed satisfaction with a CSEA rejection of the county's contract proposals, which Mr. Flaumenbaum claimed were based on an effort to terminate the graded salary plan. The meeting heard a full report on

the history and status of efforts to negotiate a new contract for 1975. The talks have been declared at impasse and a three-

man fact-finding panel held its first meeting yesterday.

Mr. Flaumenbaum said the county's last offer was to do away with the graded salary plan and grant a general cost-of-living increase of 4 percent.

"We will never give up the graded salary for anything," he shouted, amid cheering and applause.

Demonstrations

About two-thirds of the 13,000 employees in the county bargaining unit are scheduled to receive increments which average about 5.5 percent.

Regional attorney Richard C. Gaba, speaking in behalf of the negotiating committee, advised the membership that plans were being made for coordinated demonstrations. A mass turnout was called for Dec. 2 when the county Board of Supervisors holds a hearing on County Executive

(Continued on Page 14)



SHARING IDEAS — Representatives of the State Office of General Services and the OGS chapter of the Civil Service Employees Assn.'s safety committee share ideas on safety at an Albany meeting. Seated, from left, are James Meyer, co-chairman; Gerald Purcell, chairman and Executive Department representative to CSEA's Board of Directors; Earl Kilmartin, CSEA's OGS chapter president; Dennis

Wesolowski, committee member; David Rings, OGS employee relations officer; Thomas Christensen, director of OGS division of inter-agency transportation services; John Signorelli, OGS chief of bureau of space planning, and Robert Heywood, capital police. Standing are Duane Cunningham, left, CSEA chapter grievance chairman, and Frank Barrett, director of OGS division of building operation and maintenance.

Open Continuous State Job Calendar

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

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

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

Wenzl Rakes Procaccino For CS Worker Comment

ALBANY — Civil Service Employees Assn. President Theodore C. Wenzl dispatched a protest to State Tax Commissioner Mario Procaccino for public statements which Mr. Wenzl said impugned "the integrity and competence of civil service workers." Mr. Wenzl's union represents more than 200,000 government employees in New York including those in the State Tax Department.

The CSEA leader's complaint was prompted by a New York Times article last week, in which Mr. Procaccino was reported in an interview to attribute suspected collusion between Tax Department employees and cigarette smugglers exclusively to workers with civil service status. The suspicion rests on evidence gathered in a current investigation by a special prosecutor, soon to be reviewed by a grand jury, allegedly showing involvement of tax collection agents within the Tax Department's Special Investigations Bureau. In addition to the agents, who are civil service employees, the bureau is also staffed by a complement of appointive personnel.

"As reported in The Times article," said Mr. Wenzl, "Mr. Procaccino gives the clear impression that he feels civil service workers are undesirable, and not up to the standards of political appointees to whom he refers to as 'responsive to us,' whatever the latter means. He make the injudicious and downright stupid mistake of condemning all the civil service people in the Bureau—and by inference, all other civil service people—for what may be the sins of a few, when he says the Bureau, 'definitely has to be restructured,' by replacing all the civil service staff."

Mr. Wenzl continued: "Either he is recklessly impugning the integrity and competence of civil service workers everywhere to

disclaim responsibility and get himself off the hook, or he has simply made an unfortunate blunder. If the latter, we hope he will have the good grace to clear this up promptly. Otherwise, we will look forward eagerly to his imminent demise from the state governmental scene with the passing of the present administration."

Jack Daley, head of CSEA's 3,000-member local at the Tax Department's Albany offices and member of the union's statewide board of directors, reported strong resentment among employees, especially in Albany and New York City. Mr. Daley said he, personally, was "completely taken aback" at Procaccino's statements.

"It's hard to believe it was simply a slip of the tongue," said Mr. Daley. "If it were, it's not readily understandable or ex-

cusable from the commissioner of a department. On the other hand, if it really expresses Mr. Procaccino's feelings toward career government employees, he's in the wrong job.

"Anyway you look at it, it was a serious blow for the morale and the public image of the Civil Service. And as a person who's active in a union, I have to say that employee relations are tough enough without having to cope with statements like Mr. Procaccino's," Mr. Daley added.

Law Clerk Exam

MANHATTAN—A total of 84 law clerk candidates were called to the oral part of exam 4225 on Nov. 25; 84 were called on Nov. 26; 84 were called on Nov. 27, and 84 were called on Nov. 29, all to the Municipal Building, by the city Department of Personnel.

Federal Employees!

Did you know that in 1974 GHI increased payments for surgery, anesthesia, in-hospital medical care, in-hospital consultations, out-of-hospital diagnostic X-rays, and ambulance service?

Now in 1975, the GHI Option is even more valuable. For example:

First:

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Medical Office Opened; Will Serve Buffalo Area

BUFFALO—Ersa H. Poston, president of the State Civil Service Commission, announced the opening of a new medical examining facility to serve state agencies in the Buffalo area. The facility is operated by the Employee Health Service of the State Department of Civil Service.

The facility will initially provide a limited range of medical services, primarily pre-employment and employee examinations requested by state agency personnel offices.

A spokesman for the Employee Health Service noted it hopes to expand the Buffalo program to include the variety of services available in Albany and New York City offices of the Department of Civil Service.

Nicholas G. Alexiou, Employee Health Service medical director, announced the appointment of Martin Friedland, a Buffalo physician, as Buffalo area medical director. In addition to conducting examinations at the facility, Dr. Friedland will serve as a consultant to personnel officers on matters concerning agency employee agency health.

The facility is located at the Employee Health Service nurse unit on the third floor of the State Office Building, 65 Court St., Buffalo. The unit, headed

by Ethel Jaremka, is open from 8:30 a.m. to 4:45 p.m. Mondays through Fridays; the medical examining facility is open Tuesday and Thursday mornings.

State agency managers in the Buffalo area have been invited to visit the new facility. Before the facility was opened, job candidates and state employees were examined either by Buffalo area physicians or at the Employee Health Service facility in Albany.

DELANEY TO PURCHASE

ALBANY — Governor Wilson has appointed Leo T. Delaney, of Purchase, to the Council of the State University College at Purchase for an unsalaried term ending July 1, 1982.

GEORGE TO UTICA

ALBANY — Governor Wilson has named Charles W. George, of Fayetteville, as a member of the Council of the State University College at Utica-Rome for a term ending July 1, 1981. There is no salary.



HOSPITAL INSTALLATION — Nine officers were installed Nov. 15 for the newly formed Civil Service Employees Assn. group at Manhattan State Hospital, Wards Island. Above, officers are about to be installed by James Barge, right, Mental Hygiene departmental representative to CSEA Board of Directors. They are, from left: Ralph McQuilla, Kirby building representative; Rose Edwards, alternate delegate; Betty Davis, Dunlap building representative; Alma Hayes, delegate; Jean Jones, secretary; Delores Edge, treasurer; James Fields, first vice-president, and Bimalendu Ganguly, president. Walter Zimmerman, not shown, was installed as third vice-president. (Leader photo by Joe DeMaria)

State Promotional Job Calendar

Applications Accepted To December 9

Written Exam Jan. 18, 1975

Interdepartmental Promotion Exams

Associate Accountant	G-23	35-599
Associate Auditor	G-23	35-599
Associate Accountant (Employment Sec.)	G-23	35-653
Head Account Clerk	G-18	35-662
Head Audit Clerk	G-18	35-662
Head Maintenance Supvr.	G-19	35-665
Principal Account Clerk	G-14	35-661
Principal Audit Clerk	G-14	35-661
Senior Accountant (Employment Sec.)	G-18	35-654
Senior Accountant	G-18	35-598
Senior Auditor	G-18	35-598
Senior Maintenance Supvr.	G-17	35-664

Correctional Services

Associate Agency Labor Relations Representative (Oral Exam in Jan.)	G-23	39-058
Correction Captain	G-24	35-635
Plant Superintendent B	G-22	35-669
Plant Superintendent C	G-19	35-668
Principal Commissary Clerk	G-12	35-594
Senior Commissary Clerk	G-9	35-593

Department of Transportation

Associate Accountant (Public Service)	G-23	35-613
Associate Capital Program Analyst	G-23	35-620
Principal Accountant (Public Service)	G-27	35-614
Senior Accountant (Public Service)	G-18	35-612
Senior Capital Program Analyst	G-18	35-621

Division For Youth, Executive

Plant Superintendent B	G-22	35-671
Plant Superintendent C	G-19	35-670

Office For Local Govt., Executive

Associate Accountant (Public Service)	G-23	35-609
Principal Accountant (Public Service)	G-27	35-610
Senior Accountant (Public Service)	G-18	35-608

Mental Hygiene

Plant Superintendent A	G-25	35-679
Plant Superintendent B	G-22	35-673
Plant Superintendent C	G-19	35-672

Public Service

Associate Accountant (Public Service)	G-23	35-606
Principal Accountant (Public Service)	G-27	35-607
Senior Accountant (Public Service)	G-18	35-605

State University of N.Y.

