

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXII, No. 17 Tuesday, December 21, 1971 Price 15 Cents

ALBANY  
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## Southern Conference Meeting

See Page 16



**PROCLAIMS WEEK** — Onondaga County Executive John H. Mulroy, seated, signs proclamation setting Civil Service Week in Syracuse and the County. Civil Service Employees Assn. leaders present at the signing were, from left, Clarence Laufer, president, Syracuse School chapter; Mrs. Hilda Young, former Onondaga chapter president, and Richard Cleary, president, Syracuse chapter of the Civil Service Employees Assn.

## CSEA Wins In Court

# Barring Accrued Vacation From Pension Figures Is Termed 'Unconstitutional'

(Special To The Leader)

ALBANY — A State Supreme Court justice last week ruled unconstitutional a new State law that barred the use of accrued vacations in computing retirement allowances for New York State public employees, as a result of a suit brought by the Civil Service Employees Assn.

Justice John H. Pennock struck down the law, stating that "thousands of retired employees have been benefitted from this provision over a long period of time without objection as to the

legality . . . and it would seem too late to raise a question fraught with such dangerous consequences for all public servants, both active and retired."

Pennock also noted that the

law passed by the 1971 Legislature ". . . is obnoxious to Article 5, Section 7 of the New York State Constitution," which became effective in 1940 and states that membership in the State Retirement System is a "contractual relationship, benefits of which shall not be diminished or impaired."

The case was brought by the CSEA in behalf of Abraham Kranker, a Law Department attorney and chairman of CSEA's legal committee, against Comptroller Arthur Levitt, who is the administrative officer of the Retirement System.

Justice Pennock noted that Comptroller Levitt was empowered to adopt rules administering the system, including the application of vacation credits, under the powers granted to him by the Legislature (Retirement and Social Security Law).

Appeal Expected

The decision affects present members of the Retirement System as well as those who join the System before April 1, 1972. The victory for CSEA ultimately affects some 500,000 employees of the State and its political subdivisions. The law would have set a cut-off date of April 1972, after which vacation credits could not be used for retirement purposes. The Attorney General's

(Continued on Page 9)

# Monroe CSEA Sets Court Fight To Save Increments

(From Leader Correspondent)

ROCHESTER — The courts apparently will have to decide if one-fourth of the 4,000 Monroe County employees are eligible for their scheduled increment pay raises next year.

The Civil Service Employees Assn. probably will file a suit in State Supreme Court Jan. 2, according to Vincent A. Alessi, president of the CSEA's Monroe chapter. The suit will ask the court to order the County to pay the salary increments provided in the CSEA-Monroe County contract.

The Monroe County Legislature eliminated the estimated \$560,000 that newer County employees were to be paid in increments next year when it adopted the County budget Nov. 29.

That apparently was a move to test the salary provision of the contract between the County and the civil service employees and not an oversight, according to County Attorney William J. Stevens.

"The Legislature took the position that they were not obligated to pay the (four salary) increments under the contract," Stevens said. Though few people are denied the raises, the raises are subject to approval by County employees' supervisors before they are put into effect, Stevens said.

"What those legislators did, they did with very little

(Continued on Page 9)

## Nassau Cty. Retains Its Salary Plan

MINEOLA — Nassau County's demand for cancellation of the graded salary plan has been withdrawn from the bargaining table, Nassau Civil Service Employees Assn. chap-

### BULLETIN

At Leader presstime, it was learned that negotiations in Nassau County had broken down, and that the CSEA delegation had walked out.

Inter president Irving Flaumenbaum said this week.

The demand had twice led to termination of contract talks by the CSEA negotiating team,

(Continued on Page 9)

# McDonough Tapped To Lead Joint Political Action And Legislative Committee

ALBANY — In a move to protect its members from arbitrary and unwarranted actions by State government officials during the current fiscal crisis, the 200,000-member Civil Service Employee Assn. has reorganized its statewide legislative committee and set up joint sessions between this group and CSEA's political action committee.

CSEA president Theodore C.



THOMAS McDONOUGH

Wenzl described the action as a first step to counter any personnel cutbacks which might be proposed by the Governor and the State Legislature. He said he also has forwarded to CSEA's constitution and by-laws committee a recommendation, to be presented to CSEA delegates in March, which would replace the current standing legislative committee with a new group called the legislative and political action committee. "Since the latter proposal won't be considered by our delegates until late in the State legislative session, I have called for joint meetings of the two committees to deal with the potential threats to the job security of our members," Wenzl said. The first joint meeting was held last week in Albany.

