

# Civil Service LEADER

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Convention Issue

— See Inside Pages

## THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL  
President,  
Civil Service Employees Association



At this time I am engaged in writing both this article for the convention issue of The Leader and preparing my report for the Delegates Meeting to be held from March 25 to 28. While there will be some overlapping in the two presentations, this article will emphasize the current CSEA situation with regard to some major areas of concern and will direct itself primarily to the future.

Needless to say, these are difficult, trying and turbulent times. The dramatic inflation upturn coupled with the sudden energy crisis affects us all in very serious and profound ways. We must meet all the strenuous problems confronting us in a united, cool and confident manner.

In this setting, rival private-sector unions are attempting to kill us off. We are at war; under siege. Battle for battle, our record shows that we have done very well in the success column. Our aim is to improve even more and eventually win it all — in behalf of every employee in the public sector.

Closely related to these fiercely competitive events is the work of our Expansion Committee. This committee is engaged in studies and investigations of out-of-state organizations similar in concept and character to CSEA. A possible merger or affiliation advantageous to CSEA is being sought.

On the current legislative front, a strong drive is under way by CSEA toward the establishment of agency-shop provisions within the framework of the Taylor Law.

CSEA is again sponsoring a bill in the Legislature for the benefit of New York State retirees. This bill directs itself both to correcting the many inequities existent in the present method of payments and to incorporating an updated and continuing cost-of-living adjustment to offset the serious inroads that the ever-increasing inflationary spiral makes upon fixed income.

CSEA, in its 64-year history, has been through good times and bad times: World War I, the great depression of 1929-33 and World War II. Through it all we have grown larger and stronger on all fronts and have always contributed to and been responsible for bettering the lot of all government employees in New York State. It is indeed an unequalled performance of proud achievement. With these facts in the record, there is every reason to believe and be confident that CSEA will come through this difficult period of drastic change even stronger than ever with assured confidence in greater accomplishments in the years ahead.

## CSEA Grieves Against State For Reneging On 4 Ladders

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. has filed grievances against the State for reneging on its contractual obligations to develop jointly with CSEA "career ladders" for four different occupational groups covering several thousands of state workers.

The programs to provide training and promotional opportunities for employees, according to CSEA, were called for as part of the existing three-year bargaining contracts negotiated by CSEA effective April 1, 1973.

The career ladders in question included programs for food service, clerical and maintenance workers, and for tax examiners. Contract grievances against the state for failing to honor the contractual provision in connection with the first three groups

were filed late last week. A grievance on the tax examiners' issue had been submitted two weeks earlier.

According to a CSEA spokesman, the state has displayed additional reluctance to resolve

the matter by refusing to permit initiation of the grievances at the fourth stage, an option available under the contracts when a grievance involves employees in more than one state  
(Continued on Page 18)



Impeachment: Those Affected

### Wilson, Rockefeller, Supreme Court And State Legislators

THE call made by Senator James L. Buckley for President Nixon to resign sent shock waves through Republican and Conservative party organizations throughout the state.

It is no secret that some Republican State Senators and Assemblymen share the Senator's views. What shocked everybody  
(Continued on Page 6)



THE BIG W's — Gov. Malcolm Wilson, left, and Civil Service Employees Assn. president Theodore C. Wenzl are all smiles at the prospect of attending the union's statewide Delegates Meeting this week at the Concord Hotel. The Governor is expected to make an appearance at the meeting sometime Wednesday morning.



REVIEW PERSONNEL NEEDS — The job of overseeing staff requirements for the Civil Service Employees Assn. is a responsibility of the Board of Directors' personnel committee. This committee reviews appointments and salaries for major positions within the Association structure. Shown at a recent meeting, preparing their report for the Board meeting preceding the statewide Delegates Meeting at the Concord Hotel this week, are, from left, Ellis Adams, Dutchess County; committee vice-chairman Jack Dougherty, Tax and Finance; Harold DeGraff, Ulster County; James Moore, Utica State Hospital; Timothy McInerney, Transportation; Ernst Stroebel, Health, and chairman Alfred Jeune, Greene County. Unavailable for the photo were Ronnie Smith, Willowbrook, and Thomas Kennedy, Suffolk County.

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## LONG ISLAND REGION 1



By IRVING FLAUMENBAUM  
CSEA Vice-President/Region 1 President

There is a renewed sense of strength and pride in the CSEA throughout Long Island Region 1, and I think that spirit is catching.

Much of the credit has got to go to the restructuring of our organization. It has fostered cooperation and communication among our 16 chapters and has produced a strategy of counterattack against the outside unions that have been nibbling at our heels for years.

With more than 25 years in CSEA, I, for one, have never seen anything like it.

The chapters are sharing their problems, ideas and mutual support, which, after all, is what our union is for.

Regional headquarters is able to dispatch professional help when and where it is needed, getting the greatest results from our manpower.

**WE HAVE ESTABLISHED** our Headquarters in a free-standing, two-story office building, and our CSEA letters are emblazoned across the outside in three-foot-high letters for all to see.

We have set up seven basic committees to give us the expertise of the most experienced and wisest members in the state, county and local units. We have had our area legislators to a political action reception at our regional headquarters. We have staffed the headquarters with clerical employees and our field staff. We have also provided days when members can reach a regional attorney or insurance counselor there.

No member need ever feel that CSEA is out of touch.

No unit or chapter need ever fear that it will stand alone against the well-financed raiding of the outside unions.

**IT IS SYMBOLIC** of the spirit and dedication that I see that the Regional board decided to have monthly business sessions in the evening, instead of the long Saturday luncheon sessions of the old Conference days. It's all work and no play, but we have been able to work out our problems and get action.

That is the result of the commitment of our chapter presidents: Bill Kempey, Joe Aiello, Joe Keppler, Joe Gambino, Hardy Horan, Duke Colby, Phil Ferrato, Ed Perrott, Julia Duffy, Ben Porter, Walter Weeks, Joseph LaValle, Virginia Colgan, Al Varacchi and Dorothy Rabin.

Their commitment has been equalled by my fellow officers in the Region: Ed Perrott, Dave Silberman, Ralph Natale, Sam Piscitelli and Dorothy Goetz.

We're on the move in Long Island Region 1. We've got 16 chapters with more than 200 units and almost 50,000 members. We've got solidarity, because we are all public employees and we all have the same basic job problems.

We've got one big thing that these outside unions bosses will never understand: we stand together.

## L.I. Region 1's Borders



# Nassau Agrees To Increase In Mileage Reimbursement

**MINEOLA** — The Nassau County Board of Supervisors is expected to vote a one-cent increase in the employee mileage reimbursement formula pending continuing re-evaluation of costs.

The penny increase will be voted by the supervisors at their April 8 meeting. It is to be retroactive to March 1 and county negotiators are to re-evaluate the allowance May 15.

Employees using their own automobiles for county business had been receiving 12 cents per mile. With the penny increase, this will bring the mileage reimbursement to 13 cents a mile.

The Board of Supervisors agreed to act on the mileage reimbursement after Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., had appeared at a Board meeting to press the issue, which was under negotiation with county representatives.

County employees log three million miles a year on county business with their own cars. Mr. Flaumenbaum advised the supervisors, and the employees are bearing rapidly escalating costs.

Commenting on the one-penny increase, Mr. Flaumen-

baum said that he believed the supervisors' action was the first in the state to meet the problem of escalating costs, "and for this I am grateful. At least they have been willing to discuss the issue and take some steps in the right direction."

"By leaving the door open on a May 15 re-evaluation, we can

now concentrate our efforts toward convincing the supervisors to fix a more realistic figure for the mileage reimbursement.

"Perhaps by then the currently soaring prices will have leveled off enough so that up-to-date surveys on car operation can be presented to the supervisors," Mr. Flaumenbaum said.

## Nassau Ed On Call 24 Hours Each Day

**HICKSVILLE** — Nassau Educational chapter, Civil Service Employees Assn., now has 24-hour telephone answering service available to members at its new office, 111 Old Country Road, Hicksville.

Edward Perrott, chapter president, made the announcement at the chapter's board of directors meeting March 9 at the Bounty Inn in Hewlett. He urged the delegates to let their members know of the new service feature.

The telephone number is (516) 433-7160. Part-time secretarial help staffs the office during the week, and when someone is not there the telephone is connected to a tape recorder to record messages automatically.

### Committee Set

Several committees were appointed during the session from among volunteers.

The chapter moved unanimously to seek its own nominee for the post of county executive representative, in forthcoming Long Island Region elections, and the following nominating committee will serve: Larry Visconti, Nick Conlon, Robert Cicero, Al Strickland and Mary Splaine. They will meet shortly and choose their own chairman.

In conjunction with this, members urged their officers to continue pressing for better delegate representation for educational chapters.

### Study Salaries

An 11-member salary committee was established in order to make the chapter's own survey of school district contracts in the area and the many different salary and benefit provisions. It was pointed out that school districts avail themselves of con-

tract surveys by the Board of Cooperative Educational Services (BOCES) not available to employees. Members were urged to provide copies of current and past school contracts to the chapter's office to be held in permanent file.

The salary study committee consists of: Muriel Chuisano, chairman, and Charles Brown, Robert Vogel, John Bonagiuso, Armando Rosati, Peter Bellone, Robert Cicero, Doris Reardon, Joan Brazzel, Larry Visconti and Joan Bach.

Ronald Harris will head the political action committee, assisted by Phillip Schook, Clark Champner and Vincent Giliberti.

The entertainment committee includes Terry Hall, chairman, and Charles Brown, Mary Splaine, Dolores Gabay, John Bonaquiso, Rose Camiddi and Robert Vogel.

## Humperdinck Featured At Heart Assn. Party

**MINEOLA** — The Irving Burros Division of the Nassau Heart Assn. is sponsoring the 3rd annual theatre party at the Westbury Music Fair on May 8. The evening will feature singer Engelbert Humperdinck.

Tickets are available for \$30 and \$35. All proceeds will be donated to the Nassau Heart Assn. For tickets or further information, contact Mrs. Irving Burros (evenings) at (516) 329-5663.

## Cadieux To Talk To Cornell Class

**TOWN OF HEMPSTEAD** — Kenneth Cadieux, president, Town of Hempstead unit, has been invited by Robert B. McKersie, dean of the Cornell School of Industrial and Labor Relations to address a class on productivity bargaining.

Mr. Cadieux will travel to Ithaca to speak to 50 students enrolled in a course entitled, "Collective Bargaining: Issues and Problems."

Mr. Cadieux is a voting member of the Multi-Municipal Productivity Project, which is a joint labor-management endeavor to increase productivity among the employees of Nassau County and the Towns of Hempstead, North Hempstead and Oyster Bay. The project anticipates a dry run productivity bargaining session to occur during March.

### AT YOUR SERVICE

Services available in the fields of business operation, industrial development, international trade, research, and science and technology are listed in a publication, "At Your Service," available free from the New York State Department of Commerce, 99 Washington Ave., Albany, N.Y. 12210.



**PILGRIM CONTRACT** — At the contract signing at Pilgrim State Hospital are, seated from left: Margie Noya, Pilgrim CSEA chapter president Julia E. Duffy, hospital director Dr. Henry Brill, and director of nursing services Louise Pan. Standing from left are: Eugene Brewer, Alvar Berkeley, John M. Jackson, Arthur Specht, Dr. Alfred Pinard, John Curran, Rudy Ferrone and Harry Raskin. Absent from the photo were Dr. Albert Paganini, assistant director, and Sylvia Weinstock, chapter secretary.

# New York Region Leaders Gather



New York Region chapter presidents and officials at the Region meeting, are, seated, from left: Jack Weisz, New York Parole; Cynthia Doyle, Public Service Commission; Solomon Bendet, Region president and president of the New York City chapter, and Sol Gordon, Brooklyn State Hospital. In the rear from left, are: Sal Butero, Psychiatric Institute; James Barge, Bronx State Hospital; Harold Krangle, Waterfront Commission; John Lo-Monaco, Metropolitan Division of Employment; Vincent Rubano, State Insurance Fund; Edward Gagnon, Gouverneur State Hospital; Thomas DiNatale, Division of Housing; James Gripper, King's County State School; Ronnie Smith, Willowbrook, and William Cunningham, Brooklyn State Hospital.