Plant Superintendent A	G-25	35-680
Plant Superintendent B	G-22	35-675
Plant Superintendent C	G-19	35-674

Thruway Authority

Plant Superintendent C	\$16,543	35-676
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TUESDAY, NOVEMBER 26, 1974

Halt To Harassment

NO DOUBT there have been instances in the past in which some public employees, especially one arbitrarily labeled "troublesome," have been harassed and when on sick or personal leave are then arbitrarily deemed to have resigned because of absence from work.

It is with just such situations in mind, then, that we applaud the recent decision of Supreme Court Justice Timothy J. Sullivan in his ordering Westchester County to reinstate a correction officer. This decision provides a new shield for the career public employee in protecting job rights.

The officer, Frank R. DeMuro, was injured while on the job and was placed on sick leave. Some time later, following an examination by a county-retained physician, he was ordered by letter to return to his job.

Mr. DeMuro asserts he never received the letter, a point never disputed by Westchester County.

After an examination by his personal physician, Mr. DeMuro returned to his job but was told there that he could not work since more than three days had elapsed from the date of the order and so he was deemed to have resigned under Westchester County Civil Service Rules. (In similar circumstances, a 10-day rule applies in the State's Civil Service Rules and Regulations.)

The Civil Service Employees Assn. took up Mr. DeMuro's cause, contending that Westchester's action was in conflict with Section 75 of the Civil Service Law which provides that a person shall not be removed except for incompetency or misconduct after a hearing based on stated charges. Justice Sullivan agreed and ordered the county to restore Mr. DeMuro to his position.

We congratulate CSEA in its victory. It is one which should go a long way in putting a stop to nefarious and punitive practices sometimes found on the part of some administrators.

Don't Repeat This!

(Continued from Page 1)
 O'Donnell's sensitivity to political trends and nuances has become legendary. Since the November elections, he has made political soundings throughout the country and political leaders of both parties respect and listen to his perceptive wisdom.

His soundings indicate that Governor-elect Hugh L. Carey is rapidly emerging as the Democratic party's most respected political figure. Things may change rapidly over the next 18 months, but the prospect of Carey's winning his party's Presidential nomination are bright at the moment and should become even brighter, when he moves into the Albany Executive Chambers January.

Governors Convention

Last week in North Carolina, Carey played a central role in the convention of Democratic governors. He is expected to be a significant force also at next week's Democratic mini-convention in Kansas City, where basic party plans and alignments will be shaped in preparation for the Presidential election in 1976.

In his campaign for Governor, Carey demonstrated a unique capacity to weld together a winning combination of the disparate and sometimes warring elements within the Democratic party. He succeeded in merging into a single channel Democrats of many ideological differences—the Irish, Italian, Jewish and other ethnic groups, the blacks and other minority groups, women voters, liberated or otherwise, the hard-hat labor unions and labor groups of more liberal orientation, together with businessmen and industrialists.

Carey proved his courage and his independence in entering the Democratic primary, in the face of the opposition of party leaders. When he won, the party leaders who opposed him joined his bandwagon.

A great many factors point to Carey's national popularity. His service in the House of Representatives and his membership on the Ways and Means Committee have given him the opportunity to establish warm relationships with political leaders throughout the country. He played a leading role in the approval by Congress of the landmark mass transit bill. His efforts to promote mass transportation and low rates of fare on mass transportation facilities have won him friends among the Mayors of American cities.

Worked With Rockefeller

New York will be of critical importance in 1976. Gov. Nelson A. Rockefeller will be approved as Vice President and a Ford-Rockefeller Republican ticket in 1976—or a Rockefeller ticket—seems a virtual certainty. The presence of Carey on the Democratic national ticket may be essential to offset Rockefeller's popularity in New York. Actually Rockefeller and Carey are close friends—and both are big men—and have worked together closely over the past several years, particularly in the area of Federal revenue sharing and mass transportation. Their opposing candidacies on a national ticket would be another example of the peculiar trends in political life.

Even if Carey does not land the top spot on the 1976 ticket, he appears to be a good shot for



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.

Police, Teacher Suits

In a recent decision of the New York State Court of Claims, the question was presented as to whether or not a Police Benevolent Association could maintain an action in its own name in the Court of Claims for the purpose of collecting money damages for particular policemen who were members of the Association. The action was based on an alleged violation of the collective agreement between the Association and the State of New York. The court held that the right to maintain an action at law for money damages belongs to those members of the Association who have been allegedly damaged by the action of the State. Those persons are third-party beneficiaries of the collective bargaining agreement, and they have the right to institute legal action.

The only remedy available to the Association is for specific performance of the contractual provision in question and not a claim for money damages because the Association has not been damaged monetarily. Since the relief to which the Association may be entitled is of an equitable nature, the action must be commenced in the New York State Supreme Court, since the Court of Claims does not have equity jurisdiction. The law is that the equitable powers of the Court of Claims are very limited and are restricted to the enforcement of a money judgment. None of these principles apply to the case in point, and therefore, the court dismissed the claim. **Police Benevolent Association of the New York State Police, Inc. v. The State of New York.** 358 NYS 2d 280.

THE SUFFOLK COUNTY Supreme Court recently had the opportunity to pass upon certain issues involved in a motion to vacate the award of an arbitrator. In that case, an arbitration was held between the Board of Education of Half Hollow Hills Central School District of Huntington and Babylon and Half Hollow Hills Teachers' Association. The issue involved the abolition of three chairmanships in the music department. The collective agreement contained a clause which provided for salary differentials for music department chairmen for strings, instrumental and vocal. The court said, "Whether it was the intent of the parties that the foregoing provision was designed exclusively to provide salary differentials for the positions which then existed, or whether its essence was to mandate a retention of those positions in the salary differentials set forth in the agreement, represents a question of fact already determined by the arbitrator at arriving at his conclusion, and is not reviewable by this court. Court review of an arbitrator's award is generally a most limited one, and is not reviewable on questions of fact."

The Board of Education also claimed that the provision of the collective bargaining agreement could not be enforced because it ran contrary to the Education Law tenure provisions, and the court said, however, that under the Taylor Law the Board of Education had the obligation to bargain as to all terms and conditions of employment and that such obligation was a broad and unqualified one. It re-enforces the principle set forth in the Huntington case, which provided, "Public employers must, therefore, be presumed to possess the broad powers needed to negotiate with employees as to all terms and conditions of employment. The presumption may, of course, be rebutted by showing statutory provisions which expressly prohibit collective bargaining as to a particular term or condition . . ."

The court found in this case that nothing contained in the statutory provisions relied upon by the Board of Education could be deemed as a restriction of the Board's authority to establish and maintain supervisory and untenured positions for a stated period of time. **Board of Education Half Hollow Hills v. Half Hollow Hills Teachers' Assn.** 358 NYS 2d 285.

the second spot. In any event, at worst, he will play a leading power-broker role at the Democratic convention in 1976. In view of Watergate events and the state of the national economy, Governors are likely to hold more significant powers than Senators in shaping the Democratic ticket and the Democratic platform in 1976. In the past, Kenneth O'Donnell has proved to be a shrewd and perceptive political prophet. His early advice is to keep your eyes on Carey. Political leaders in all parts of the country will follow his advice.

Questions and Answers

Q. I've accumulated \$82 worth of doctor bills so far this year. When can I send these bills in to the Medicare carrier for payment?

A. You can send your bills in immediately. This year the annual deductible for the medical insurance is \$60. Medicare will pay 80 percent of the reasonable charges for your covered expenses above the \$60 deductible.

Q. My doctor told me that I need to have a physical therapist come to my house every day to give me treatments. I also need someone to come in a couple of times a week to help me with my housekeeping. I haven't the faintest idea where to start looking for this help. Can my social security office help me?

A. Yes. Any social security of-

fice has an Information and Referral Service to help people like you locate the help they need. Just call any office and they'll be glad to help you.

Q. I understand a retired worker getting social security checks can now earn \$2,100 in a year without losing any of his monthly benefits. Was any change made in the number of hours a retired, self-employed person can work in a month?

A. No. There was no change made in the definition of "substantial services" in self-employment. Generally, you are allowed to work up to 45 hours in a month without loss of any benefits for that month. However, if yours is a highly skilled profession, you could be considered to be working substantially with even fewer hours.