Wenzl also announced the appointment of the number two man in the State organization,

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### Inside The Leader

Mental Hygiene Rally In New City — See Page 3

Suffolk County Yields On Interim Hiring — See Page 3

Thruway Chapters Meet To Map Out Strategy — See Page 9

## Season's Greetings

To all our friends of the Christian faith, and to all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.

Theodore C. Wenzl, President  
Civil Service Employees Assn.

*Don't Repeat This!*

In Legislature

## Tax Package OK Expected—After A Tough Battle

STATE Senators and Assemblymen of every political complexion have voiced concern over the fiscal package that will be placed squarely in their laps by Gov.

(Continued on Page 6)



Feb. Testing Anticipated

# 44 State Titles Readied For Promotion Eligibles

A huge list of State promotional exams, encompassing some 44 separate and often-related titles, was received by The Leader last week.

All of these exams are scheduled for Feb. 26, 1972, with the exception of oral and performance tests. Those will take place during January and February, and generally involve positions in the Transportation and Motor Vehicles Depts.

Almost all the titles conclude their filing on Jan. 17. There are six that do not, however. Applicants for motor equipment jobs in DOT Regions No. 8 and 10 must file by Jan. 3; those for deputy administration director, also program development director in DMV face a Jan. 10 cut-off date.

Only four of the titles—dealing with employment—are interdepartmental. The remaining 40

fall to eligible incumbents in their respective agencies, through which personnel units can supply more information.

The January promotional titles, broken down by departmental groupings, are as follows:

**Interdepartmental:** Employment security clerk, G-5; employment security clerk (Spanish speaking), G-5; senior employment clerk, G-7; senior employment security clerk (Span-

ish speaking), G-7.

**DOT:** Assistant civil engineer (design), G-19; assistant deputy chief engineer (highways), G-35; principal civil engineer, G-31; regional highway maintenance engineer A, G-31; regional highway maintenance engineer B, G-29; senior civil engineer (design), G-23; transportation program administrator, NYC, G-23.

**DOT Reg. No. 2:** Motor equipment field inspector, G-13; motor equipment test mechanic, G-13. No filing after Jan. 3.

**DOT Reg. No. 8:** Motor equipment field inspector, G-13; motor equipment test mechanic, G-13. No filing after Jan. 3.

**DOT Reg. No. 10:** Motor equipment field inspector, G-13; motor equipment test mechanic, G-13. No filing after Jan. 3.

**ENCON:** Engineering technician (environmental quality), G-8; engineering technician (stack testing), G-9; principal engineering technician (air pollution control), G-15; principal engineering technician (stack test-

(Continued on Page 15)

## FROM THE FINEST



By EDWARD J. KIERNAN

**PRESIDENT NIXON'S** dramatic call recently for nationwide pension reforms echoed a position that has been pressed by the Partolmen's Benevolent Assn. for years. present day retirement systems simply do not provide adequate insurance against impoverished old age for working men and women—or their survivors—who have supported themselves by their own labor during their working years. Two kinds of change are urgently needed: an increase in the amount of retirement dollars, and procedural improvements that would, for example, allow a working man to carry his pension credits with him if he moves from one part of the country to another.

**IT IS A COINCIDENCE** that the President's statement came when it did, because the approach of the 1972 legislative session signalled a renewed effort in the pension area by the PBA. With thousands of retired members on our rolls, we keep in close touch with the problems of pensioners, and there have been mounting signs of economic distress among them—and especially among their widows—during the past year. These men and women have served the community with honor, and it is essential that some realistic measures be adopted to guarantee that they will be able to enjoy their retirement years with security and dignity. One method of achieving this—a method we have consistently supported—is a system that would hook the percentage retirement formula to current salaries, rather than to those in effect when retirement began.

**THESE PROBLEMS** confronting retired civil servants arise because of inadequate public attention to pension matters in prior years, and that suggests that the way to avoid future troubles is to provide adequate retirement plans for those employees who are now on the job. The need is especially acute in the Police Department, where pension benefits have historically served a two-fold purpose; they have provided for the retirement needs of the employees and they have served as a special incentive for the recruitment of competent personnel to an exceptionally dangerous job. That purpose is more relevant today than ever before, because the hazards of law enforcement have increased tremendously in recent years.