At the meeting of the New York City Region 2 at Manhattan headquarters at 11 Park Place are the officers, from left: William Cunningham, third vice-president; Vincent Rubano, second vice-president; Solomon Bendet, president; Jack Weisz, standing, immediate past president; Ronnie Smith, first vice-president, and Dorothy King, secretary.

## Disability Unit Cites Problems

**NEW YORK CITY** — John McKenna, director of employee training for the Department of Social Services, has agreed to assign members of his staff immediately to check out existing problems in the Bureau of Disability Determinations.

This was the result of a labor-management meeting between CSEA and the Department at the World Trade Center. The meeting came after an earlier agreement in Albany to hold a session in New York City to discuss problems peculiar to the Bureau of Disability Determinations.

The union representatives called attention to a volatile situation in the Bureau regarding job duties, workloads, staffing problems and working conditions and asked for prompt investigation.

Representing the union were CSEA collective bargaining specialist John McGraw, chapter delegate Evelyn Glenn, Dr. Sidney Auerbach, Michael Furey,

Walter Greenberg, Dorothy LaFrance, Jennifer Mitchell, David Roller, David Shmaefsky and Gertrude Wolff.

Mr. McGraw said Mr. Mc-

Kenna's agreement to look into the matter was a constructive first step in the right direction and he looked for management's continued cooperation.



**CHECKING PROBLEMS** — The state had a chance to hear of problems listed by CSEA in the Bureau of Disability Determinations in New York City. Clockwise from left foreground are some of the CSEA personnel on hand: Gertrude Wolff, Michael Furey, Evelyn Glenn, CSEA collective bargaining specialist John McGraw and Walter Greenberg.

## NEW YORK CITY REGION 2



By **SOLOMON BENDET**  
CSEA Vice-President/Region 2 President

New York City Region 2 of the Civil Service Employees Assn. is the successor organization to the Metropolitan Conference, which had served for 25 years as a voluntary grouping of chapters in the five counties of New York City.

Last Oct. 1, as a result of the decentralization of the Association, as approved at statewide delegates' meetings, all chapters within the Region automatically became members of the New York City Region. Included are all chapters located in Bronx, Kings (Brooklyn), New York (Manhattan), Queens and Richmond (Staten Island) Counties, as well as units of certain chapters in Westchester and Nassau Counties.

Included among these chapters are the oldest chartered chapter in the entire statewide organization, the New York City chapter, and two of the newest chapters: South Beach Psychiatric Center and Kings County State School.

Other chapters represent employees serving the Division of Employment, State Insurance Fund, Housing, Parole, Public Service, Armories and Waterfront Commission. In addition, there are a number of Mental Hygiene facilities represented in the Region: Bronx State, Brooklyn State, Creedmoor, Gouverneur, Manhattan State, Willowbrook, Basic Research and the Psychiatric Institute.

Each of these chapters is entitled to a full voice in the deliberations of the Regional Executive Council, which meets to act on matters of Regional interest.

**OFFICES FOR THE REGION** are located at 11 Park Place, Room 1210, in downtown Manhattan. These are in the same building, but on a different floor, as the smaller offices that had been maintained by the predecessor Metropolitan Conference. Telephone number for the Regional Office is Area Code (212) 962-3090.

Field service and public relations personnel are located in the Regional Office. The Office serves as Headquarters for regional supervisor George Bispham, who was recently named to the top regional staff position after serving for several years as an area field representative. His appointment was made with the approval of the regional president.

As president of New York City Region 2, Solomon Bendet also is a vice-president of the statewide Association. This dual title, in effect for all six of CSEA's regions, insures that each region will have at least one statewide officer. In addition, the Region's Victor Pesci serves as chairman of the State Executive Committee, another important position within the Association structure. The Region has eight members on CSEA's Board of Directors, as elected by statewide vote.

Officers of the Region, besides Mr. Bendet, are first vice-president Ronnie Smith of Willowbrook; second vice-president Vincent Rubano of the State Insurance Fund; William Cunningham of Brooklyn State; Dorothy King of Creedmoor, and Rocco D'Onofrio of the Division of Employment. They were elected by regionwide vote.

**THROUGH THE YEARS**, the Metropolitan Conference earned a reputation for being in the vanguard of the fight for employees' rights. The New York City Region intends to maintain that tradition. In the past, the Conference spearheaded the drive to put public employees under Social Security and provided leadership for the alleged Easter Weekend job action of two years ago. The Region has brought attention to the Ethnic Coding situation whereby state employees would have their ethnic background recorded on their permanent files. It has brought attention to unsafe work conditions in the World Trade Center, and has been working with WTC officials to solve the problems.

The New York City Region will continue to fight for the welfare and betterment of all public employees in the region and in the state.

**TAX CREDITS**

State tax credits estimated at over \$1.9 million for investments totaling more than \$93 million have been granted to 142 firms participating in the New York State Job Incentive Program, the State Commerce Department has reported.

**FIRE FLIES**

by Paul Thayer

On Monday, March 11th at 0324 a.m. the 54th Battalion and friends rolled to Queens Box 5671 for a fire at 111-24 208th Street. Involved was the ground floor of a two-and-a-half frame 20x40.

Outside on the street lay a person who had been burned to death in the fire. Upon arrival of Engine 304 and Ladder 162, numerous police radio cars were present and although the report mentions five injured civilians, they were not at the scene, all having been removed to hospitals prior to the arrival of the Fire Department.

That night on Channel 7 News, a reporter by the name of Rose Ann Scamardella, after shoving a mike into the faces of obviously excited persons at the scene, came up with the statement that the dead person would still be alive had it not been

for the delay on the part of the firefighters responding to the alarm.

This writer is aware that Miss Scamardella has not been around very long and has a lot to learn about reporting. To have made such a statement is certainly not good journalism and obviously she is not aware of a problem which has plagued the Fire Department since the inception of 911. Did she think to ask the excited person whom she was interviewing just how the alarm was reported? Did the person run to the corner and pull the alarm box as she should have done, or did she pick up a phone and, horror of all horrors, call 911? Did it enter Miss Scamardella's mind that we might just have had another case of 911 dispatching numerous radio cars to the scene before passing the alarm along to the Fire Department? Or perhaps Miss Scamardella's protectors on the happy news gang up there have not bothered to tell her that such a problem exists! After all, why get the kid in hot water with the cops?

In addition, if that fire had been going for half an hour as she reported, that wooden building would have been a heap of ashes and burned down to its foundations. If she can take some extra time, I suggest she go back to the scene and go to the attic. It is intact. Not a thing on the top floor was touched by the fire...! Baseless and inflammatory remarks as those made by Miss Scamardella on the 11th, is the kind of stuff which causes kids and grownups to throw rocks at firefighters as they pass by!

While I'm on the subject, did anybody get around to investigating the 911 tapes on this fire or doesn't anybody care?

On Thursday, March 14th Fireman Vincent DiPippo was on his way to the dentist at 149th St. and 3rd Avenue. As he parked on 150th Street he saw a housing cop with his gun out placing a man under arrest. Instead of respecting the gun, the "poisetrater" (as they say on TV) went for a tire iron to work over the cop. Vinnie took note, showed poise and offered a hand. He and the cop got the guy to the ground, cuffed him and took him to the 42nd Precinct. As the booking was taking place Fireman DiPippo smelled smoke and, telling the cop to pull the box, he went out to find fire on the 4th floor of 453 East 160th Street. He scaled an eight-foot iron picket fence to get into the alley, scurried up the rear fire escape, searched the fire apartment and found nothing, then went to the floor above and found the same. However, on the sixth floor he saw a woman's leg protruding from a window and pulled her on to the fire escape. Upon further search, he found a man and two kids, one five years old, the other three, wondering around in shock. He got them out and was leading them to safety below when the 4th floor exploded forcing him to shove his charges into a corner of the fire escape where he could protect them against the heat with his own body. In a few seconds water started and a sticky situation was resolved.

**Charge State Reprisal At Children's Hospital**

QUEENS — Assemblyman Saul Weprin, Queens Democrat, has accused the State Department of Mental Hygiene of attempting to force the director of Queens Children's Hospital to appoint an out-of-state doctor to a \$38,633 "no show" job as research director.

The charges were made at a press conference held at the hospital on March 18.

Speaking, he said, as an outraged resident and member of the Legislature, Mr. Weprin distributed copies of communications, including directives from Associate Commissioner G. C. Salmoiraghi in Albany to Dr. Gloria Faretra, the hospital's director, to make the appointment effective Dec. 20, 1973; to mail the necessary application forms to Dr. Harvey J. Karten in Newton, Mass., and to send his pay checks to a mail drop at the State University at Stony Brook.

Others present at the conference included Dr. Faretra, Jesse Mintus, chairman of the Queens Federation of Mental Health Councils, Terry Dawson and Randolph V. Jacobs of the Civil Service Employees Assn., Sue Noreika, chairman of Community Board 13, Jerome E. Rosenblitt, president of Kids In Distress representing Rose Gamso, chairman of the hospital's Advisory Council, and Max Schneler, chairman of the Federation of Parents Organization for New York State Mental Institutions.

**Delete Items**

Mr. Weprin said that when Dr. Faretra refused to make the appointment on the basis that it was illegal and unethical, the research director's item and that of a laboratory technician were removed from the hospital's budget. Mr. Weprin called the action of the department arbitrary, capricious and illegal and an attempt to dismantle the institution. Mr. Weprin is demanding a prompt investigation by Governor Wilson and State Attorney General Arthur Lefkowitz.

Ms. Dawson, president of the CSEA chapter at the institution, said:

**Firemen Give Prize To Leader Reporter**

Civil Service Leader reporter Katharine Seelye was named a winner last week by the Uniformed Firefighters Assn. in the newspaper division of the Annual News Media Awards Contest. She won the award in the "weekly" category for her coverage of the controversial federal court decision invalidating the last exam for firemen.

Other winners were: John Shanahan, Associated Press, for spot news; Cass Vanzl, United Press International, for feature; Arthur Mulligan and Vincent Lee, New York Daily News, for human interest; and Robert Garrett, New York Post, for UFA as labor union.

Each of the winners will receive a plaque and a United States savings bond.

I remember Fireman Vincent DiPippo when he was in 14 Truck. He was working the day that unit got the highest mark given up to that time for a day at Welfare Island. Now in Ladder 54, he is still a tiger as you can see by this report and I'm sure he will continue to be for the rest of his time on the job. Congratulations Vinnie!

"The CSEA will fight any deletion of items from Queens Children's Hospital. The institution is now operating on a minimal basis as it is, and to remove any more items especially one as sensitive as a lab technician can only adversely affect the work being done at Queens Children's."

"I, therefore, demand on behalf of the members I represent, that the lab technician item be restored to Queens Children's Hospital and that the Department of Mental Hygiene commit itself to the proper staffing of this institution."

Mr. Jacobs, of the New York Region's public relations department said: "The CSEA has over the years fought for and impounded the Department of Mental Hygiene, and specifically Dr. Allan Miller, to have these institutions throughout the state properly staffed, and for the provision in the budget of adequate funds to do the job."

**Can't Do Job**

"How can these institutions and their personnel do their job if they are understaffed and if they continue to be subjected to a constant erosion of personnel?"

"The CSEA strongly objects to the removal of items sorely needed at Queens Children and will do everything in its power to see that Queens Children's Hospital is properly and adequately staffed. The Lab Technician item should and must remain here. The lives and health of the children who are residents must not be played with."

Mr. Schneler said that the action of the Mental Hygiene Department was in violation of the laws of the State of New York and contravened the basic philosophy of the department itself on community involvement. He pointed out that consumer groups were not consulted or involved in the appointment, and that unless the department ceases and desists, the federation would contact the ACLU to take suit for an illegal act.