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Hempstead Contract Has Ten Major Improvements

HEMPSTEAD—The Town of Hempstead unit of the Nassau chapter, Civil Service Employees Assn., has reached a contract settlement with the town providing 10 major improvements including pay increases of 8½ percent plus an additional amount keyed to the cost-of-living index in each of the next two years.

The settlement was announced by Hempstead Town unit president Kenneth Cadieux following approval by the town board at its meeting Nov. 6.

The wage clause assures a total boost of 17 percent plus a variable amount to be figured from the cost-of-living index.

It also provides for a reopening of negotiations on pension in the second year in order to preserve the opportunity to seek any additional retirement benefits that may be authorized by the State Legislature in the interim, Mr. Cadieux said.

Other salient clauses provide increases to 15 cents per mile mileage allowance, 7½ percent night differential, better optical coverage and cash allowance for accumulated sick leave on retirement. In addition, a labor-management committee is charged with negotiating on abolishing the graded salary plan, standardized anniversary date, a maternity leave program, appointment of independent hearing officers for disciplinary

and grievance proceedings and a safety team.

The pay increase will be supplemented by an anti-inflation amount in mid-1975 and mid-

1976. The supplement is to be calculated as one-half of the percentage increase in the cost-of-living index for the previous Dec. 1 to May 31 period in each year.



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CSEA Statewide Convention At Concord

Restructuring Committee Report

The report of the Committee to Restructure CSEA was presented by chairman A. Victor Costa. Other committee members are John Adamski, Howard Cropsey, Charles Ecker, Ronald Friedman, Salvatore Mogavero, Nicholas Puziferri, Ernest Wagner and Jack Weisz. In the portion of the report that deals with changes in the CSEA Constitution or By-Laws, the proposals are printed as they were approved by the Delegates.

PROGRESS REPORT NO. 1

Restructuring Proposals as acted on by the Delegates at the various Delegates Meetings 1972-1974. Below are the implementation on follow up on each of the first three phases. The balance of the report will be presented at the March meeting which will be the final report of the committee, unless the Delegates wish to extend the committee's work or assign it another task.

PHASE I

Proposal No.	Description	Action	Responsible
1	Six Region	Implemented	
2	Regional Presidents	Implemented	
3	Regional Staffing	Partially Implemented	
4	Regional Office Managers	Implemented	
5	Regional Office Staff	Partially Implemented	
6	Regional Attorney Jurisdiction	Not Implemented	Law Firm
7	Chapter Affiliation	Implemented	
8	Regional Office Location	Implemented	
9	Regional Staff Reporting	Implemented	
10	Regional Presidents-CSEA VP	Implemented	
11	Regional Boards	Implemented	
12	Board Voting	Implemented	
13	Regional Pres. Voting on Board	Implemented	
14	Immediate Past Presidents	Implemented	
15	Negotiating Chairman	Implemented	
16	County Exec. Comm. Make-Up	Implemented	
17	County Exec. Comm. Chairman	Implemented	
18	State Exec. Comm. Make-Up	Implemented	
19	State Exec. Comm. Chairman	Implemented	
20	Director Committee	Implemented	
21	Non-Voting Members of the Board	Implemented	
22	Standing Committee Chairman	Implemented	
23	Standing Committee Attendance	Implemented	
24	Board Committee	Implemented	
25	Board Committee Make-Up	Partially Implemented	
26	Proxy of Board Members	Implemented	
27	No. Standing Committee Proxy	Implemented	
28	Bd. Members in a Competing Org.	Implemented	
29	Two year term of Officers	Implemented	
30	Statewide Election Dates	Implemented	
31	Regional Election Dates	Implemented	
32	Nominating Committee	Implemented	
33	Shop Stewards	Implemented	
34	Sergeant-at-Arms	Implemented	
35	Special Escrow Account for Emer.	Not Implemented	Comptroller
36	New Membership Cards	Implemented	

PHASE II

Proposal No.	Description	Action	Responsible
1	Committee Breakdown	Implemented	
2	Standing Committee	Implemented	
3	Committee Tenure	Implemented	
4	Committee Make Up as to Regions	Not Implemented	President
5	More attendance at Comm. Meeting	Not Implemented	Comm. Chairman
6	Standing Committee Meetings	Too soon to judge	
7	Acceptance of Reports	Implemented	
8	Standing Committee Make-Up	Not Implemented	President
9	No. of Standing Committee Members	Partially Implemented	
10	Sub-committee to Standing Comm.	Too soon to judge	
11	Standing Comm. Members & Bd. Mem.	Partially Implemented	President & Bd.
12	Duties of Standing Committees	Implemented	
13	Board Committees	Implemented	
14	Duties of Bd. Committees	Implemented	
15	No. of Officers of CSEA Bd. Comm.	Implemented	
16	Negotiating Committee	Implemented	
17	Negotiating Committee Make-Up	Implemented	
18	Election of Neg. Comm. Chairman	Withdrawn	
19	Coalition Team	Withdrawn	
20	Departmental Neg. Comm. Make-Up	In Committee	
21	Departmental Committee	In Committee	
22	Departmental Committee Make-Up	In Committee	
23	Departmental Committee Breakdown	In Committee	
24	Insufficient Departmental Chapter Pres.	In Committee	
25	County Problems Committee	Implemented	
26	Special Committee Make-Up	Partially Implemented	
27	Knowledgeable of Comm. Work	Partially Implemented	
28	Special Comm. Regional Representation	Partially Implemented	
29	Ad Hoc Committee	Implemented	
30	Ad Hoc Committee Knowledgeable	Implemented	
31	Special Committees	Implemented	
32	Ad Hoc Committee Members	Implemented	
33	Names & Addresses of CSEA Officials	Not Implemented	P.R.
34	Special Comm. Meet three times a year	Too soon to judge	
35	Special Committees Function	Implemented	
36	State Executive Committee	Implemented	
37	County Executive Committee	Implemented	
38 thru 45	Regional & Chapter Elections	Too soon to judge	

46	Regional Officer Elections	Implemented	
47	No. of Regional Offices	Implemented	
48	Regional Executive Board	Implemented	
49	Refund to Regions	Implemented	
50	Chapter Officials	Implemented	
51	Regional Nominating Committee	Implemented	
52	Regional Office Vacancy	Implemented	
53	Regional Committees	Implemented	
54	Removal of Regional Committee Offices	Not Implemented	Charter Comm.
55	Members of Competing Org.	Implemented	
56	Regional Meetings	Implemented	
57	Regional Meetings	Implemented	
58	1st day of Annual Meeting	Implemented	
59	Dates for Annual Meeting	Implemented	
60	1st evening Annual Meeting	Implemented	
61	Bd. Meeting prior to Annual Meeting	Implemented	
62	Remainder of agenda Annual Meet.	Implemented	
63	Rejected (superseded by 62)		
64	New Business at Annual Meeting	Too soon to judge	
65	March Meeting	Implemented	
66	Agenda March Meeting	In Committee	
67 thru 71		In Committee	
72	Chapter Offices	Implemented	
73	2 yr. term (election odd yr.)	Implemented	
74	Other offices as necessary	Implemented	
75	Chapter Executive Committees	Implemented	
76	Composition of Executive Comm.	Not Implemented	Charter
77	Future to Elect	Not Implemented	Charter
78	Other Chapter Committees	Implemented	
79	Rejected by Delegates		
80	Filling vacancy in Chapter	Implemented	
81	Removal from office	Implemented	
82	Members of competing org.	Implemented	
83	Four meetings per year	Implemented	
84	6 meetings for Chap. Exec. Comm.	Not Implemented	Charter
85	Election of Chapter Election	Not Implemented	Charter