**THE PBA BELIEVES**, then, that the retirement plans of all government employees ought to be adjusted to assure adequate incomes to retirees as both life-spans and the cost of living increase; and we believe that the historic pre-eminence of police pensions must be maintained, for the good of the community, to help attract high quality candidates. Accordingly, our pension proposals to the Legislature during the coming session will include two alternative proposals for the modernization of the police retirement system. The first plan would provide retirement credits of one-thirtieth of salary for each year of service. The alternative would provide retirement credit of one-fortieth of salary for each year of service. In addition, we will request a restoration of the cuts that were made last year in the cost-of-living escalator for retired persons.

**WITH THE NATIONAL** spotlight being turned on pensions at last, the New York State Legislature has an opportunity to maintain its leadership in this most vital area of social concern.

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## In Legislature Pension Vote To Be Late — If At All

**ALBANY**—Action on public employee pension legislation will take place late during the 1972 sessions of the State Legislature—if at all—informal sources told The Leader.

The Permanent Commission on Public Employee Pension and Retirement System, set up last month to study some 450 pension related bills, has a deadline of January 15 for its first report.

To date, the commission has not met nor has it even found office space, it was learned.

All public employee pension systems will be studied with the exception of perhaps the most controversial — that of the State Legislature. Otto Kinzel, chairman of the commission, noted that he had read the commission's mandate and found no authority for investigating the Legislature's plan and therefore, no action would be taken in this regard.

**CIVIL SERVICE LEADER**  
America's Leading Weekly  
For Public Employees  
Published Each Tuesday  
669 Atlantic Street  
Stamford, Conn.  
Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007  
Entered as Second-class matter and  
second-class postage paid, October  
3, 1939, at the post office at Stamford,  
Conn., under the Act of March  
3, 1879. Member of Audit Bureau  
of Circulations.  
Subscription Price \$7.00 Per Year  
Individual Copies 15c

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(3 from New York)  
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K-3407: Buffalo Area—MRS. MARY GORMLEY, 1483 Seneca Ave., Buffalo, N.Y. 14210. Tel. (716) TA 2-6069 (after 6 P.M.).  
K-3083: Syracuse Area—MRS. MARY McCARTHY, 104 Farmington Drive, Camillus, N.Y. 13031. Tel. (315) 487-1688 (after 6 P.M.).  
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# Council 82 Is Broke; Wenzl Urges One-Year Security Unit Contract

ALBANY—"Council 82, AFSCME, for all practical purposes, is dead!" Theodore C. Wenzl, president of the Civil Service Employees Assn., commenting on the recent takeover of the Council by the parent International, also accused AFSCME of "deceiving Security Unit employees by not telling them of Council 82's impending demise until after the recent representation elections against the CSEA."

The CSEA leader charged AFSCME's leadership in Washington and New York with "covering up the real reasons why Council 82 has been taken over lock, stock and barrel by the International. 'Substandard operating' and 'poor programming,' the excuses

used by AFSCME International representatives in a letter to Council 82 members, leaves one with the impression that 'something is rotten in Denmark.'"

**No Excuses**  
Wenzl called on all Council 82 members "not to accept the weak excuses offered in a hearts-and-flowers letter, and to demand a complete and thorough investigation into the reasons why the Council has been placed in trusteeship."

"In fact, Council 82 members should demand an immediate delegates' meeting to determine why the Council couldn't get along on the dues money it was receiving, and to head off a possible dues increase to make up the deficit."

Wenzl suggested, furthermore, that the members in that bargaining unit who are stuck with 82, should reject anything but a one-year contract for reasons obvious to everyone.

"AFSCME told Council 82 members that it has appointed P.J. Ciampa from the International as a temporary administrator until the current mess is straightened out."

"The question arises: What happens to the executive director, the president and the other elected officers of the Council? A complete report on finances—where the dues money went, how it was spent, and on what—must be given to the membership," he declared.

**Sad Commentary**  
"The chicken has come home to roost and CSEA's charges dur-

(Continued on Page 8)

## Suffolk Yields To CSEA On Interim Hiring

SMITHTOWN—Suffolk County has agreed to overhaul its proposal to hire 169 employees under the Emergency Employment Act after a protest by the Suffolk chapter of the Civil Service Employees Assn. that the plan would dry up promotional opportunities for up to two years.