Concluding, Mr. Schneler said that the federation will fight any attempted reprisals against the civil servants who brought the matter to the public's attention.

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# Electric Rate Hikes Revolting To Critics At PSC Hearing

WHITE PLAINS — Westchester County Alfred B. DeBello called for "fundamental changes in the way we produce electricity and the way we regulate its production" in New York State.

In a statement to the state Public Service Commission at a recent special hearing in White Plains, Mr. DeBello not only opposed Con Edison's proposed rate increase calling it "unjustified," but also called upon the state to completely re-examine the giant utility and the PSC, the state regulatory agency, with an eye toward restructuring both of them.

The hearing drew the attention of Southern Region 3, Civil Service Employees Assn., and its executive board urged the PSC to push back electric rates to those of April 1, 1972. James Lennon, Region 3 president, appeared at the hearing to oppose any price increase.

Among the major changes Mr. DeBello called for was the election of all members of the Public Service Commission, a revamping of the electric rate structure, public control of the production of electricity and the formation of a statewide con-

sumers lobby on utilities.

Citing the fact that the PSC has granted Con Edison rate increases amounting to 128 percent over the past three years, Mr. DeBello said, "We must protect the right of our citizens to heat their homes, cook their meals and light their houses without the incursion of undue hardship.

"Our citizens can shop for food, shelter and clothing and enjoy a free choice to save wherever possible, but they cannot exercise any choice whatsoever in their source of power.

"I believe it is the Public Service Commission which should act as the guardian of the public interest in these matters, but in this respect, I believe the PSC has been a total failure."

Mr. DeBello said that an ex-

amination of Con Edison's rate schedule disclosed that it was heavily weighted in favor of the large commercial user and against the small businessman and individual homeowner.

"Why has the PSC not begun the process of rate leveling?" he asked. "Is it not time that the PSC stop favoring large corporations and commercial users and equalize the burdens caused by the present energy crisis?"

In addition, DeBello said, the people of Westchester want to know why Con Ed residential customers are paying more than twice as much as customers of New York State Gas & Electric.

Mr. DeBello said that up-country customers served by NYG&E are now paying \$16.95 for 500 kilowatts of electricity while Con Ed customers in Westchester are paying \$41.29.



By JAMES LENNON  
CSEA Vice-President/Region 3 President

## SOUTHERN REGION 3

CIVIL SERVICE LEADER, Tuesday, March 26, 1974

We are working for quality service for public employees in Southern Region 3 and not just for quantity service.

By quality service, we mean doing the best job possible to provide an all-around in-depth type of union representation for public employees on the part of the Region 3 leadership and our CSEA field representatives. This means taking into consideration all of the problems of public employees and developing new and creative ways of dealing with these problems.

The restructuring of CSEA has given us some wonderful tools to help us provide this quality service, and we in the Southern Region are taking full advantage of these tools.

We opened our first Regional Office last fall on Route 9 in Dutchess County between Fishkill and Wappingers Falls and now the only thing we wonder, is how could we have done without a central Regional Office.

Our Regional office has more than fulfilled the prophesies of the restructuring planners. First, telephone calls are pouring in to field representatives and regional officers, far more than we ever received before, making all kinds of inquiries about CSEA services and asking all kinds of questions about labor-management problems. Just the fact of having a full-time Regional Office seems to have awakened a need and interest among our members to more fully avail themselves of the services that CSEA can offer.

The new office is nearly fully furnished and we have a full-time secretary, Mrs. Judy Morrison. We already need another secretary to help out with the phone calls and the growing volume of clerical work.

An example of some of the innovative uses we have developed in our new office is the library we are compiling on the subject of grievances and disciplinary actions. These materials are all cross-indexed, and they are particularly helpful to field representatives or other persons who want to find out how specific types of grievances and disciplinary actions should be handled and what the available facts are about these procedures.

AS REGIONAL PRESIDENT, I have tried to do whatever I could to help hold the line on the runaway inflation which threatens us all. One of the things I have done, is having a resolution passed at a recent Region 3 executive board meeting asking that the State Public Service Commission roll back rate increases granted New York State electric companies and the N.Y. Telephone Company to the rates in force on April 1, 1972. I also appeared at a public hearing held by the PSC, a few days ago, to ask that no rate increase be granted to the Consolidated Edison Co.

Other Region resolutions having to do with the cost of living asked that negotiations for salary increases above the 5.5 percent limit be opened immediately with the state; that state retirees receive a 5 percent cost of living increase; that pay increases be provided in grade for them at the time of retirement and that they receive a health insurance plan for dependent children and a dental plan comparable to that furnished for state employees.

As for our retirees, I am very proud that in a short time, Southern Region has organized three retirees chapters with special thanks to Nellie Davis, Mary Bianchini and John VanDusen. The retirees, incidentally, are a valuable aid to CSEA, providing us with active help during such things as the recent challenges we underwent and from which we emerged victorious.

Speaking of challenges, I know that there are some people, including some who defected from CSEA, who are going around trying to drum up support for other unions. I predict these efforts will fail and one reason is that these defectors are trying to persuade employees to jeopardize their retirement and other benefits in already negotiated contracts by tying up with these private sector unions.

## OK Vacations In Greenburgh

GREENBURGH — The Town of Greenburgh, Civil Service Employees Assn., unit has won a class grievance taken in behalf of three employees at the Greenburgh Public Library.

Sal Trabakino, unit president, had filed the action, the first time this type of grievance was used, where the aggrieved party was the president of the unit rather than any single aggrieved individual.

The situation arose when three employees of the library asked permission to use earned vacation time in April and May. The library director said no vacations would be allowed before July 1.

Mr. Trabakino, noting that this was not consistent with the town's policy, decided to file a class grievance, since this vacation policy would affect other employees.

## Southern Region 3's Borders



**SULLIVAN COUNTY MEETING** — CSEA staff personnel met recently with representatives of the Sullivan County chapter, CSEA to discuss the reorganization of the chapter into four sections. Elections of officers in the Court House section were scheduled for last week, making it the first of the four sections to hold elections and authorize a new section constitution. Discussing the chapter remodeling in the above photo are, seated from left, Alan Greenfield, Fritz Kayser Jr. and William Bunce of the chapter, and Joseph Dolan, CSEA's director of local government affairs. Standing is Lee Frank, a CSEA field organizer who is assisting the local chapter in its reorganization effort.

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## Final Key Answers

The city Civil Service Commission has rendered final the following key answers:

**Marine Oller, Exam 2207 and Prom. to Marine Oller, Exam 3567** — tests held Aug. 25, 1973 — no 12 from A to A and/or C; no 24 from D to D and/or A; no 37 from B to B and/or C; no 59 delete; no 74 from C to C and/or B; no 75 delete.

**Prom. to Senior Pharmacist, Exam 2631 (Interdepartmental, Health and Hosp., and Social Services)** — tests held Sept. 21 and 22 — interdepartmental: no 3 (sabbath observer no 33) from A to B; no 14 (44) from A to delete; no 15 (45) from B to delete; no 17 (47) from B to B and/or C; no 18 (48) from A to A and/or B; no 43 (73) from A to A and/or D — **Health and Hospitals:** no 51 (1) from B to B and/or C; no 68 (18) from C to A — **Social Services:** no 70 from D to B and/or D; no 74 from A to delete; no 75 from C to delete.

## 12 Housing Workers Win Program Prize

MANHATTAN — Twelve persons have received cash awards and certificates in the city Housing Authority's Employees' Suggestion program.

The top award of \$50 went to Vibraschi Aversa, auto mechanic in Central Shops. Others honored with \$25 awards were: Elijah Smith, accountant in the Office of Paint Administration; Robert G. Thompson, maintenance man, Gun Hill Houses; Jerome Pollack, housing assistant, Ellis Houses; Stephen E. Marston, housing assistant, Borinquen Plaza Houses and George Marino, housing assistant, Borinquen Plaza Houses, joint award; Matthew V. Kozlowski, maintenance man, Markham Gardens Houses; Stuart Koslov, housing assistant, Legal Department; and James Falco, maintenance man, Independence Towers.

Receiving \$10 awards were Edwin Rios, maintenance man, South Jamaica Houses; Belle Pasternack, housing assistant, Hammel Houses; and Kenneth Martin, personnel aide, Central Office.

**Hispanic Society Meet**  
The Hispanic Society, Sanitation Dept. will meet at 8 p.m. at the National Puerto Rican Forum, 214 Mercer St., Manhattan, on March 27.

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TUESDAY, MARCH 26, 1974



## Power To The People

NO matter what its genesis, the energy crisis is extracting the last drop of blood from the consumer already squeezed white by the rampant-inflation of the past two years.

The cost of electricity, once regarded as a minor annoyance in the average homeowner's monthly budget, has soared, in part because of sudden rise in fuel prices. While rising gasoline prices can be coped with somehow, the spectre of rampaging electricity rates is frightening.

We have come to depend on electricity without thinking, and while we can save a watt or two because of conscience or pocketbook, we cannot do without it or with even drastically less.

Utility companies are favored sons in the state, and they usually get what they want by one means or another. Rate increases are constantly bedeviling the consumer after much public hand-wringing by the companies and a tear or two from the Public Service Commission. This cannot be allowed to continue. Those of us who are locked into fixed income should be a vanguard calling for a fresh look into the utility structure in New York State.

Alfred DelBello, Westchester's County Executive, zeroed in on Con Edison and the Public Service Commission a few days ago at a rate-increase hearing in White Plains. His comments and proposals, echoed by others, deserve serious attention.

In brief, he urged that the electric rate structure be completely revamped to make it more equitable for the small businessman and individual homeowner; that production of power be public to hold down costs; that the members of the Public Service Commission be elected by the public in order to be responsive to its needs; and that consumers band together to achieve their goals.

In the southeastern part of the state, the public is getting its chance to air protests against another round of Con Ed increases. CSEA Region 3 president James Lennon joined the growing clamor by urging that the PSC rather than granting another rate hike instead roll back rates to the level of April 1, 1972.

It is an Orwellian situation: Con Ed campaigns for its customers to "Save A Watt" by reducing the use of electricity in order to conserve power; the campaign works and electric usage declines; so do Con Ed's profits, and thus the utility demands rate increases because its revenues fall below a certain level.

As one critic commented, it's like the guy who murders his parents and then asks for mercy because he is an orphan.

## Why Not Talk?

FRANKLY, we're not all that sure what career ladders are, and how they can be applied to food service workers, tax examiners, laundry workers, clerical and maintenance workers, et al.

To clear our minds, we've asked a number of employees throughout the state on what their ideas are . . . and it turns out that there are a lot of ideas on the subject.

All of which leads us to wonder why the state is so adamant against discussing the matter with the Civil Service Employees Assn. Surely it's a situation that would leave both sides plenty of room to maneuver.

## Don't Repeat This!

(Continued from Page 1)  
was that Buckley voiced the unspeakable.

In view of Republican defeats in special Congressional elections in Michigan, Pennsylvania and Ohio, some State legislators are concerned about their election prospects in November, especially those who represent marginal districts. Some of these would be happier about their prospects if Vice President Gerald Ford ascended to the Presidency and former Gov. Nelson A. Rockefeller were designed as the Vice President.

### Nixon Troubles

Such a development would remove President Nixon and Watergate-related developments from the immediate political scene. People love their country and obviously there will be a long honeymoon period if the new national administration took over. Republicans here and in other states are worried about the coming report of the Joint Congressional Committee on Taxation about the President's tax returns; about publication of the secret report filed by the Watergate grand jury; about possible conviction of some important and intimate Presidential advisors.

On the other hand, it is clear that Sen. Buckley's call had only peripheral political motivations. Certainly there are no immediate political problems confronting Senator Buckley since he does not run again until 1976. By that time problems relating to impeachment of the President should be a matter of recorded history, one way or another.