PHASE III

	Action	Responsible	
1	Manual of objectives		
2	Organization of Major Duties		
3	Manual for Staff duties	Not Implemented	Exec. Dir.
4	Staff Meetings	Implemented	
5	Staff Anticipating in Elec. Prohibited	Not Implemented	Exec. Dir.
6	System for promotion	Implemented	
7	Bureau & Section Report to Bd.	Implemented	
7A	Report of Exec. Dir. to Bd.	Union Negotiated	
8	Filing of Top Mgr. position by Contract	Not Implemented	Exec. Dir.
9	Separation of Policies	Not Implemented	
10	Independent Class & Com. System	Implemented	
11	New Salary Schedule	Not Implemented	Exec. Dir.
12	Promotional Opportunities	Union Negotiated	
13	Hiring Practices	Union Negotiated	
14	Numbering Reg. & Chap., Etc.	Union Negotiated	
15	Study of Phone Cost	Implemented	
16	Communication w/Regional & Chapter	Implemented	
17	Publishing Leave Notice in Leader	Not Implemented	Public Relations
18	Publishing Reports	Not Implemented	Public Relations
19	Sec. or Tape Rec. at Comm. Meetings	Partially Implemented	
20	Correspondence Log	Implemented	
21	Correspondence w/Gov't Officials	Partially Implemented	
22	Admin. Assistant to the President	Partially Implemented	
23	Admin. Ass't & Secretarial Ass't	Implemented	
24	Admin Ass't to Exec. Director	Not Implemented	Personnel Comm.
25	Reporting to Exec. Director	Not Implemented	Personnel Comm.
26	Affidavit of Ass't Exec. Director	Not Implemented	Ref. by Pern. Comm.
27	Absence of Exec. Director	Implemented	
28	10,000 or more members I.C.B.S.	Implemented	
29	Action form	Too soon to judge	
30	2 Additional CBS—County	Implemented	
31	Coordinator of Non-Teaching Emp.	Implemented	
32	Renaming of Public Relations	Not Implemented	Personnel Comm.
33	Rejected by Delegates	Not Implemented	Personnel Comm.
34	Grade of PR Assistant	Implemented	
35	Communication to all Directors	Not Implemented	Personnel Comm.
36	Regional news in Leader	Not Implemented	
38	Clearance by P.R. Ref. Regions	Implemented	
37	Clearance by P.R. Dept.	Not Implemented	
39	Enterprise Phone Number	Not Implemented	Public Relations
40	Title Change for Dir. of Training	Not Implemented	Personnel Comm.
41	Comptroller Position	Implemented	
42	Purchasing Agent	Implemented	
43	Leader List Maintenance	Implemented	
44	Membership section re-organization	Not Implemented	Exec. Dir.
45	Insurance Section re-organization	Not Implemented	Exec. Dir.
46	Personnel Officer	Implemented	
47	Retiree Coordinator	Implemented	
48	Supervisor of Office Services	Implemented	
49	Discontinuance of Steno Pool	Not Implemented	Exec. Dir.
50	Use of meeting room space	Not Implemented	Bd. of Directors
51	Rearrangement of Office Space	Not Implemented	Exec. Dir.

NEW ELECTION PROCEDURE

Prepared and presented by the Committee to Restructure CSEA upon direction of the Board of Directors meeting September 1973, and by the delegates meeting in general session—annual meeting September 1973, Concord Hotel.

The Committee to Restructure CSEA upon careful evidence presented and selected, and upon information reviewed concerning the past elections (1969, 1971, 1973) is hereby recommending the following changes in the conduct of Statewide CSEA elections.

(To Be Con't Next Week)

RSVP: The Problem Solvers



Jo Ann Gapp, seated at the console, shows how it's done on a microfilm reader that can provide quick information on data such as members' addresses, insurance deductions and dues. Observing the operation are, from left, CSEA president Theodore C. Wenzl, CSEA treasurer Jack Gallagher and the union's manager of computer services, David Talcott. The unit is a prototype of equipment installed in CSEA Headquarters' Problem Center, tied in with supply banks maintained by Fin-Serv.



Barbara Fauser, left, and Anne Weber, president and vice-president of Health Research chapter, go over membership lists with RSVP's Ella Wadsworth and Jo Ann Gapp. Informational booths at Delegates Meeting last month in Concord Hotel were set up to keep chapter leaders aware of services that can now be supplied by Headquarters. The RSVP group handles inquiries on address changes, social security changes, new membership cards, problems to do with dues check-off, Leader subscriptions, printouts for membership rosters and incorrect mailing addresses.



James Gripper, far left, president of Kings County Developmental Center chapter, asks technical questions of CSEA officials on how to utilize services provided by RSVP unit. With Mr. Gripper, from left, are Daniel Flowers, Edward Paterson and Kirk Scott, of the same chapter. Answering the inquiries are, from right, computer services manager David Talcott and CSEA treasurer Jack Gallagher. Written inquiries may be addressed to RSVP Group, CSEA Headquarters, 33 Elk St., P. O. Drawer 125, Capital Station, Albany, N. Y. 12224.

(Leader photos by Ted Kaplan)

Probation Committee Report

The following report at the annual Delegates Meeting was prepared by the Probation Committee: James Brady, Erie County, chairman, and committee members Alan Greenfield, Sullivan County; James Frisina, St. Lawrence County; Peter Grieco, Jefferson County; Joseph Gilligan, Suffolk County; James Mattel, Nassau County; Harold Fanning, Monroe County; Eulis Cathey Sr., Erie County; John Whalen, Westchester County, and Nels Carlson, staff coordinator.

Our Statewide Committee has just completed the first phase of a study of local probation conditions. We have visited four different areas of the state and have had input from probation officers from 16 different counties.

Some of the problems we have found in our study are: low morale, high turnover of personnel, lack of communication between administrators and professional staff, a great disparity in salaries, excessive caseloads, especially in criminal cases which cause extreme frustration for supervising probation officers, lack of adequate training, educational programs for the professional staff, and a complete lack of program within the State Division of Probation in regard to hiring and recruitment of minority groups.

What perplexes our committee is that most of these problems are caused by a lack of adherence to the standards set up by the State Probation Department.

Section 355.9 of the State Rules and Regulations requires that probation departments approved for state aid shall, by January 1, 1969, establish the following staffing standards:

A. 60 undifferentiated probation cases per officer.

B. 132 probation investigations per year.

C. Yet, we have heard of many cases where the probation officers would have over 80 supervision cases and five or six investigations a month.

Where the State is taking over the probation departments in Warren, Fulton and Montgomery Counties, the starting salary is over \$14,000 a year. Yet, there are other counties of similar size

and similar problems where the probation officers' starting salaries are less than \$8,000 per year.

From a dollar and cents point of view, the local departments have to realize that an effective probation department saves the taxpayers hundreds of thousands of dollars a year. When the turnover of staff is at a minimum, where morale is high, and where caseloads are kept at a proper size, a better job of rehabilitation will be accomplished.

If recidivism is prevented, and the probationer is kept out of jail, the cost to the taxpayer is an approximate 90 percent saving.

Our committee feels that since the Attica Prison riot, there has been a greater emphasis placed on probation, and probation can do the job, but in many cases, the local governments do not have the vision nor the understanding of the problems. We feel that either state takeover is necessary or, when local governments do not comply with state mandates, state aid be withheld.

The committee would like to report on its July 10 meeting with Walter Dunbar, State Director of Probation. This meeting was held in Albany. The committee posed many hard questions to Mr. Dunbar in regard to maintenance of standards and caseloads. Mr. Dunbar's response to these many questions was less than satisfactory.

The committee is determined to uncover and expose all inconsistencies and inefficiencies in the operation of the State Department of Probation as they reflect on probation officers throughout the State.

The committee is both angered and frustrated at the State Department of Probation for its failure to address itself to those problems presented by both this committee and the State Comptroller's reports which point out many glaring inequities in the operation of the State Department of Probation.

We will not tolerate the unilateral and high-handed approach by the State Department of Probation and will use whatever means that are available to

(Continued on Page 14)

Plaque Committee Report

The following report at the annual Delegates Meeting was prepared by the Special Memorial Plaque Committee: Raymond G. Castle, chairman, and committee members William L. McGowan, Richard E. Cleary, Joseph McDermott, James J. Lennon, Solomon Bendet and Irving Flaumenbaum.

At the present time the committee has three names under consideration for addition to the John M. Harris Memorial Plaque. As soon as background material and data is received, the committee will take appropriate action.

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered outstanding service to the Association. It is recognized that throughout the years thousands of members who have rendered very valuable service and made substantial sacrifices to advance good government and employee welfare, and all objectives names to be inscribed on the Memorial Plaque shall be limited to deceased members of the Association, who during their lifetime have rendered outstanding benefits or services to their chapter, their conference and to the State Association, and will usually have resulted for efforts which were far "beyond the call of duty." There is no time limit on when the outstanding service may have been rendered.

Serious responsibility rests upon the Plaque Committee, the Board of Directors and the Delegates to assume that the Memorial Plaque serves the fine purpose for which it was created. Nominations for inclusion on the Plaque may be presented by any of the Association through his chapter, after an interval of

at least six months following death of the nominee. The chapter shall submit such recommendation to the Conference (Region) and the Conference (Region) to the State Association. Each nomination must be submitted on a request, on which shall be set forth supporting data, giving detailed accomplishment of the deceased member. All such nominations are then referred to the Memorial Plaque Committee for review of the facts relating to the services rendered.