Chapter president Frank Imholz reported that Suffolk Labor Commissioner Lou V. Tempera, after a face-to-face meeting Dec. 8, agreed to revise the plan so that new employees brought in under Federal funding would be placed at the entrance level.

Imholz was accompanied by CSEA field supervisor Edwin Cleary and field representative William Griffin in pressing the CSEA position on Tempera.

Many of those unemployed persons to be hired under the plan were being slotted into positions which should be made available as promotional opportunities to the civil service employees, the CSEA had pointed out.

Imholz said it appeared that this "serious deficiency" in the plan came about because of officials' haste to get the program under way.

New positions will be slotted for the unemployed under a special aid program for which Suffolk is eligible because of a continuing unemployment level above six percent.



Rebella Eufemio, secretary of Rockland Children's Psychiatric Hospital chapter of the Civil Service Employees Assn., and Nicholas Puzifferri, president of the Association's Southern Conference, were in the audience at a rally recently in New City, where speakers such as Dr. Hagop Mashikian, right, pointed out that some State institutions are dangerously understaffed.



# Rally Attacks Threatened Mental Hygiene Cutbacks

(From Leader Correspondent)

NEW CITY—State hospital employees, public officials and clergy protested Governor Rockefeller's threatened cuts in State mental health services at a rally here on Dec. 13. A crowd of about 250 people heard 20 speakers denounce the threatened reduction in funds as a crime against the unfortunate people confined in State mental institutions.

Many of the speakers pointed out that institutions such as Rockland State hospital and Letchworth Village are already dangerously understaffed. Any further cutbacks could cause death, disease and chaos in the State institutions, they said.

The speakers urged that a tremendous publicity campaign be launched to bring the facts about the budget cuts before the people of the State. The Governor has proposed cutting \$146 million from the State Mental Hygiene budget, which could throw thousands of disturbed and mentally retarded persons into the community and leave institutions for the really disabled with only a skeleton staff.

One speaker noted "false economy" practiced by the State by building a new children's hospital at Letchworth Village for \$5 million which can't be operated because there are not funds to hire a staff.

**Called 'False Economy'**

Dr. Hyman Pleasure, director of Rockland State Hospital, said the cuts would penalize the State through the loss of Medicare and Medicaid funds. Dr. Pleasure estimated there are 375 staff vacancies at Rockland Hospital due to the "hard freeze" imposed by the Governor last April when the first budget cuts were made.

The budget cuts are also "false economy" because they eliminate the program by which patients can be released and returned to the general community where they can become productive members of society, the doctor said. "Taking away the programs condemns the patients to a life sentence in an institution," Dr. Pleasure said.

The plight of the many severely retarded and disabled patients at Letchworth Village was

brought out by Dr. Oleg Wolanski, the director. With the aid of slides he revealed that many of

the patients cannot dress or feed themselves. "When you do not

(Continued on Page 14)

## Gilbride Tops A Lively Nassau Court Unit Race

(From Leader Correspondent)

MINEOLA — A powerful 76 percent vote turnout elected the Michael Gilbride ticket in a spirited election of officers for the courts unit of the Nassau chapter, Civil Service Employees Assn.

The winning tally represented an absolute majority of all court employees, a clear mandate for the CSEA.

The new officers, who will assume office at a meeting to be scheduled in January, are: Michael Gilbride of County Court, president; Eugene Norman of District Court, first vice-president; Mrs. Anne Rehak of Supreme Court, second vice-president; Frank Dopman of County Court, treasurer; Mrs. Agnes Cammann of Surrogate's Court, recording secretary; Mrs. Agnes Ferrantello of District Court, corresponding secretary, and Frank Russell of Supreme Court, sergeant-at-arms.

The new officers were immediately supported by Anthony

Greco, who had headed the unit during a reorganization through the past year. "This is the first election in the unit run in a democratic way, and I look forward to unity and success for the unit," Greco said. "I pledge my support so that we can work together harmoniously to improve our working conditions."

The vote had been conducted by mail, and ballots were tallied Wednesday, Dec. 15.

Gilbride asserted that the first order of business would be to establish a board of directors, and that he looked forward to seeing it contain representatives of all courts, Supreme, Family, County, Surrogate's, District and the office of Commissioner of Jurors.

## Put Blame On State Poughkeepsie Budget May Cut Jobs

(From Leader Correspondent)

POUGHKEEPSIE—Thirty-seven City of Poughkeepsie employees will lose their jobs at the end of the month, if the Poughkeepsie Common Council adopts a budget approved in the executive session Thursday night.