What bothers the Senator is the status of the nation at home and abroad if it should happen that the Senate is required to sit as a Court of Impeachment with the President standing as a defendant before that Court. It would mean that for an extended period, possibly running through several months, our government would grind to a halt in both domestic and foreign affairs. It would also mean that the United States Supreme Court, already overburdened by an increasing case load, would slowly grind to a halt.

That would come about because on an impeachment trial of the President, Chief Justice Warren E. Burger would sit as the Senate's presiding officer. As a consequence many cases coming to the Supreme Court would be delayed because the Chief Justice will be otherwise busy. In addition, many cases will remain undecided, if the Court is split 4 to 4.

### Wilson, Javits Views

Gov. Malcolm Wilson and Senator Jacob K. Javits disagree with Senator Buckley. Moreover, the response to the Senator's call has been such that it seems unlikely that any of the State legislators will publicly support his position. According to the Senator's office, the public response by way of mail telegrams and telephones to his office, has been overwhelmingly negative.

In essence this means that there is a hard core of Republicans who retain their faith in the President and believe that he has done an excellent job. Republican candidates for public office dare not risk offending this hard core of Republican voters. And yet they also have to worry about those who are not hard core Republican and

(Continued on Page 7)



## 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.

## Court Upholds Rights Of Retiree

A recent decision of the New York State Court of Appeals involved a case where the plaintiff, who was a member of the New York City Employees' Retirement System, retired from service in 1955 and was granted an annual retirement allowance. At the time he became a member of the City Retirement System, the administrative code contained a provision which allowed a member who had retired to re-enter city service prior to age 70 and again become part of the Retirement System. That provision was amended in 1968 to reduce the age limit to 65.

On July 15, 1968, this plaintiff, then aged 67, entered the City Law Department. His retirement allowance ceased when he returned to the city payroll. The plaintiff filed an application to become a member of the System. He was refused and his Article 78 petition to compel reinstatement to the System was dismissed. The Court of Appeals reversed that decision stating that the opportunity to re-enter the System was a retirement benefit. As he was required, the conditional aspect of the benefit was satisfied. The right to be re-enrolled protected by the State Constitution cannot be taken away from him by the city's unilateral action. *In the Matter of Donner v. New York City Employee's Retirement System*, NYLJ 3/8/74.

THE COURT OF APPEALS has put to rest the question of sabbatical leaves in the Huntington Schools case. (33 NY 2d 229, 351 NYS 2d 670.)

In this case, the teachers' association moved in Supreme Court, Suffolk County, to confirm an arbitrator's award which granted sabbatical leaves to teachers. The lower court confirmed the award. On appeal to the Appellate Division, the lower court and the arbitrator were overruled by a 3 to 2 vote on the law and the award was vacated. The Court of Appeals in this recent decision said that the arbitrator's award should stand. The court said the decision of the arbitrator "neither contravened the statute nor its public policy."

"Moreover," the court said, "the issue was a proper subject for arbitration and, in any event, the limited public policy involved did not justify a judicial overriding of the arbitrator's award."

In 1971 the State Legislature enacted a law declaring a moratorium on leaves of absence and sabbatical leaves for the 1971-72 school year. In order to avoid a constitutional problem, the law said it "shall not be construed so as to impair any contractual right . . . Where such contractual right was in existence and enforceable prior to the effective date of this section."

There was at the time a collective agreement in effect between the Teachers' Association and the Huntington Board of Education which provided for sabbaticals for no more than 3 percent of the staff in any one year. Several teachers had made application for sabbaticals prior to April 1, 1971, to commence that summer, and the legislation intervened. The Board of Education refused to act on the applications and the matter was referred without objection to arbitration.

THE ARBITRATOR decided there was an enforceable contractual right in existence when the legislation was passed, and he directed the Board of Education to implement its sabbatical leave policy by considering the applications in good faith. The contractual right to be enforced ran between the Association and the Board of Education. The fact that more than 3 percent of the teachers applied for leave merely placed upon the Board of Education the burden of making a good faith decision as to which teachers would get the sabbaticals.

It is most important in this case to note that even if the arbitrator erred in deciding that the contractual right was enforceable, and that his view of the law was wrong, his determination should not be challenged.

The duty of an arbitrator is to reach a just result. He is not bound by rules of evidence nor by substantive rules of law. Even where the arbitrator misapplies the law, the courts will not overrule him.

There are a few instances where such an overriding public policy is involved that the court will take the mat-

(Continued on Page 7)



# LETTERS TO THE EDITOR

## Federal News

## State Needs Tab Machine Op For NYC

Anyone who has six months' experience operating tabulating machines or has completed a course in tabulating machine operation and maintenance may apply as an operator with the state for jobs in New York City. Starting salary is \$6,450.

Applications should be filed by April 8 for a written exam, no. 24-058, on May 11.

Tabulating machine operators with the state make necessary adjustments and minor repairs to machines in addition to operating them. Operators also may operate auxiliary equipment, such as sorters, interpreters and collators. They may also be required to file tabulating cards and perform other related clerical duties.

Those interested in applying for the position may obtain applications 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 (24-058) and title. Mail application form, when completed, to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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

CIVIL SERVICE LEADER, Tuesday, March 26, 1974

## Back Vizzini 100% On Firemen's Strike

Editor, The Leader:

As a New York City firefighter and a participant in the strike of Nov. 6, 1973, I strongly resent the letter of Mr. Bernard McWeeney in your March 12 issue.

Mr. McWeeney, retired since 1969 and presently employed by another labor organization, is apparently defending the actions of the District Attorney's office which indicted three of our union officers on criminal charges as a result of the strike. He doesn't see that this was the action of a lame duck city administration and an acting DA looking for appointment to the top spot.

As a labor man, surely Mr. McWeeney can see the danger of such action. If this move is successful, no labor leader, either in a municipal or private union, can be safe from prosecution on criminal charges when a strike occurs.

Mr. McWeeney never mentioned the bad-faith bargaining on the part of the city negotiators

during the contract talks. I, too, am a former member of the UFA Executive Board and have sat in on numerous meetings with the city. At no time during these talks were the city negotiators desirous of achieving any kind of an agreement. It seems Mr. McWeeney has criticism only for UFA president Richard Vizzini.

As to the referendum vote, Mr. McWeeney knows, as a former Board member, that this is only a barometer of the members' feelings. He also knows that in the past we have voted "job action" at membership meetings without taking a referendum vote. The UFA Constitution and By-Laws give the membership the power to act at a regular or special meeting. But Mr. McWeeney chooses to ignore this as well as the fact that the strike was 99 percent effective.

Apparently Mr. McWeeney, retired five years, has lost touch or is getting wrong information. The New York City firefighter is

behind president Vizzini 100 percent. We will no longer stand for stalling by the city during contract negotiations. In the future, when our contract expires we want the next one ready to be signed and delivered.

I, too, will soon be retired, but I will not presume to interfere with the internal affairs of the UFA when I retire. Instead of defending the city's and the D.A.'s actions, Mr. McWeeney should use his letter writing ability to criticize the union busting tactics of the Fire Commissioner. He would do more of a service to the active firefighters. His letter has done a disservice to the civil service labor movement, the Uniformed Firefighter's Association and the men in the firehouses.

Timothy J. Shea  
Fireman 1st Grade  
Engine Co. 22  
Former Manhattan Trustee  
Uniformed Firefighters Assoc.

## Women Are Hazards In Police Work, Cars

Editor's Note: Below are selections of the minutes of the March 14 meeting of the Citizens Organized for Police Support, in Staten Island. Speaker at the meeting was Dr. Martin Abend, a Metromedia television analyst, who addressed the issue of policewomen in patrol cars.

Dr. Abend began his talk by pointing out the importance in the promotion of equality. He pointed out, however, that in the history of the world there are some jobs that we just do not expect of women. One example he gave was the military. While we do have women in the military service, we do not require that they actively engage in military combat.

He said that in the case of police work, what we are witnessing is a "perversion of equality." This perversion is manifested when we expect women to undertake the most serious task of protecting the citizens of this city.

It is wrong to assume that all women are equal to the tasks of all men; it is wrong to require of women the unavoidable hazards involved in the duties of patrol.

These women being recruited bring with them special hazards involved in the duties of patrol.

These women being recruited bring with them special hazards to themselves, to the men that they will be on duty with, and to the citizens they are expected to protect.

Dr. Abend stated that he has had numerous private talks with the police hierarchy and members of the city administration. He has received only smiles of scorn and words of ridicule to the concept of bringing in thousands of women to the Police Department. These officials, however, are unwilling to commit themselves publicly on the issue.

As a result of his research into the problem, and private conversations with those involved, Dr. Abend has come to the conclusion that there are not many people who want this program. It is a policy which is opposed by the police hierarchy, the city administration, the policemen, many of the policewomen, and also by the average person.

Therefore, he finds it amazing that such a policy can come to

(Continued on Page 18)

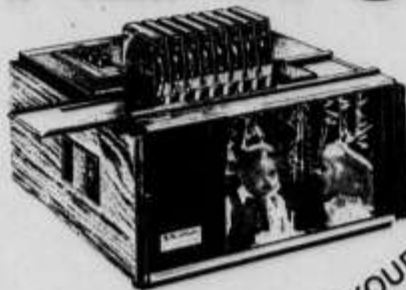
## Civil Service Law & You

(Continued from Page 6)

ter under its own wing. "The issue of sabbatical leaves under the Moratorium Act should not, however, be deemed in-arbitrable for fear of contravening public policy." Arbitration is such a preferred method of settling labor and management disputes that it can be said that public policy actually impels its use.

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# DEMONSTRATION FOR CAREER LADDERS



An estimated 2,000 members of the Civil Service Employees Assn. gathered on the Capitol steps in Albany to shout out their support for career ladders. Even though the crowd was large, the demonstrators maintained a dignified manner that evoked praise from many onlookers.

**ED NOTE:** It is not usual for a newspaper to apologize for its coverage of a news event. In this instance, we feel it is necessary, because the photos here do not adequately show the extent and enthusiasm of this demonstration. Unfortunately, there were circumstances beyond our control. We thank, however, Roger Cole and Dan Campbell of CSEA's public relations staff; Ted Kaplan for his Letchworth photos, and Joe Higgins for special technical assistance.



Dorothy King, Long Island Region 2 Mental Hygiene representative to the CSEA Board of Directors, acted as group captain for the Creedmoor delegation. Included in the Creedmoor group are Paunella Dalton, Mary Carroll, Phyllis Eisner, Levon Whaley, Mandy McDermott, Jannie Mason, Veronica Farrell, Bertha Leiberman and Prudence Napoli.

**PHOTO LEFT:** Manny Rameriz, left, and John Clark, vice-president and president, respectively, of Letchworth Village chapter, get ready to board one of two buses from their institution, which boasted of the largest single delegation at demonstration.

**PHOTO BELOW:** It was a misty day, so Letchworth demonstrators waited inside until buses were ready for boarding.



As demonstrators from Letchworth Village chapter in Region 3 gather to board their bus, last-minute preparations are made as Lorraine Scott hands poster to N. Goudey.



Showing off some of their hand-lettered signs are, from left, N. Goudey, Walter Thompson and Gloria Stritmater, all of Letchworth Village chapter.

# DRAWS 2,000 IRATE STATE WORKERS

Special To The Leader

ALBANY — Amid the banging of kitchen spoons against large empty cooking pots, thousands of food service workers from Civil Service Employees Assn. chapters from all over New York State demonstrated in active support of the CSEA Food Service Career Ladder in the State Capitol park on March 19, 1974. Chanting, "We want our career ladder," the constantly-growing group broke down into a uniform line and slowly marched around the perimeter of the large, snow-dusted, damp park.

Various units then had a chance to scream their individual reasons for support toward the thousand-step staircase and the windows of Gov. Malcolm Wilson's office.

Robert Guild, CSEA negotiation specialist, manned the speaker's podium and controlled the large crowd. He introduced various unit presidents and career ladder committee members, who in turn spurred the milling crowd on, with questions such as, "What do we want?" — answered with a roaring, "Career Ladder."