Down through the years, succeeding Memorial Plaque Committees have seriously considered all nominations, and so it maintains the high standard and fine recognition that the Plaque represents.

At this time the Committee wishes to approve the name of John Cromie for inclusion on the Plaque. Mr. Cromie was the oldest living Past President of the Association at the time of his death on July 22, 1974. He was 90 years of age. He was President of the Association in 1926-27, and retired in 1946 from the Department of Taxation and Finance after 38 years of service.

The committee also approves the name of Ivan S. Flood for inclusion on the plaque. Mr. Flood died on July 10, 1973. He was representative of Westchester County on the County Executive Committee and also on the Board of Directors for 20 years—from 1947 to 1966.

The Chairman would once again remind all concerned that the Committee stands ready to receive recommendation of names of distinguished past members for the John M. Harris Memorial Plaque from our Chapters throughout the State.

Latest State And County Eligible Lists

EXAM 35201
PRIN CLK ESTATE TAX APPRS
 Test Held Sept 15, 1973
 List Est Jan. 7, 1974

- Barrett W Buffalo 100.5
- Polansky N Menands 98.9
- Gleicher A Bronx 92.5
- Stewart W Schenectady 87.4
- Midgley D J Schenectady 87.1
- Holtzman H NYC 87.0
- Nickles L Albany 86.7
- Lyman R V Albany 85.7
- Shafer M R Delmar 85.4
- Lopez O V Hartsdale 84.2
- Conti G J Jericho 84.0
- Hamm A C Schenectady 83.0
- Suydam G E Brooklyn 83.0
- Greenberg D Brooklyn 81.9
- Marblo B Bellerose 82.6
- Fritzen M Syracuse 82.2
- Young A G Schenectady 81.9
- Nowak E J Latham 81.3
- Smith A G East Nassau 81.1
- Miller J H Ballston Spa 80.7
- McDonald M R Rensselaer 80.6
- Kelly D A Elmont 80.4
- Lamanto G J Buffalo 80.4
- Ives V Delmar 79.9
- Conroy M G Watervliet 79.7

- Izzo L S Syracuse 79.7
- Balascio H Albany 79.5
- Bernardi E Elmont 79.5
- Mason D M Uniondale 79.3
- Urist S M Brooklyn 79.1
- None
- Leary M R L I City 78.8
- Sheldom L A Johnsonville 78.7
- Fried M Yonkers 78.7
- Schlierer R C Slingerlands 78.5
- Dennis G A Albany 77.3
- Bronsky I Brooklyn 77.2
- Delorenzo R T Schenectady 77.1
- Arbek J C Ravens 77.0
- Herkenham S D Albany 76.8
- Adamson M E Albany 76.7
- Krause M Hauppauge 76.7
- Tibollo C L Amherst 76.5
- Schilling L A Albany 76.3
- None
- Sitterly C J Albany 75.6
- Lavine S S Watervliet 75.5
- Davis G L Troy 75.4
- Petersen K Albany 75.0
- Atkinson S Binghamton 75.0
- Michelson R Albany 75.0
- Quagliari A T Albany 74.8
- Buron M T Maspeth 74.6
- Schleifer N Brooklyn 74.6

- Jackson M Hollis 74.3
- Goldman A Albany 74.2
- Tenczar R Troy 74.0
- Snow V J Delanson 73.9
- Brown R W Albany 73.6
- Toppal F Troy 73.3
- Bluestein H Freeport 73.1
- Schonfeld G Brooklyn 73.1
- Christopher K V Wyanankill 72.9
- Guyer F Albany 72.9
- Wilkie P Selkirk 72.4
- McGee L J N Tonawanda 72.4
- Zmyewski D S Mechanicvil 72.3
- Women D J Guilderland 72.1
- Downey M Amsterdam 71.7
- Dallairo C L Troy 71.5
- Sammo R P Schenectady 71.4
- Hunt L E Bronx 71.1

EXAM 35428
PRIN EXMR OF MUNI AFFAIRS
 Test Held Feb. 9, 1974
 List Est. Oct. 2, 1974

- Vilardo Michael Jackson Hts 89.0
- McLoughlin GA Utica 82.9
- Woodward R E Rexford 79.8
- Baron George D Kings Park 76.1
- Lundgren James West Seneca 75.6

EXAM 39013
ASST DIR, BUR INDUS SVC AND CORPORATE DEV, G-29
 Test Held August 1974
 List Est June 22, 1974

- Quinn F J Saratoga Spg 84.0
- McGuire J B Vestal 92.8
- Grabowski D J New Hartford 84.4
- Levine M Albany 79.8
- Cook J F Fairport 75.0

EXAM 35427
ASSOC EXMR OF MUNI AFFAIR
 Test Held Feb. 9, 1974
 List Est. Oct. 2, 1974

- Wolyniak M J Vestal 91.6
- Dalossandro G J Watervliet 91.0
- Kelly John P Delmar 89.0
- Hart Raymond G Poughkeepsie 85.9
- Dupree James B Pulaski 85.1
- Smith Gregory L Rochester 84.2
- Haberberger G D N Collins 84.0
- Barnes W J E Syracuse 83.9
- Boyle Richard L Rensselaer 82.6
- Berry John W Buffalo 81.4
- Marshall Joseph Einora 81.0
- Caterina V J Niagara Fls 80.7
- Kerwin William Troy 80.4
- Arthur Herbert Schenectady 80.0
- Dangelo Ronald Schenectady 78.4
- Saur David E Canandaigua 78.1
- Graham Howard T Poughkeepsie 77.9
- Hoffman Henry F Albany 77.9
- Brown Albert Lindenhurst 76.2
- Murray Russell Glens Falls 74.9
- Rosenberg Paul Bronx 74.6
- Solomon N K Voorheesvil 73.8
- Lind Brian E Endicott 73.8
- Duffy John P Newburgh 73.6
- Carbone Patrick Binghamton 71.7
- Bagley Norman Waterford 71.2

EXAM 35555
SR BLDG ELECTR ENGR
 Test Held June 20, 1974
 List Est Oct. 4, 1974

- Ferguson J A Schenectady 74.0

EXAM 35545
PRIN RECORDS CENTER ASST
 Test Held June 22, 1974
 List Est Aug 17, 1974

- Simonson M W Latham 80.0
- Jeziarski J Amsterdam 72.7

EXAM 35546
SR RECORDS CENTER ASST
 Test Held June 22, 1974
 List Est Aug 21, 1974

- Kelly G P Troy 89.7
- Traskos C J Hagaman 82.9

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BROOKLYN HEIGHTS CINEMA 2 LIVE & LET DIE	BEACON PORT WASHINGTON HERRICKS NEW HIDE PARK LIVE & LET DIE	EAST ISIP LIVE & LET DIE JERRY LEWIS CINEMA LIVE & LET DIE
GRAND GRAND GRAND	LIVE & LET DIE LIVE & LET DIE LIVE & LET DIE	KINGS PARK LIVE & LET DIE LIVE & LET DIE
MIDWOOD TRUMP	LIVE & LET DIE LIVE & LET DIE LIVE & LET DIE	LARKFIELD LIVE & LET DIE LIVE & LET DIE
METROPOL MATTITUCK TWIN 2	LIVE & LET DIE LIVE & LET DIE LIVE & LET DIE	OLD POST OFFICE LIVE & LET DIE LIVE & LET DIE
HARTINGS PARK HILL	NORTH SHORE PLAYHOUSE LIVE & LET DIE	SHIRLEY 2 LIVE & LET DIE LIVE & LET DIE
GROUP CINEMA 8 PARK HILL	OLD BETHPAGE LIVE & LET DIE LIVE & LET DIE	SOUTH BAY LIVE & LET DIE LIVE & LET DIE
GROUP CINEMA 8 WHITE PLAINS	STUDIO 1 LIVE & LET DIE LIVE & LET DIE	3 VILLAGE LIVE & LET DIE LIVE & LET DIE
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FIRE FLIES

by Paul Thayer

Last week, if you recall, I mentioned that Mayor Abraham Beame could save a great deal of money for the City by calling a halt to further installation of the Emergency Reporting System (or ERS) as it is called. I suggested that the matter be looked into by the Commissioner of Investigation, by bringing the Dispatchers, Linemen, Box Inspectors and everyone at the lower levels who are painfully aware of the system's deficiencies to testify.

posedly as near as your fire alarm box on the corner. So . . . you both raced to the box. The robbery victim arrived before you and pushed the button on the "blue side" for police help. Unfortunately, the wires are extremely busy and the man on the "police line" simply cannot handle the work at the police console. Are you aware that you now would be unable to call the Fire Department from that box until the robbery victim received an answer from the police operator . . . and with the fire victim, time is of the essence:

For the further information of Mayor Beame . . . let us take a look at a hypothetical situation. Suppose you, Mr. Mayor, discovered that your apartment was on fire. At the same instant another person in your building came home to find that their apartment had been burglarized. Neither of you had a telephone available and help was sup-

Each of these alarm boxes are on a so-called "loop" . . . or "circuit" containing from 10 to 30 such boxes. No one else on that same loop (or circuit) would be able to transmit an alarm (or a call for help) from any other box until such time as the box in front of which you are frantically standing is cleared!