The two City departments that will be hurt most by the cutbacks are the Department of Sanitation and the Department of Social Services. The Sanitation budget was trimmed by \$102,000, and will result in the loss of 15 employees. The Social Services Dept. will lose 18 positions, eight to ten of which are currently filled.

Alderman Pasquale Letterli

(sic), chairman of the Finance Committee, put the blame on the State, which he accused of "abandoning the cities." He said, "Our only hope is to convince our legislators not to abandon us." The next hearing on the budget was scheduled for Monday, Dec. 20, giving the City less than two weeks before the budget expires at the year's end.



**WELCOME GUESTS** — Mrs. Terry Dawson, center, president of Creedmoor State Hospital chapter, Civil Service Employees Assn., welcomes CSEA president Theodore C. Wenzl, left, and Paul Kyer, editor of The Leader, to the chapter's recent dinner-dance in New Hyde Park. Both men were lauded for "their continuing dedication to the cause of Mental Hygiene Department employees."



# FEDERAL EMPLOYEES:

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## Locations Listed

### Report 21 State Titles Facing Jan. 24 Deadline

There are 21 newly-announced State job titles open through Jan. 24, covering a wide scope of occupations from buoy light tender with the Department of Transportation to rehabilitation interviewer, an Education Dept. title.

Of the 21, all but three will have written exams conducted come Feb. 26. Candidates for medical technologist will have training and experience screened, while performance tests are pending for the jobs of maintenance man-mechanic and motor equipment repairman.

Announcements on individual titles are put out by the State Civil Service Dept., which has four regional offices. Their addresses are supplied on page 5 of The Leader, under "Where to Apply for Public Jobs."

Below there follows an alphabetical list for the titles, plus hiring agencies and announcement numbers to request for additional information:

**Buoy Light Tender**, at Department of Transportation; vacancies in Albany, Syracuse, Buffalo. Ask for Announcement No. 22-724.

**Campus Security Officer**, Supervising, at various campuses of the State University; numerous vacancies. Ask for Announcement No. 23-519.

**Campus Security Specialist**, at various campuses of the State University; numerous vacancies. Ask for Announcement No. 23-520.

**Civil Engineer (Design)**, Senior, at the Department of Transportation; 11 vacancies in Albany. Ask for Announcement No. 23-513.

**Employment Security Clerk**, at Division of Employment throughout State with exception of Albany. Ask for Announcement No. 23-504.

**Employment Security Clerk**,

Senior, at Division of Employment throughout State; list used for seasonal jobs. Ask for Announcement No. 23-503.

**Employment Security Clerk (Spanish Speaking)**, at Division of Employment. Ask for Announcement No. 23-512.

**Employment Security Clerk (Spanish Speaking)**, Senior, at Division of Employment. Ask for Announcement No. 23-511.

**Engineering Technician (Environmental Quality)**, at Department of Environmental Conservation—in Albany, Syracuse and White Plains. Ask for Announcement No. 23-5'6.

**Engineering Technician (Air Pollution Control)**, Senior, at Department of Environmental Conservation—in White Plains, Syracuse, White Plains and New York City. Ask for Announcement No. 23-517.

**Engineering Technician (Stack Testing)**, in Department of Environmental Conservation, in Albany. Ask for Announcement No. 23-568.

**Engineering Technician (Stack Testing)**, Senior, in Department of Environmental Conservation, in Albany, New York City, White Plains, Syracuse, Rochester and Buffalo. Ask for Announcement No. 23-569.

**Engineering Technician (Stack Testing)**, Principal, in Department of Environmental Conservation, in Albany. Ask for Announcement No. 23-570.

**Law Department Investigator**, in that agency, in Buffalo, New York City, Poughkeepsie, (Continued on Page 13)

## MAJOR APPLIANCE DISCOUNT OUTLET

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# THE EDUCATION ARENA

By Dr. Jack Bloomfield

(Ed. Note: This is the second part of Dr. Bloomfield's report on a significant conference which dealt with competency-based performance criteria for State certification of teachers.

## LEVEL OF TEACHER-TRAINING PREPARATION FOR STATE CERTIFICATION QUESTIONED

By Dr. Donald H. Bragaw, Chief Of The Department's Bureau Of Social Studies Education. Speaking to a group of college teacher-trainers, Dr. Bragaw praised the work of Dr. Vincent Gazzetta, chief of the division of teacher education and certification:



JACK BLOOMFIELD

"I am extremely pleased that changes in the certification procedures in the past several years have occurred and that the system seems to be a dynamic one."