Numerous newspaper, radio and television reporters covered the activity and were surprised to find Dr. Theodore C. Wenzl, statewide CSEA president, wearing a career ladder placard and walking almost unobserved in line with the shouting union members.

"The state has not kept its word," Dr. Wenzl explained to a reporter's question; and the crowd around these men roared a resounding cheer: "We want action now."

As the buses kept arriving, 47 altogether, the crowd swelled toward its peak, about 2,000 members.

The streaking craze touched on a few male members of the group who threatened to streak down to the buff,

but only one member was caught with his pants down by the Capitol Police. He pleaded innocent and was released on \$10 bail with a future court appearance yet to be set. A CSEA spokesman said he believed that legal assistance will be available. At noon, the City Hall chimes rang, but the crowd paid more attention to the main speakers being introduced at the podium.

The speakers included statewide executive vice-president Thomas McDonough; vice-president William McGowan, the highest ranking Mental Hygiene employee in the Association; vice-president Joseph McDermott; treasurer Jack Gallagher and Headquarters executive director Joseph Lochner.

Several of the Mental Hygiene representatives to the CSEA Board of Directors also spoke to the gathered throng. But others, as well as vice-president Richard Cleary, kept moving in the crowd, encouraging the demonstrators.

At one point, demonstrators peeled off in a march around the park. Mental Hygiene representative Joseph Keppler, of Central Islip State Hospital, led the way, acting as head cheerleader with the aid of a megaphone.

Gloria Rice, Martha Noble and Phyllis Holeck, all of Rome State School, followed close behind, with two of them holding a large cooking pot, while the third one clobbered it with an oversize spoon.

Utica State Hospital's delegation, led by chapter president James Moore, who also serves on the Board of Directors, carried long banners proclaiming their presence.

Armando Crussell, of Pilgrim State Hospital, pointed out his chapter, headed by Julia Duffy, included laundry workers who were there to demonstrate for a laundry

workers career ladder.

Support was given to the demonstration also by tax examiners who are embattled with the Office of Employee Relations over their career ladder. Tax and Finance representative Jack Dougherty was among the demonstrators as they marched around the park.

The lines refilled the park and the immensity of the gathering was then realized. A wave of signs and banners broke upon the Capitol steps.

Two thousand voices roared chants that echoed down State Street and made the Albany public aware of the throng present in Capitol Park.

All during the demonstration, small groups of demonstrators filed into the CSEA headquarters building at 33 Elk St. to have a sandwich and coffee prepared and serviced by CSEA staff volunteers.

As the demonstration broke, a group of CSEA Food Service Career Ladder committee members and other CSEA leaders met with Melvin Osterman, director of the state's Office of Employee Relations, in a special session to attempt to move on the proposals of the CSEA committee.

When the buses headed homeward during the afternoon, each CSEA member knew he or she had done something to make the state government realize that state employees are not satisfied with empty promises and no results.

CSEA has begun both a legal and a public information battle to make the concept of a career ladder for food service personnel known. Court decisions will be forthcoming; arbitration hearings will be held. CSEA, New York State's largest public employee union, remains in its determination that "its member will be served."



In the four photos above, a special CSEA delegation meets with Melvin Osterman, director of the Office of Employee Relations. Obviously, as can be told from the pictures, the results of the meeting were gray. In the photos above, various angles show the CSEA delegation, led by statewide president Theodore C. Wenzl and vice-president William McGowan, highest ranking Mental Hygiene employee in the union.



Showing their support for the food service career ladder, but also making their own views known on a career ladder for laundry workers, this delegation from Pilgrim State Hospital in Region 1, poses in front of the line-up of buses. Kneeling is Armando Crussell. Standing, from left, are Phyllis Kosiorowski, Ben Kosiorowski, Rose Cilli, Julio Oliveras, Ramona Ramirez, Louis Escobar, Maria Cardona, Caesar DeRosario, Maria Roman and Miguel Acebedo.



From Binghamton State Hospital in Region 5, these demonstrators, under chapter president Leo Weingartner, right, prepare to join the marchers. In the group are David Parks, Sam Updike, Jim Gorman, Ida Gray, Charles Gray, Ed Gorman, Tom Arnold, Mary Clarke and Roger Forbes.



A number of Albany Region 4 members turned out to provide local support for the food service workers' career ladder. Recognizable in this group are Ag and Markets representative John Weidman, left; CSEA executive director Joseph Lochner, back center, and SUNY at Albany chapter president Frank Gilder, back right.



## City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Architect	\$16,400	3037
Assistant Air Pollution Control Engineer	\$13,300	4000
Assistant Civil Engineer	\$13,300	3041
Assistant Plan Examiner (Buildings)	\$13,700	3046
Civil Engineering Trainee	\$11,500	3129
Dental Hygienist	\$ 9,000	3065
Electrical Engineer	\$16,400	3144
Investigator (Transit Authority)	\$ 9,974	no exam
Landscape Architect	\$16,400	4002
Occupational Therapist	\$ 9,850	3080
Physical Therapist	\$ 9,850	3082
Public Health Nurse	\$11,950	3085
Shorthand Reporter	\$ 7,800	3163
Stenographer	\$ 6,100	3035
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Grand Jury Stenographer	\$ 9,000	3133
Hearing Reporter	\$ 9,000	3134
Senior Shorthand Reporter	\$ 9,000	3135
Veterinarian	\$16,740	3119

### Promotional Positions

Air Pollution Control Engineer	\$16,400	4500
Architect	\$16,400	3641
Civil Engineer	\$16,400	3603
Electrical Engineer	\$16,070	3608
Mechanical Engineer	\$16,400	3683
Plan Examiner	\$16,900	3667
Senior Shorthand Reporter	\$ 9,000	3677

**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.

# Custodial Foreman, Attorney Trainee Positions With City Open For Filing To April 22

Law school seniors may apply as attorney trainees with the city from now until April 22, while anyone with at least an elementary school education and three years experience in the cleaning and maintenance of a building may file as a custodial foreman.

Starting salary for attorney trainee, exam no. 2239, is \$12,000; for custodial foreman, exam no. 3064, \$7,325. These jobs are just two of the eight open for filing so far for city jobs.

A written test for the trainee position is scheduled for May 15. It will consist of two parts, the first weighting 35 percent for appointment and the second weighting 65 percent. Part one will be multiple-choice and questions will be on legal practice, procedure and research, torts, contracts, real property, evidence, administrative law and comprehension of written legal material. Part two will require preparation of a legal memorandum.

A qualifying oral test will also be given. It will be an oral presentation and defense of the candidate's prepared legal memorandum.

Graduation from law school by June 30 qualifies candidates for the job. The trainee position is for a maximum of 18 months and those who have their license to practice law after six months can

be advanced to attorney, attorney (taxes) or attorney (law librarian) at \$13,200 a year.

A written test, for custodial foreman, is scheduled for May 25. It will be multiple choice and may include questions on supervision, planning, training, cleaning methods and materials, safety, reading comprehension, public relations, maintenance and repairs and other related areas. Test score will count 50 percent towards appointment.

Counting another 50 percent for appointment will be a practical-oral test. It will be held in a college building and may contain questions on the operation and maintenance of electrical and mechanical equipment used by custodial foremen in a college. Safety and other related areas also will be tested.

A custodial foreman performs work of ordinary difficulty and responsibility in the supervision of the cleaning and maintaining of college buildings and their immediate grounds. He is responsible for supervising a small to medium size group of subordinate employees, principally custodial assistants. He also prepares work schedules, trains or arranges for training of new employees, stores and issues supplies, maintains records and prepares reports.

Those candidates passing the written and practical tests must then pass qualifying medical and physical tests.

Medical standards include vision of at least 20/50 both eyes together (eyeglasses allowed), normal hearing ability (hearing aids allowed), and no hernias or varicose veins.

Candidates could be rejected for heart, lung or back condition, hypertension, paralysis, history of mental or nervous ailment or speech defects.

In the physical test, candidates must walk up 82 steps — approximately 10 short flights of stairs — and return to the starting point in 2½ minutes.

Applications and further information can be obtained at the city Dept. of Personnel, 49 Thomas St., Manhattan.

Also scheduled to open in April are exams for administrative director of computer traffic control, assistant director of technical services (EISS), assistant director of technical services (field operations), automotive mechanic (diesel), captain (engineer) electrical inspector, human resources aide, oiler, photographer, plumber's helper, senior construction inspector, supervisor of diesel engineering maintenance and ventilation and drainage maintainer. Follow The Leader for more information on these positions, which will be printed as soon as job announcements are released by the city

Dept. of Personnel.

### Other April Jobs

Other jobs open for filing starting April 2 are listed below. Their exam numbers, starting salary, test dates and qualifications are listed below.

**Assistant Urban Designer, Exam 3047 (\$13,300)** — requires a BA in architecture plus two years' full-time paid experience in the planning, design, research, investigations and studies related to urban design development programs. Graduate education in architecture, urban planning or city planning will be accepted in lieu of experience on a year-for-year basis up to one year. (But all candidates must have one year of experience.) Technical-oral testing scheduled to begin May 22.

**Automotive Specialist, Exam 3051 (\$16,400)** — requires a BA in mechanical, aeronautical or automotive engineering or physics plus four years' full-time paid experience in professional automotive design and/or maintenance work, inspection and troubleshooting of automotive equipment, and/or specification and manual writing for automotive equipment. Technical oral testing to begin May 25.

**Crew Chief (Pest Control), Exam 4005** — at time of appointment, requires a qualifying certificate in pest control, exterminator permit, employee-exterminator operator permit or owner-operator permit issued by the city Dept. of Health. Training and experience will be evaluated and eligibles must also pass qualifying oral, medical and physical tests.

**Maintainer's Helper — Group B, Exam 3148 (\$4,7575 an hour)** — requires six years of full-time, paid helper or mechanic experience or high school graduation plus two years of full-time paid experience or an equivalent combination. Written test scheduled for May 25. Candidates must have a driver's license at the time of appointment and must pass qualifying medical and physical tests.

**Medical Clerk, Exam 4023 (\$6,100)** — requires high school graduation and six months of full-time paid experience in medical records of a nature to provide a knowledge of morbidity classification and acquaintance with the etiology of diseases; or two years of the experience. Written test scheduled for June 1.

**Supervising Landmark Preservation Specialist, (exam no. to be announced) (\$15,750)** — requires a BA in architecture, civil engineering, architectural history, history of art, city planning, political science, sociology or a related field, plus four years' full-time paid experience in city planning, architecture, building restoration or preservation of aged

(Continued on Page 13)

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# Minority Bias Alleged In Preparation For Sanitationman

A group of Italian-American sanitation workers last week charged the city with using a "double standard" in its program to recruit and prepare blacks and Hispanics to take the March 2 sanitationman exam.

The group, the Columbia Assn. of the Dept. of Sanitation, sent a letter to Mayor Beame outlining what it saw as bias toward "so-called minority groups," and

asked to be consulted when the city was ready to train candidates for the physical portion of the exam.

Dominick Cimino, president of the 6,000-member group, which accounts for nearly half of the department, cited the city's "minority recruitment program" as responsible for the bias. That program involved using city manpower and career development centers located in minority areas to encourage area residents to

apply for the exam.

When the period for filing applications closed, pre-test preparation courses were conducted in those areas with the aid of a training manual put out by the city and the Human Resources Administration. The manual, Mr. Cimino said, "was made available only to the so-called minority groups."

Mayor Beame reacted to the letter by directing the Dept. of Personnel to make sure that such programs are not implemented "at the expense of other ethnic groups."

The demanding competitive physical for candidates successful on the written part of the

exam will be held once all the written tests are graded. The Columbia Assn. wanted a part in selecting the centers in which to train candidates for the competitive physical, and Harry Bronstein, director of the Dept. of Personnel, issued the following statement in response to the request:

"We welcome the offer of assistance by the Columbia Assn. in providing training to candidates for the physical portion of the exam. We wish to emphasize that this program, like all other test preparation courses the city has offered, will be open to all persons without regard to race, creed or national origin.