In the Bronx—a few weeks

ago—in 12 separate instances at the same time, citizens were asking for police help by activating the blue side of the box. The Police console was so jammed up that the traffic could not be handled. Each of the boxes in use at the time were on a separate circuit. Thus, while chaos reigned in the Police telegraph set up, all the boxes on each of the 12 circuits were "out of action!" An approximate total of 240 boxes!

In another case at Westchester and Manor Avenues in the Bronx some weeks ago, a fire took place in a 150 by 150 taxpayer. The fire was discovered when the flames burst through the roof. There is an ERS alarm box on the corner. Upon arrival of the "first due units," the building was completely involved and resulted in the transmission of at least a second alarm. Later, a Fire Department official pushed the fire button to see if the box was "in service." It was "out of service" and could not have been used to transmit the alarm for that fire. A tester was assigned who found that "not only was the box at Manor and Westchester out of service but every box on the 20-box loop was also out of service and an alarm could not have been sent from any of them!"

I had known about the deficiencies of this ERS system for some time and after gathering considerable information about it, broke the story at the end of the summer.

Since that time, WPIX-TV News has devoted a series of four five-minute programs condemning the system and, in last Sunday's "News," writer Vincent Lee roundly panned the whole matter, too.

In my article on the subject, I asked Commissioner John T. O'Hagan how he could have permitted the continued installation of this ERS system and deprive the average citizen of the protection to which he is entitled . . . no answer . . . The only thing that can be said now is that these deficiencies are known to the Commissioner. He was Chief of Department when the directive came from City Hall to start working with the designers of the ERS System.

Mr. Mayor, the continued installation of the ERS System must be stopped forthwith.

There are those who say the City is "stuck with it" and has to permit the installation to continue. There are others who say "not so." The rest is up to you. Let us not have any wide-eyed, "why wasn't I informed of this?" when the by "why" gets asked as surely as it eventually must. That's how I see it . . . It seems that's the way it is . . .

Health Dept. Exams For City Lab Permit

MANHATTAN—The Bureau of Laboratories of the Department of Health announced last week that three examinations — for those currently working or expecting to work in clinical laboratories under permit of the New York City Health Department — will be given during March. Personnel working in these laboratories must be certified by the Department of Health.

The exam for clinical laboratory technician, which requires a minimum of a high school diploma and six months of approved laboratory training for admission to the exam, will be given March 8. The exam for clinical laboratory technologist, which requires a high school diploma and four years of clinical laboratory training, will be given March 15. The exam for clinical laboratory supervisor, which requires a high school diploma and five years of experience in one specialty in a clinical laboratory, will be given March 22. In the latter two jobs, two years of college can be substituted for experience.

Applications may be obtained by mail or in person from the Division of Laboratory Improvement, 455 First Ave., Room 675.

Law Clerk Exam

MANHATTAN—A total of 676 law clerk candidates were called to the comprehensive oral part of exam 4225 on Nov. 25, 26, 27 and Dec. 2, 3, 4 and 5, last week by the city Department of Personnel.

Asst. Super Exam

MANHATTAN—A total of 136 assistant superintendent of construction candidates were called to the comprehensive written part of Exam 4122 on Nov. 23, last week by the city Department of Personnel.

Wilson Appoints 3 New Members To Welfare Board

ALBANY — Governor Wilson named four new members and reappointed three present members to new terms on the State Board of Social Welfare. New appointees include: James J. Fuld, New York City, to July 1, 1975; Urban Pauly, Williamsville, to July 1, 1976; Myles V. Whalen, New York City, to July 1, 1978, and Arthur H. Klaum, Queens, to July 1, 1977.

Reappointed were: Cleo G. Reid, Buffalo, and Cynthia G. Colin, New York City, both to July 1, 1979, and Leonard Block, New York City, to July 1, 1978.

Members receive \$75 a day to a maximum of \$2,250 per year for attendance at meetings.

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City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Air Pollution Control Engineering Trainee	\$11,500	4133
Architectural Trainee	\$11,500	4135
Landscape Architectural Trainee	\$11,500	4157
Medical Officer	\$22,614	4086
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Shorthand Reporter	\$ 7,800	4171
Stenographer	\$ 6,700	4174
Surgeon	\$22,614	4204

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

PROMOTIONAL — These titles are open only to those already employed by the city in various agencies.

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Stephens to Olympics

ALBANY—Assemblyman Willis H. Stephens, of Brewster, has been named to the temporary State XIII Olympic Winter Games Commission, which will have responsibility for planning the 1980 Winter Games at Lake Placid. Mr. Stephens owns a home in that Adirondack village.

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Open Competitive State Job Calendar

**Applications Accepted Until December 9
Oral Exam In January**

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Orange County CSEA Directs Illegal Subcontracting Charges

KINGSTON—The Orange County unit of the Civil Service Employees Assn. has filed an improper practice charge against Orange County alleging illegal subcontracting with a private cleaning company for services now being performed by county employees.

CSEA charges that Orange County has violated the state's Public Employees Fair Employment Act by hiring the private firm for custodial work at Orange County Community College, when the college already has custodial employees with jobs protected by the CSEA-county contract.

The formal charge, filed with the Public Employment Relations Board last week, claims the county never offered to discuss the jobs in question with CSEA. It adds that the county "refused to negotiate in good faith or otherwise" concerning the terms and conditions of em-

ployment of the custodians working under subcontract.

The union affirms that the county's subcontracting of work to a private firm circumvents the contract it now has with the CSEA. The county has "attempted to avoid all of the terms and conditions of the contract between the parties by . . . subcontracting work which was intended to be performed by employees under the contract," the charge states.

Ward Ingalabe Jr., of King-

ston, is handling the matter for CSEA. He has notified PERB that the CSEA is willing to participate immediately in a pre-hearing conference and a formal hearing on the alleged improper practice. The union is now awaiting a date for the hearing to be set by PERB. The unit represents more than 1,300 Orange County employees.

Felony Defendants Now Can View Their Prior Criminal Files

MANHATTAN—The Administrative Board of the Judicial Conference adopted a new rule entitling a defendant in a criminal case to receive from the court any copy of a report on his previous criminal record in the court's possession.

State Administrative Judge Richard J. Bartlett said that whenever a court receives a written report of a defendant's previous criminal record prepared by the State Division of Criminal Justice Services or by a law enforcement agency, the court will provide a copy to the defendant's counsel, or if the defendant has waived counsel, to the defendant.

Judge Bartlett explained that the rule is designed to provide uniformity in practice throughout the State. Copies of criminal records were previously supplied to defendants in some parts of the State, such as New York City, but not in most areas.

LEGAL NOTICE

MURPHY AND DURIEU—SUBSTANCE OF LIMITED PARTNERSHIP CERTIFICATE OF MURPHY AND DURIEU FILED IN THE NEW YORK COUNTY CLERK'S OFFICE ON NOVEMBER 19, 1974.

The name of the partnership is Murphy and Durieu. The character of the business is a general stock exchange brokerage and commission business, which shall include the buying and selling for the account of the partnership and on commission for others, corporate shares, bonds and other securities, commodities and investments. The location of its principal place of business is 30 Broad Street, N.Y.C. The term for which it is to exist is from as of October 1, 1974 and then from year to year unless at least three months before the end of any calendar year either general partner shall have delivered to the other at the office of the partnership a written notice of intention to dissolve at the end of the year. The names of the general partners are Walter A. Murphy and Richard J. Murphy and the name of the sole limited partner is Mildred E. Murphy, all three of whom reside at 105 Walnut Street, N.Y. Mildred E. Murphy, the sole limited partner is contributing \$10,000.00 in cash only and has not agreed to make any additional contributions. Mildred E. Murphy's contribution is to be returned on the dissolution of the partnership. Mildred E. Murphy shall receive 6% per annum for her contribution. Mildred E. Murphy has no right to substitute an assignee as contributor in her place. There is no right of priority among limited partners as to contributions or as to compensation by way of income. Mildred E. Murphy has no right to demand or receive property other than cash in return for her contribution. Richard J. Murphy shall have the right to purchase Walter A. Murphy's partnership interest and continue the business in the event the latter retires, on thirty days written notice to Walter A. Murphy. Either general partner may purchase the interest of the other and continue the business upon the death or insanity of the latter by giving notice in writing to the legal representative of the deceased or insane general partner within thirty days after appointment and qualification of said representative.