"While we have not yet selected the sites for the physical training program, we anticipate that the locations will be convenient to all. We will cooperate with any employee organization desiring to work with us."

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# ALBANY REGION 4



By JOSEPH McDERMOTT  
CSEA Vice-President/Region 4 President

Looking at the state of the Region, it can be described much as one would describe a ballgame.

The home team, CSEA, is a sure winner, but the ballgame is only in the second inning. The game began with the Capital District Conference, forerunner of the Region, taking the first inning by a 25-year stint of hard work, culminating as the most solvent, vocal, best-represented (numbers-wise) and having the best-informed members and elected officials in CSEA. But then, naturally, all regions will claim those virtues.

The Albany Region presently encompasses 14 counties of which numerous units combine to comprise the 80 chapters. In this time of semi-quiet in the larger state division membership area, the new regional executive committees' concern has been what larger effort can be placed in advancing the goals of the public-sector employees in the political subdivisions. The emphasis initially has been placed in the northern geographical area of Clinton Essex, Warren and Washington Counties. A special committee is functioning in our north country and both the chapters and the regional offices are quite pleased by the results so far.

**THE REGIONAL BACKBONE** is considered to be its new and totally separate communications group, which provides instant message service to the chapter presidents as far away from the Albany core as the Canadian border, the northern Catskills and the Mohawk Valley.

The Albany regional officers feel one of the bigger problems they face is the education of the membership in smaller chapters and units and keeping them informed on how CSEA really works. This is a major goal for the second inning of the game.

The Albany Region Office will be opened by April 1974, and the backlog of projects which have been formulated since November can then be undertaken with the staff personnel, who will be housed in and operating out of the new facility at 10 Colvin Ave. in Albany.

Plans are already formulated to hold a mini-workshop in Westport in April and the Region-wide Spring-Summer Workshop has been planned for June 7-9. The social committee is already discussing the 1974-75 program, and sites are being considered. Additionally, discussions are under way with Russell Sage College Evening Division concerning appropriate union-oriented courses by the education committee.

**INTEREST OF THE MEMBER** chapters has certainly been evidenced in the Region activities. At a January meeting a capacity crowd of nearly 200 representatives participated. Indeed the response was so great that many chapters were initially requested to cut the number of attendees due to the lack of adequate dining facilities available. "The Region has outgrown its regular meeting haunts," the social committee reported.

Not forgetting the ever-popular demand for social activities, a member-oriented program has been planned for the remainder of 1974 by the activities committee.

Referring back to the ballgame analogy: The players may change from inning to inning, but the CSEA batter is always faced by a challenging team pitcher who represents those problems, wants and desires of the membership. When our coach isn't watching closely, the opposition's relief pitchers — other challenging unions or government management — often gets to throw against us. This is why we must train our batters to be able to hit anything tossed at them.

# Albany Region Outlines Vote Rules For Delegate Meetings

ALBANY — Joseph McDermott, president of the Civil Service Employees Assn.'s Albany Region 4, brought delegates up to date on voting procedures for the regional meetings.

Since CSEA restructuring changes went into effect last October, all chapters within the region are now automatically members of the Region. Under the prior set-up, membership by chapters was voluntary in the predecessor Capital District Conference.

With 80 chapters now members of the Region, Mr. McDermott pointed out that new rules would have to be followed in order to keep the meetings from becoming ravelled in vote harangues.

Each chapter will be expected to regulate its own vote. The president is automatically a voting member, and in the president's absence, the ranking vice-president is regarded as head of a chapter delegation.

Badges will be given to each chapter president for distribution to those delegates who will have voting privileges. Regardless of how many delegates may attend a meeting, each chapter will cast only the number of votes it is entitled to on a proportional basis. Conversely, if only the president or a single delegate attends, he will be entitled to cast the entire vote for the chapter he represents.

In addition, written proxies will no longer be required, since each chapter will be policing its own vote.

The continued growth of CSEA membership in the Region was pointed out by regional supervisor Jack Corcoran, who noted that 400-450 new members had recently joined the Association. He also explained that three new bargaining units are petitioning for representation.

A large segment of the meeting was given over to committee reports, presented by the committee chairmen appointed by Mr. McDermott at the Region's installation meeting last November.

Education chapter's Nicholas Piscarelli, chairman of the Down-town committee, urged a letter-

writing campaign to Albany Mayor Erastus Corning, voicing concern about the rash of muggings that have been occurring in the city.

He also suggested that when employee courses are set up again, as per a CSEA training benefits arrangement with the state, that a course in self-defense be included.

### Plan Activities

Ronald Townsend, a delegate from Tax and Finance chapter and chairman of the Social committee, announced dates of the next two regional meetings. On May 20, the regular semi-monthly meeting will be held at the Polish Community Center in Albany. June 7-9 will be the annual Spring workshop, this year to be held in the Sheraton Inn, off Exit 19 on the Northway.

A meeting of the Adirondack Council has been scheduled for April 27 at the Airport Inn in Westport, explained Council chairman Betty Lennon, of SUNY at Plattsburgh chapter.

Activities chairman Cosmo Lembo, of OGS chapter, explained details of the Region's "Lost Weekend" excursion trip to Montreal April 26-28. Excursion chairman Murril Milstrey pointed out that the deadline for reservations is April 10.

The fee of \$46.50 per person includes double-occupancy at the Hotel Bonaventure, bus fare, tax, gratuity and baggage handling. Buses will leave State Campus Building 12 at 3 p.m. on Friday April 26, and return to Albany Sunday evening.

Reservations can be made with Margaret Dittrich, Murril Milstrey, Helen LaPierre or Chris De Lello.

Another upcoming social event was announced by Gloria Fleming. This will be a dance June 21. Purpose of this function is to afford some recognition to those chapter workers who are not delegates.

Other reports were delivered by Ernest K. Wagner, chairman of the constitution and bylaws committee; Howard Cropsey, chairman of the political action committee, and Richard Fila, co-chairman of the education committee.

## Albany Region 4's Borders



## Adirondack Group To Hold Workshop

WESTPORT — More than one hundred officers and representatives of chapters and units in the Albany Region of the Civil Service Employees Assn. are expected to attend a one-day workshop sponsored by the Adirondack Council, CSEA, on Saturday, April 27 at the Airport Inn, Westport.

Registration for the workshop is scheduled for 8:30 a.m. on April 27, to be followed by two hours of separate workshop sessions for both state and county division people. The afternoon program will be devoted to a full participation session by all attendees, with a cocktail hour and banquet in the evening bringing the affair to a close.



## GSA Seeks Payroll Supervisor, Clerk

The General Services Administration of the federal government has an opening for payroll supervisor at \$9,969 to \$11,029 a year and an opening for payroll clerk, at \$8,055 a year. Both positions are in Manhattan. For more information, contact Mrs. R. Kowalski, Personnel Div., GSA, 26 Federal Plaza, Manhattan, 10007, phone: 264-8313.

### 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.

Judicial Conference jobs are filled at 370 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

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

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

**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.

# — Revised Schedule — Special Statewide Delegates' Convention Concord Hotel, Kiamesha Lake, N.Y.

## MONDAY, MARCH 25TH

1:00 P.M. -  
3:00 P.M. - 6:00 P.M.  
5:00 P.M. - 6:30 P.M.

Board of Directors Luncheon & Meeting (Empire Room)  
Registration & Certification of Delegates (Promenade Lobby)  
State Departmental Meetings:  
Mental Hygiene, Doric Room  
Department of Transportation, Ionic Room  
Correctional Services, Athenian Room  
Health Department, Room A 222  
Labor Department, Room A 224  
Social Services, Room A 226  
State Police, Room A 228  
Thruway, Room A 234  
Education Department, Spartan Room  
State University  
Conservation Department, Room A 229  
State Authorities, Room A 230  
Executive Department & Armories, Room A 231  
Tax Department, Room A 227  
New York City Chapter Delegates Meeting  
Dinner for all Guests (Main Dining Room)  
Regional Meetings:  
Long Island Region I, Irving Flaumenbaum presiding  
New York City Region II, Solomon Bendet presiding  
Southern Region III, James Lennon presiding  
Albany Region IV, Joseph J. McDermott presiding  
Syracuse Region V, Richard E. Cleary presiding  
Buffalo Region VI, William McGowan presiding

6:00 P.M. -  
7:00 P.M. - 8:30 P.M.  
8:30 P.M. - 10:00 P.M.

## TUESDAY, MARCH 26TH

8:00 A.M. -  
8:30 A.M. - 9:30 A.M.  
9:00 A.M. - 5:00 P.M.  
9:30 A.M. - 1:00 P.M.  
9:30 A.M. - 1:00 P.M.

Meeting of the Charter Committee  
Seminar on Parliamentary Procedure  
Registration & Certification of Delegates (Promenade Lobby)  
Meeting of State Delegates (Imperial Room)  
County Delegates Meeting — Mini Sessions  
A. Social Services — Richard Tarmey, Chairman  
B. Probation — James Brady, Chairman  
C. Non-Teaching Schols — Sam Mogavero, Chairman  
Lunch for all Guests (Main Dining Room)  
Meeting of State Delegates (Imperial Room)  
General Session — All County Delegates  
Cocktail Party (Columns)  
Compliments of Ter Bush & Powell & Travelers' Insurance Co.  
Dinner for all Guests (Main Dining Room)  
Education Committee Program  
"Communicating Through the Field Representative"  
John D. Corcoran — CSEA Regional Supervisor  
Francis A. Martello — CSEA Regional Supervisor  
Edwin Cleary — CSEA Regional Supervisor  
"A Look at Where We Are Today"  
Anson Wright — Chairman, CSEA Human Rights Committee  
Dorman F. Avery — Regional Director, State Division of Human Rights  
Lawrence Burwell — Executive Director, Urban League of the Albany Area

1:00 P.M. - 2:30 P.M.  
2:30 P.M. - 5:30 P.M.

6:30 P.M. - 7:30 P.M.

7:30 P.M. - 8:30 P.M.  
8:30 P.M. - 10:00 P.M.

## WEDNESDAY, MARCH 27TH

8:30 A.M. - 9:30 A.M.  
9:00 A.M. - 3:00 P.M.  
9:30 A.M. - 1:00 P.M.  
1:00 P.M. - 2:00 P.M.  
2:30 P.M. - 5:30 P.M.  
7:00 P.M. - 8:00 P.M.  
8:00 P.M. -

Seminar on Parliamentary Procedure  
Registration & Certification of Delegates (Promenade Lobby)  
Business Meeting for All Delegates (Imperial Room)  
Lunch for All Delegates (Main Dining Room)  
Business Meeting for All Delegates (Imperial Room)  
Cocktail Party (Columns) — Compliments of Concord Hotel  
Delegate Banquet (Main Dining Room)  
Invocation: Rabbi Solomon Saphier, Resident Rabbi, Concord Hotel  
Master of Ceremonies: Monsignor R. J. McCarthy, Pastor, Holy Family Church, Watertown, N.Y.  
Remarks: Hon. Louis J. Lefkowitz, Attorney General, State of New York  
Hon. Arthur J. Levitt, Comptroller, State of New York  
Benediction: Monsignor Frederick Frey, St. Thomas Aquinas Church, St. Josephs, N.Y.

## THURSDAY, MARCH 28TH

If the business of the Convention is not concluded by the end of the general session on Wednesday afternoon, a Thursday morning session will be held. An announcement to this effect will be made from the dais.

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## PBA Protests Action Against Hair Length

**NASSAU COUNTY** — The Patrolman's Benevolent Assn. here has unanimously approved obtaining an injunction against the Commissioner of Police to prevent him from taking any disciplinary action against any member who is in violation of the rules and regulations regarding the length of hair, sideburns and mustaches until a final decision is made on this matter in the courts.

This motion was approved by the membership at the PBA's Feb. 19 meeting. It pertains to Article VIII, Section 22, of the Nassau County Police Dept. Rules and Regulations.

## GSA Has Two Openings For Operating Engineer

Two positions are now open for operating engineer (general utilities) with the General Services Administration of the federal government. One job is in New York City; the other, in Newark. Both pay \$5.20 per hour.

Candidates must be able to operate heating and air-conditioning equipment. For more information, contact Ms. R. Kowalski, Personnel Div., GSA, 26 Federal Plaza, Manhattan, 10007, phone: 264-8313.

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## CENTRAL REGION 5



By RICHARD CLEARY  
CSEA Vice-President/Region 5 President

Greetings to the Delegates from the Central Region. The Central Region is an extensive region with a membership of 33,000 plus in the 20 counties of Central New York. The area is about 280 miles long, 120 miles wide and comprises 19,500 square miles.

There are 82 chapters in the Region, and 156 chapter units.

Twenty-five members of CSEA's statewide Board of Directors are from the Central Region.

The Officers of the Region are:

Richard E. Cleary, President (Syracuse Chapter).

Louis Sunderhaft, Executive Vice-President (Oneida County).

Mrs. Dorothy Moses, First Vice-President (Willard State Hospital).

Mrs. Patricia Crandall, Second Vice-President (SUNY at Cortland).

Michael Sweet, Third Vice-President (Herkimer County).

Mrs. Irene Carr, Recording Secretary (Oneonta Chapter).

Miss Helene Callahan, Treasurer (Syracuse Chapter).

Floyd Peashey, Executive Secretary (Retiree, SUNY at Oswego).

Mrs. Helen Hanlon, Corresponding Secretary (Syracuse Chapter).

The Regional Office is located at 700 East Water St., Syracuse, N.Y. 12210. The telephone number is Area Code (315) 422-2319. Satellite offices have been considered for the eastern, northern and southern areas of the Region. The Board of Directors approved a satellite office for Utica and the Region Site Committee has under consideration locations in Binghamton and Canton for additional satellite offices.

**THE UNITY** of the Central Region is exemplified through the Delegate Meetings held four times each year in various locations within the Region. Special meetings are held on call of the president or through delegate action.

The next Delegate Meeting will be held in Cortland on April 26 and 27. SUNY at Cortland and Cortland County are host chapters.

The aims of the Central Region are to promote merit and fitness of Civil Service through the cooperative efforts of the other regions and of our parent organization.

The Taylor Law and CSEA Restructuring have brought more responsibilities and authority to the region and chapters.

The staff of Region 5 is under Mr. Francis A. Martello, regional supervisor, and they negotiate approximately 180 contracts at the local levels of government.

In addition to the services performed for the local chapters, our field men have 55 state chapters to service. Additional stops at locations remote to chapter headquarters add time and effort to their work load.

**CONTRACT GRIEVANCE**, executive order grievance and the disciplinary action have added immeasurably to the chapter officers and staff responsibilities. No matter how difficult and time-consuming the efforts are, the end result is to represent the membership and spare no expertise protecting the rights of the employees. Their dedication to service and government shall not be hamstrung by the punitive efforts of the hierarchy.

The future effectiveness on CSEA lies in its growth. The Central Region has a potential of 85,000 prospective members. This large sector has to be tapped either through membership dues or a checkoff in an agency shop.

It behooves all members to continue their efforts in securing new membership.

## Hear Discipline, Pension Talks At Binghamton

BINGHAMTON — Disciplinary procedure and retirement service were two of the main topics at a meeting earlier this month of the Binghamton chapter of the Civil Service Employees Assn. at St. John's Memorial Center here.

On discipline, delegates were warned not to sign anything if the employer attempts a suspension. Employees were told to contact their CSEA representative immediately, so that legal representation can be arranged.

On retirement, it was explained how up to 165 days of sick leave accrual can be added to retirement. Consultants are available in Binghamton on the 17th floor of the State Office Building, from 9 a.m. to 3 p.m.

Chapter president Eleanor Korchak pointed out that one of the area field representatives for CSEA had resigned, but that she had been assured by field supervisor Frank Martello that a replacement would be assigned as soon as possible.

Donald Boswell, president of Binghamton Area Retirees chap-



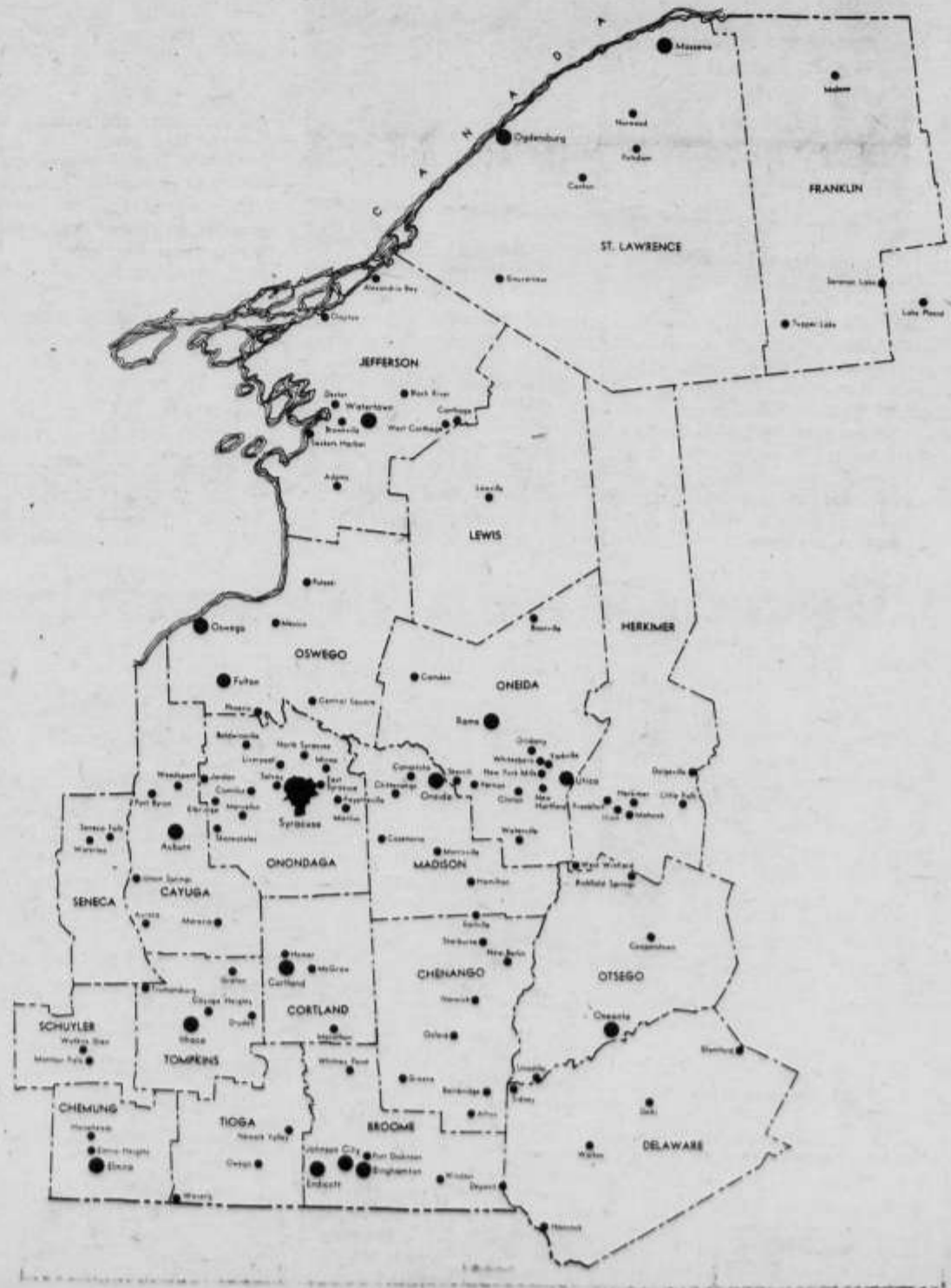
**PLAN MEETING** — Looking ahead to the April 26-28 meeting of the Civil Service Employees Assn. Syracuse Region 5 are Patricia Crandall, left, of SUNY at Cortland chapter, and Grace Tobin, of Cortland County chapter. They will be handling arrangements for the meeting that will be hosted by their two chapters in Cortland.

ter, extended an open invitation for members to attend retiree meetings.

Syracuse Region 5 treasurer Helen Callahan was among guests at the meeting, and she present-

ed a financial report to the delegates. Former Central Conference president Charles Ecker also spoke on restructuring and the status of the regional satellite office for Binghamton.

## Central Region 5's Boundaries



# Hospital Employee's Dedication, Warmth Recognized At His Death

(Editor's Note: CSEA members are often dedicated to their jobs far beyond the call of duty. Particularly, members in the service units and chapters at the various state hospitals and institutions demonstrate intense involvement with their charges. Their efforts may seem to go unnoticed, but when a politician grabs headlines at the expense of employees at Creedmoor, it is the hospital's director who rushes to their defense.

(Another instance of recognition on high of staff dedication comes to The Leader from the Rochester State Hospital CSEA

chapter. David Cohen, a hospital employee for 27 years, died of a heart attack in early January at the age of 48. The Director of the Hospital, Dr. Russell Barton, wrote a eulogy for this worker and it was published in the March issue of the hospital's newsletter, The Spokesman.

(We agree with the chapter that the eulogy has something to say to state employees everywhere.

(Dr. Barton's message follows.)

"With the death of Davy Cohen on Jan. 4, 1974, we lost one of our most valuable and best loved employees.

"Davy was not brilliant, nor did he pretend to be. On the other hand, he was not dumb, but he was not the sort of person to make headlines.

"Far more important, especially in the practical business of life, was his heart, his friendliness, and his values. He was kind, he respected people — all people — and had a reverence for the teachings of his religion, for fair play and for ordinary common or garden decency."

"He derived great pleasure from the simple things of life and looked forward to a steak, a shower, a ball game, a movie, and vacations spent traveling.

"He met me at the airport when I first came to Rochester to be looked over in September, 1970, and I remember his amiability and pleasant manner to this day.

"I last spoke to him outside the Rehabilitation Building in late December, 1973. He was helping an elderly female patient down from his bus.

"It was beautiful to watch — his care, his gentle friendliness and concern. Had Solomon in all his glory been handing down the Queen of Sheba at his palace gate, he could not have done it more tenderly, more courteously, or more royally than our Davy Cohen.

"One of Davy's fellow workers in the garage said simply, 'We have lost our buddy', and so we have, both patients and staff."



By WILLIAM MCGOWAN  
CSEA Vice-President/Region 6 President

## WESTERN REGION 6

Activity is brisk in Region #6 these days . . . that's the area which covers about 14 counties from the Pennsylvania border to Niagara Falls and Lockport. Saturday, March 30, 1974, marks a new beginning for greater CSEA involvement in the area . . . that's the "official" opening of the Regional office at 4122 Union Road in Cheektowaga, New York.

The office will be open to serve CSEA members, chapter officers, field staff, etc. Hopefully, more members and chapters will make use of the office in the future. Supplies will be available to aid chapters in conducting business, answering members' questions, handling problems, and disseminating union information. The rest is up to you . . . to take advantage of all that's offered, you have to make use of the office facility. The field staff is on duty from 9-5 and an answering service operates on a 24-hour basis to take care of emergency situations. Plans are to have various insurance personnel on hand, perhaps one day a week, to answer members' questions re: insurance policies, problems, etc.

AS MANY OF YOU may be aware, Erie County is under attack by another labor organization vying to represent some County workers. Presently, the Regional office is used as an information center and coordinating point to distribute necessary materials to promote CSEA in the Erie County area. Unit presidents and their memberships can rely on the officers and staff for assistance immediately.

Should you need information or help relative to a CSEA or work situation, call Area Code (716) 634-3540. That number will put you in touch with a CSEA field staff person, or you can leave a message for your call to be returned. Unless each one of you makes use of the office, the staff, the supplies, we cannot realize our goal of providing you efficient, immediate service. Let us know just what you want, what you feel may be lacking, what changes might be considered for improvement!