Additional limited partners may be admitted only on unanimous consent of all partners and approval of the New York Stock Exchange.

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Parkway Cops Sign Pact In Westchester

After more than six months of negotiation, Westchester's Executive Officer J. Robert Dolan and Det. Charles Rice, president of the Westchester County Parkway Police Benevolent Association, signed an agreement recently on a two-year contract for 1975 and 1976. Negotiations on the contract began in May of this year.

The terms of the agreement are to be released following ratification by the P.B.A. membership and approval of the County Executive.

LEGAL NOTICE

CITATION.—File No. 6280, 1974.—The People of the State of New York, By the Grace of God Free and Independent, Public Administrator of New York County.

To LUANA M. FICKEL; ANNETTA M. GRIFFITH; JOHN E. McFARREN; CHARLES R. McFARREN; STEWART WILLIAM WALLER; ROY A. LILJESTROM; DAVID B. LILJESTROM; JOHN WILLIAM LILJESTROM; PATRICIA G. LILJESTROM; MICHAEL L. LILJESTROM and any all unknown heirs at law; next of kin and distributees of ANNA E. BORGSTROM, deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, Executors, Administrators, assignees and successors in interest whose names and places of residence are unknown and cannot be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 7th, 1975 at 10 A.M. why a certain writing dated May 15th, 1969 which has been offered for probate by DAVID R. LOGAN residing at 54 Grandview Dr., Blue Point, N.Y. and GEORGE GRIMM residing at 70 State Street, Brooklyn, N.Y. should not be probated as the last Will and Testament, relating to real and personal property, of ANNA E. BORGSTROM, Deceased, who was at the time of her death a resident of 165 Park Row, New York, in the County of New York, New York.

Dated, Attested and Sealed,
November 14th, 1974.
HON. MILLARD I. MIDONICK
Surrogate, New York County
(L.S.) David L. Sheehan Jr.
Clerk.

LEGAL NOTICE

RONTIGO COMPANY — Substance of Cert. of Ltd. Partnership filed in New York Co. Clk's Office Oct. 31st, 1974. Name and location: Rontigo Company c/o Harold Sobel, 521 Fifth Avenue, Suite 1510, New York, N.Y. Business: Acquisition and distribution of a motion picture. Term: Sept. 1, 1974 to September 15, 1998. Name and addresses of General Partners: Harold Sobel, 3725 Henry Hudson Parkway, Riverdale, NY; Robert Baum, 35 Mayflower Drive, Tenafly, NJ. Names, residences and cash contributions of Ltd. Partners: Camp Associates c/o Cramer Rosenthal, 110 Wall St., NY, NY, \$70,000; Albert Willner, 45 Crest Dr., S. Orange, NJ, \$50,000; Herman Kaye c/o Howard I. Brenner, 450 Seventh Ave., NY, NY, \$25,000; Noel D. Martin, 21 Ramapo Terrace, Fairlawn, NJ, \$25,000; Donald T. Singleton, 27 Lancaster Rd., Tenafly, NJ, \$50,000; Alvin A. Bakst, 9 Dorset Rd., Great Neck, NY, \$100,000; Paul D. Harris, 315 W. 57 St., NY, NY, \$25,000; Alfred Simon, 30 Lancaster Rd., Tenafly, NJ, \$5,000; Kenneth H. Leeds, 300 Hawkins Ave., Lake Ronkonkoma, NY, \$50,000; Lakeland Press Corp., 300 Park Ave. S., NY, NY, \$25,000; Norman Jackter, 251 174th St., Miami Beach, Fla., None; Jerome Bauman, 5 Tutor Place, East Brunswick, NJ, None. Ltd. Partners have not agreed to make any add'l contributions to Partnership. Contributions of each Ltd. Partner to be returned upon dissolution of Partnership or at any time in the sole discretion of the Gen. Partners provided that after such return of capital contributions the Partnership shall be left with a cash reserve sufficient for the payment or provisions for payment of all debts, liabilities, taxes, contingent liabilities and anticipated expenditures. Each Limited Partner's share of the profits shall be equal to 4.0588% for each \$25,000 of contribution made by such Ltd. Partner. In addition, for services rendered and to be rendered, shares of the profits shall be given as follows: Jerome Bauman, 4.23525%; Norman Jackter, 1.05885%; Alfred Simon, .705885%. The Ltd. Partners have no right to assign their interest unless they obtain a prior consent of the Gen. Partners. The Partnership has no right to accept any additional Limited Partners. No Ltd. Partner shall have any priority over any other Ltd. Partner as to contributions or as to compensation by way of income. The Partnership business shall not continue upon the withdrawal, resignation, death, bankruptcy, disability or other legal incapacity of both Gen. Partners unless 51% in interest of Ltd. Partners appoint a successor Gen. Partner or successor Gen. Partners. No Ltd. Partner may demand to receive property other than cash for his respective contribution.



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CAMARADARIE EVIDENT AT WESTCHESTER LOCAL 860 ANNUAL DINNER-DANCE



Field representative Ronald Mazzola and Jane O'Connor were among the Westchester dinner-dance guests who took advantage of the band music to work off a few of the calories from the dinner.

(Leader photos by Ted Kaplan)



Evidently pleased by the success of the Westchester Local 860 annual dinner-dance last month is this group of officers, from left: president Raymond Cassidy, secretary Irene Amaral, fourth vice-president Carmine DiBattista, first vice-president Carmine Lamagna, third vice president H. Larry Jonke, second vice-president Stanley Boguski and sergeant-at-arms William Magrino. The Westchester chapter's approximately 9,000 members make it the second largest in entire CSEA structure.



Among CSEA leaders welcomed to the function by Westchester chapter president Raymond Cassidy, second from left, are James Corbin, Suffolk chapter president; James Lennon, CSEA vice-president who heads its Southern Region 3; Bernard Viet, Dutchess chapter delegate, and Walter Weeks, Suffolk Educational chapter president.



Westchester County Executive Alfred DelBello, left, and New Rochelle Mayor Frank Garito get special attention from chapter president Raymond Cassidy. The Mayor had previously made a presentation to the chapter.

Predict Victory In Orange Election

(Continued from Page 1)
are coming forward now to work for CSEA because of several factors," Ms. Dubovick said. "These people have told us they strongly resent SEIU tactics which have held up the employee negotiations since the June election, and the fact that SEIU agents have failed to conduct a positive campaign. More and more, people tell us SEIU refuses to back up their rash promises or prove they could be effective for the employees at the bargaining table."

'Bag Of Tricks'

The unit president stated, however, that CSEA is taking nothing for granted and that a solid, fact-oriented campaign is being

conducted to inform Orange County employees of the benefits of CSEA and the disadvantages of SEIU.

"We're well aware that SEIU has a whole bag of tricks designed to confuse the people, but I think it's an insult to the employees' intelligence to believe they will fall for them," she said. "CSEA is a responsible labor union, and we recognize it is our responsibility to keep the employees informed and warn them to beware of last-minute tricks and treachery by SEIU."

"To this end, CSEA this week is launching a huge informational campaign incorporating local newspapers and radio stations

as well as more conventional methods to reach all Orange County employees with our message before Dec. 6. CSEA wants to be certain Orange County people won't wake up on Dec. 7 and find they're suddenly represented by an outfit they know nothing about and which has no track record or history to indicate they could even begin to do a decent representation job. We know CSEA is the right union here and we want everybody else to realize it as well," Ms. Dubovick stated.

"CSEA has been ready to negotiate for weeks, while SEIU wouldn't be prepared for months. That's just one of the key issues of this important election," she concluded.

CSEA Defends Sullivan Against 2 Rival Unions

(Continued from Page 1)
diately after the vote. Local CSEA members expressed confidence that it will be their negotiators sitting at the bargaining table when those talks begin.

PERB Appeal

The most recent holdup in the long overdue election timetable started when the two challenging unions appealed an earlier PERB ruling in October to retain virtually the same bargaining unit setup among the county workers as has previously existed. The full PERB board recently ruled on the appeal, under which county public works employees will now be separated from the main group of workers in their own bargaining unit.

Lee Frank, CSEA field representative, was sharply critical of both the PERB decision and the two challenging unions for being responsible for it.