Don't forget, either, that Regional officers are ready and eager to attend any meeting or affair you may arrange. Please notify us in advance, however, so we can have sufficient time to plan for your event. To contact any officer of the Region, write to CSEA, 4122 Union Road, Cheektowaga, New York 14225. In case you haven't been introduced, the Regional officers are: Bill McGowan, president; Genevieve Clark, first vice-president; Bob Smith, second vice-president; June Boyle, third vice-president; Genevieve Luce, treasurer, and Judy Burgess, secretary. Let us hear from you anytime!

IN THE PLANNING STAGES are a WATS telephone line to the Regional office so that any member in the area could contact us directly, free of charge. Also, we're working on establishing the satellite office in Rochester. Presently, we're stymied because of finances, but hope to have the problem resolved shortly.

In the meantime, we're available to help you. Don't complain about a lack of service until you've tried us. CSEA does work for you, but we rely on each member's input to make CSEA work! All of us together can make a difference!

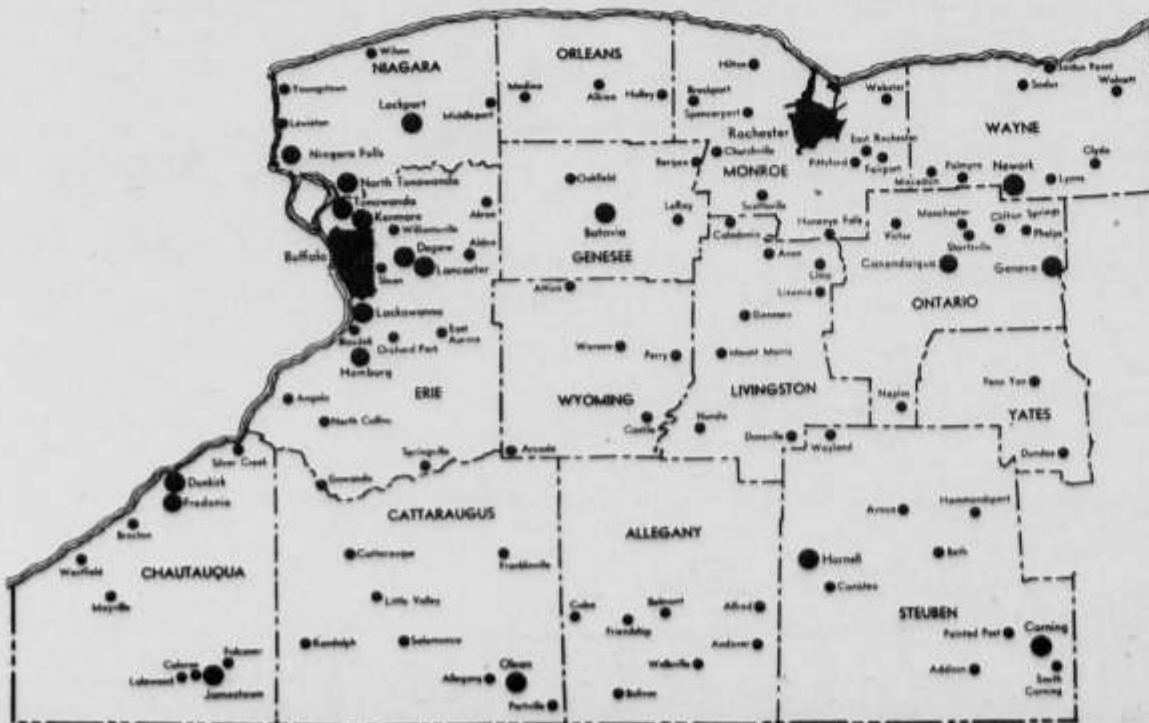
### N.Y. COMMERCE CENTER

New York State is a crossroad of commerce served by 10 major railroads; a 14,500-mile modernized highway system and the nation's greatest superhighway, the Governor Thomas E. Dewey Thruway; 19 major airports, including 11 jetports; an 800-mile free waterway system; the Port of New York on the south, and the St. Lawrence Seaway on the north through which 80 percent of the world's merchant ships can reach Buffalo, Rochester, and other inland ports, more than 1,200 miles from the sea. The New York State Department of Commerce calls it "an industrial growth-land."



**OPEN DOOR POLICY** — Kathy Wojtowski, at present a secretarial staff of one for the Civil Service Employees Assn.'s Western Region 6 Office, 4122 Union Rd., Cheektowaga, tries the key in readiness for the Office Open House March 30. Region president William McGowan said the Open House, from noon to 5 p.m., is being held to enable the regional membership see what services are being set up to serve them. The Region Office will serve the 14-county area in the western part of the state, although Mr. McGowan said that studies are under way to set up a satellite office in the Rochester area in order to improve communications with members in Region's eastern section.

## Western Region 6's Boundaries



# Albany Gripped By Crime Fear

## DOWNTOWN ED STAFFERS HARDEST HIT

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. has renewed demands for additional police protection for state employees working in the downtown Albany area following a resurgence of assaults, muggings and robberies of employees in or near parking lots.

Last year CSEA played a major role in getting increased police coverage for the parking areas during a rash of similar attacks against state employees, and the situation calmed before recurring again.

CSEA Albany Region president Joseph E. McDermott issued a strong public statement calling for adequate protection of state employees who must park at relatively secluded parking areas and walk considerable distances to their places of employment in the downtown Albany area. Mr. McDermott wrote to Albany Mayor Erastus Corning and to A. C. O'Hara, commissioner of the Office of General Services, requesting their cooperation in providing increased protection.

### Prime Demand

John Conoby, CSEA's staff coordinator for negotiations with the state education department, at negotiations now under way has established as the number one demand the safety of education department employees through greater police coverage in the downtown area.

Boyd Campbell, president of CSEA's Education chapter, has met with State Commissioner of Education Ewald B. Nyquist and has written to Mayor Corning urging close cooperation and coordination between capital buildings police and Albany city police to prevent future assaults in the area.

Additionally, the chairman of the Albany Region downtown committee, Nicholas E. Piscarelli, has written to chapter presidents calling for a letter writing campaign to the mayor by CSEA members, demanding adequate protection from attacks.

Mr. McDermott, in a statement to area news media, pointed out CSEA has long been concerned for the safety of state employees in the downtown area and has been instrumental in the past in obtaining additional police coverage of the problem parking areas, primarily located in the Sheridan Avenue, Swan Street, Elk Street region.

### Insure Safety

"I wholeheartedly concur with the concern for their safety as expressed by several hundred state employees in a recent petition sent to the Albany mayor and chief of police," the regional president said. "As it has in

## Grievance

(Continued from Page 1)

department or agency.

"This lengthens the total timetable for processing the grievances considerably," the spokesman said, "and is totally uncalled for, since the contract language itself stipulates that the first three grievance steps may simply be dispensed with. It certainly raises the question of the State's Office of Employees Relation being in good faith in the matter."

CSEA indicated it would pursue the issue of the career ladders no matter how long it might take.

the past, CSEA will continue to press for adequate protection to insure the safety and security of all employees," he added.

A petition signed by nearly 500 state education department employees was filed last week following an assault and robbery attack against a female employee of the Education Department. That attack, earlier this month on a public stairway leading from a parking area to the vicinity of the education building, was the most serious of the renewed outbreak of incidents in that area. The bulk of the state employees who have been victimized in the area are employed in the education building, the major state facility closest to the problem parking areas.

# Second-Year Wage Increase Goes Into Effect Next Week Under CSEA-State Contract

(Special to The Leader)

ALBANY — Money benefits headed by a 5½ percent salary increase will become effective this April 1 for thousands of state workers represented by the Civil Service Employees Assn.

The raise is a second-year benefit of the current three-year work contract negotiated by CSEA last year for the 140,000 employees in the four major state negotiation units — Administrative, Institutional, Professional-Scientific-Technical and Operational.

The increase will show up first in paychecks issued on April 10 for those state workers on the institutional payroll. Employees on the administrative payroll will first see the raise in their April 17 paychecks. This follows state procedure that calls for payment of raises to become effective at the end of the pay period of which the first day falls closest to April 1.

On these same paydays automatic annual salary increments, also continued through the second year of the current work contract, will be paid to those state workers who are eligible. This additional income, like the salary raise, also becomes part of the employee's basic annual salary.

April 1 will also see implementation of a minimum annual salary of \$6,500 for state employees when they have completed 52 consecutive pay periods in full pay status.

What this minimum salary means in relation to the other money benefits now being implemented is that if, after the addition of the 5½ percent raise to an employee's annual salary (and, after addition of an annual increment, if he is eligible), the employee's resulting new basic annual salary is still less than \$6,500 and he has completed 52 consecutive pay periods in full pay status — his basic annual salary will be automatically increased to \$6,500.

The second year of the state workers' contract also provides for continuation of the present



**MID-WINTER CHEER** — The CSEA's Division of Employment chapter held a mid-winter party recently in Albany at the Polish Community Center. Among those on hand were, from left: John Wolff, chapter grievance chairman; Rex Trobridge, field representative; Alphonse Briere, chapter president; James Cooney, field representative; John Corcoran, regional field supervisor, and Thomas McDonough, statewide executive vice-president.

## Declare Impasse In Thruway Talks

(Special To The Leader)

ALBANY — The Civil Service Employees Assn., has declared an impasse in its efforts to negotiate a new one-year contract for employees of the State Thruway Authority.

CSEA has petitioned the Public Employment Relations Board (PERB) to mediate in the talks, which began in late January and have stalemated with several major issues still unresolved.

CSEA has been negotiating on a coalition basis for the past two months with the Thruway Authority for the one-year contract covering approximately 2,500 Thruway workers. The coalition talks cover Thruway personnel in two separate units, one made up of maintenance, toll and clerical workers and the other comprised mainly of professional and supervisory personnel. However, while coalition talks have broken down, talks are continuing on an individual unit basis, according to a CSEA spokesman. Current contracts for both units expire June 30, 1974.

The CSEA spokesman said the union declared an impasse after the latest session with the Thruway Authority showed negligible progress.

## Metro Armory Meets April 10

NEW YORK CITY—The Metropolitan Armory Employees chapter, Civil Service Employees Assn., will hold a special meeting at 2 p.m. April 10 at the 69th Infantry Regiment Armory, 68 Lexington Avenue at East 26th Street.

President Al Knight said the nominating committee will present a slate of officers.

Officers will be elected at the chapter's final meeting of the season, May 21 at 4:30 p.m. at the 102nd Engineers Armory, 216 Fort Washington Ave. in upper Manhattan.

## Ⓛ CSEA calendar Ⓛ

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

### March

- 25-28—CSEA Statewide Delegates Meeting: Concord Hotel, Kiamesha Lake.
- 30—Town of Hempstead unit dinner-dance: evening, Holiday Manor, Bethpage, L.I.
- 30—Western Region 6 Grand Opening of CSEA Office: noon to 5 p.m., 4122 Union Rd., Cheektowaga.

### April

- 2—Albany Region 4 Night at the Ice Capades.
- 4—Albany O.G.S. chapter executive board meeting: 5:30 p.m., Little Bavaria Restaurant, Allen St., Albany.
- 4—Kings Park State Hospital chapter meeting: 8 p.m., Conference Room, Bldg. 22.
- 10—Metropolitan Armory Employees chapter meeting: 2 p.m., 69th Infantry Armory, 68 Lexington Ave., New York City.
- 23—Syracuse Area Retirees chapter luncheon meeting and election of officers: 1 p.m., Lakeview Lanes, Route 3.
- 25—Orange County chapter meeting: 7:30 p.m., chapter headquarters, Casa Fiesta Bldg., Rt. 211, Middletown.
- 26-28—Albany Region 4 excursion to Montreal: bus leaves State Campus Bldg. 12 at 3 p.m., April 26.
- 27—Adirondack Council of Albany Region 4 Workshop: 9 a.m., Airport Inn, Westport.
- 29—Stony Brook SUNY chapter general meeting: noon to 1 p.m., on campus.