"This was totally unnecessary," said Mr. Frank. "The original unit arrangement was perfectly satisfactory. The new setup will just mean a complete duplication of the whole county negotiating effort. Don't forget, it means an additional big expense for the taxpayer. From the employee's standpoint, of course, it means that SEIU and AFSCME, for very selfish reasons, have recklessly thrown away a full two months of negotiating time by creating this uncalled for major delay."

Optimism Expressed

Mr. Frank was optimistic about the results of the coming election, nevertheless.

"Just as CSEA has been ready for a long time to negotiate, we're also completely geared up to give the employees a chance to express their feelings in the voting booth. We've got complete

information going out to them right now on when to vote and where to vote. And above all, we'll be working right up to election day to impress them with the need to vote," he said.

Of the 500 employees who work for Sullivan County, about 200 are in the department of public works, with the remaining 300 employed in other county agencies.

Probation Report

(Continued from Page 9)
the committee to insure a quick and favorable resolution to these problems.

We appreciate the cooperation of the probation officers throughout the state who have given input to this committee. We would urge all probation officers throughout the State of New York to participate actively with this committee and their local CSEA chapters in an attempt to improve conditions of employment, not only for probation officers, but for all public employees of the State of New York."

The second phase that the committee is now entering will deal with compiling data received from the four different areas of the state where hearings were held. Additional hearings are being scheduled in geographic locations that were not covered in phase one of this report.

Reschedule Prom Exam

ALBANY—Filing for promotion to principal communications service analyst, exam 39-060, at G-27, has been extended until Dec. 9, 1974. The oral exam is rescheduled for January.

'Will Never Give Up Graded Salaries'

(Continued from Page 3)
Ralph Caso's proposed budget.

"Take a personal leave day," Mr. Gaba advised. "Come and pack the hall. But don't come to scream and shout." He said that speakers would present the CSEA position and that the effort would be most effective. "At some point, the county will have to know we mean business," Mr. Gaba added. "When they see

thousands of employees marching, then they will know."

Some members shouted eagerly for immediate marching orders but Mr. Gaba advised them to wait until the protest is fully organized. The history of negotiations since July on the chapter's 90-item list of demands was outlined at the meeting, held in the Mineola police auditorium, with the negotiating committee pres-

ent to help lay the picture before the members, about 300 of whom attended. The negotiations produced no serious offer from the county and this led to a series of meetings under the guidance of mediator Leonard Cooper. The CSEA negotiating team called an impasse last month.

The fact-finding panel, which met Monday, was completed only last week and consists of Bernard O'Reilly, the county representative, Mario Procopio, a CSEA representative, and Bill Warner, the impartial third party.

At the conclusion of the meeting, Mr. Flaumenbaum triggered the crowd to cheering again as he urged them to "Let the county know that we are sticking together for the rights of public employees."

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

Monroe Impasse Mediator Is Awaited

(Continued from Page 3)
doesn't make any decisions," he pointed out. "He just tries to bring the two sides together. He has 30 days or four bargaining sessions to do that."

If the mediator fails, a fact-finder is called, Mr. Koenig said. "He listens to testimony from both sides, then makes a written recommendation." A contract is

signed if both sides approve the fact-finder's recommendation. If one side disagrees with it, however, the county manager reviews it, makes his recommendation and turns it over to the county legislature for approval. Mr. Koenig said he thought negotiations would get off dead center before the county manager or county legislature take action.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement. Please write or call:

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REID TO NEW PALTZ

ALBANY — Governor Wilson has reappointed Mary G. Reid to the Council of State University College at New Paltz for an unsalaried term ending July 1, 1983.

ANSARI TO DUTCHESS

WASSAIC—Patricia L. Ansari, of Wassaic, has been named a member of the Board of Trustees of Dutchess Community College for a term ending June 30, 1983. There is no pay.

HERR AT THRUWAY

DELMAR—Charles A. Herr, of Delmar, has been named traffic and safety engineer for the State Thruway Authority to succeed the late John I. Manning. Mr. Herr will transfer in his present DOT grade as associate civil engineer, traffic.

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Fire News

New Officers

The Fire Dept. has announced the promotion of Lieutenants Edward D'Avanzo of Ladder 150, and Lieutenant John T. Kitson and William J. Cole of Engine 254, to Captain.

Fireman First Grade Robert W. Erickson, of Engine 69, Robert J. Guida, of Engine 268, Patrick J. Maune, of Engine 275, Christopher Plunkett, of Ladder 1, and Joseph Driscoll, of Squad 1, were also promoted to Lieutenant.

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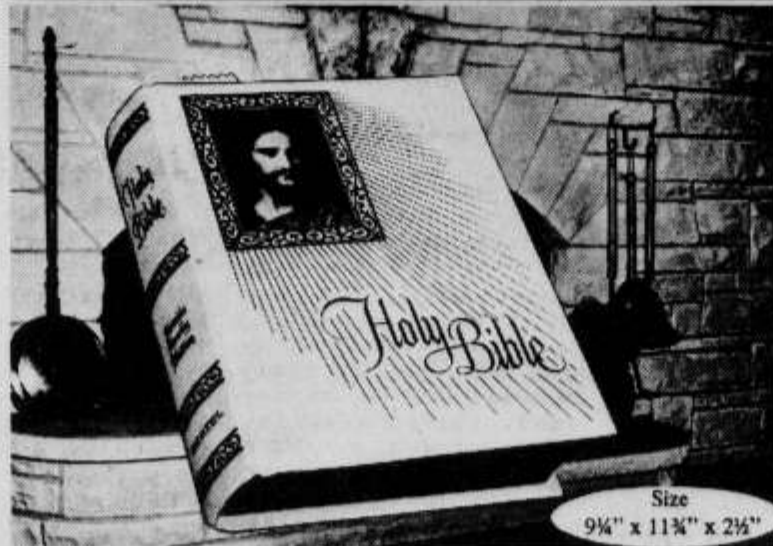
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When it only happens once every ten years, the committee should be allowed to show a smile of relief. Looking delighted that all those little details worked out right are, from left, Paul Faleski, chapter maintenance representative; Virginia Moronski, administrative

representative; chairman Dorothy Haney, second vice-president; Edward Dudek, president; Barbara Kauffman, corresponding secretary; Kay Massimi; Roger Frieday, third vice-president; June Boyle, treasurer, and Robert Smith, first vice-president. Missing from

photo are Michael Day and Kathryn Dudley. In addition, Ms. Boyle and Mr. Dudek serve on CSEA Board of Directors as University departmental representatives, and Ms. Boyle and Mr. Smith are vice-presidents of CSEA's Western Region 6.

SUNYAB CHAPTER OBSERVES 10th



Field representative Thomas Christy, right, accepts congratulations from CSEA executive vice-president Thomas H. McDonough, who, on behalf of SUNYAB chapter, had just presented him with special award in recognition of his services to chapter members.



Dorothy and Edward Dudek, left, greeted guests as they arrived for reception in central courtyard of Buffalo's Sheraton East Hotel in Cheektowaga. Here they welcome Judge Joseph B. Glownia. Mr. and Mrs. Dudek also hosted a chapter hospitality suite later, at which coffee and donuts were served to round out the evening.



Applauding a joke by master of ceremonies Dan Neaverth, WKBW radio personality, are, from left, CSEA vice-president William McGowan, who heads Western Region 6; his wife, Jeanne McGowan; CSEA treasurer Jack Gallagher, and CSEA secretary Dorothy MacTavish. The officers were among numerous guests who attended the function from regional and statewide offices, other SUNY chapters and neighboring chapters.



SUNYAB chapter first vice-president Robert Smith greets some guests who attended the anniversary celebration. Seated, from left, are Ramona Gallagher, Buffalo Manpower Services chapter second vice-president; Robert Lattimer, Manpower Services chapter president, and Barbara Hauser, Health Research chapter president.



Buffalo chapter, from which SUNYAB chapter was formed ten years ago, was represented by large delegation. From left are Celeste Rosenkranz, former Western Conference president; Roswell Park chapter's Genevieve Clark, who is Western Region first vice-president; Fred Huber, Buffalo chapter president, his wife, Mary, and Linus Doherty, husband of chapter secretary Dorothy Doherty.



Dignitaries at this table included, clockwise, Marie Varacchi; Albert Varacchi, Stony Brook chapter president and chairman of CSEA University committee; Ethel Ross, Law representative to CSEA Board; Ray Boyle; table hostess June Boyle; Jack Carey, CSEA assistant executive director—state; Victor Pesci, State Executive Committee chairman; Sandy Termini, and Rock Termini.