However, Dr. Bragaw continued, in a tone of caution, "Dr. Gazzetta has indicated the present posture and plans of the certification department which includes a good deal of flexibility, which, I believe, a good certification system must have. But that flexibility should not mean loose quality standards on the part of the certifying agency."

Noting that the colleges have a major input into the determination of teacher certification, Dr. Bragaw insisted "the present preparation of teachers depends in large measure on courses passed—courses which still are geared to the medieval university design with little regard to what is going on in the schools, or, indeed, in society . . ."

"I would suggest from the evidence that exists that there is a serious gap between what is actually occurring in many of the school systems throughout our State and the teacher-training programs in our colleges and universities, and, whether colleges and universities like it or not, such school programs as are developed by local districts in the near future may well be forced to ignore one of the shibboleths of the great American educational system, that expertise lies only in the realm of college courses, and embark upon teacher-training programs of their own based on, among other things, performance goals and criterion referents which may, or many not, involve teacher-training institutions or courses."

Dr. Bragaw becomes even more specific when he turns to the selection of social studies teachers who need to develop social studies concepts in children from kindergarten through the 12th grade.

"I would suggest," says the social studies chief of the State, "that our teacher-training programs and our college courses do not help their students to deal with their disciplines or ideas conceptually. There is nothing more tragic than the

assumption that the students will gain whatever they need through the college texts and lectures, when they have never been exposed to a conceptual approach in their own public school or college careers. In this respect, I would suggest that there are many college professors who, while they may recognize the concepts of their discipline, do not recognize the need that their students have for understanding how that concept came into being than that their denotations and connotations are for the world in which that concept is used."

Then how should good teachers of social studies be developed and certified? In Dr. Bragaw's view, "teacher training, and retraining perhaps, is best developed in local regional areas, and it is to this end that the regional system which is being developed within the State educational system may provide a good vehicle by which the teacher training program might be developed, and credentialed made realistic. The trend toward performance evaluation and credentialing would also be best handled at this local regional level. I think that the way in which this might be done is for the entire gamut of interested parties to come together in a funded kind of relationship which can be done on a regional basis . . ."

"Our Bureau, for example, is presently exploring the possibilities of developing a proposal of program-accountability systems for Social Studies programs using regional key instructional personnel, district administrators, university consultants, and State Education Department people, with built-in teacher-training multiplier factors . . ."

"The concern which is implied is not only with preservice or on-service, but also in-service training, especially with the advent of new learning approaches, programs and delivery systems. I think that I would personally lean strongly toward the development of a full-year educational program which would include a 12-month school year to include a month of training or retraining, which would include both learning new approaches as well as the preparation of curriculum and instructional material (Up to a month's vacation would also be incorporated, but not necessarily occurring over the Summer). I think that such a program of training and retraining, which is incorporated in such a proposal would be paid for on a sharing basis and that the teachers, at their insistence, have deducted from their pay throughout the year a certain negotiated amount which would contribute toward this retraining fund to which the local districts as well as State and National funding would contribute."

In a final salvo aimed at the colleges, Dr. Bragaw concludes:

"Let me repeat that whatever the considerations for 'certification,' the primary factor to be considered, is on what the programs do, and are to exist in the schools, and not on what courses are offered or not offered at the college level. To end with an old cliché, I refuse any longer to believe that the tail should wag the dog."

## Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

**NEW YORK CITY**—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m. Saturday hours have been suspended.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8700.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by

the Personnel Department at least five days before the closing date for the filing of applications.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT's QT. RR local's stop is City Hall. Both lines have exists near Chambers Street, nearby the Department.

Completed application forms which are filed by mail must be sent to the Personnel Department and postmarked by the deadline. Transit Authority applicants must file at 370 Jay St., Brooklyn.

**STATE** — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226;

Suite 750, 1 West Genesee St., Buffalo 14203; State Office Bldg. Syracuse 13202. Not open Saturdays.

After 5 p.m., telephone: (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain applications only in person at the offices of the New York State Employment Service.

**FEDERAL**—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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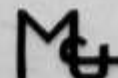
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# Civil Service LEADER

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Member Audit Bureau of Circulations

Published every Tuesday by  
LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902  
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-8Eeckman 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

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Advertising Representatives:

ALBANY — Joseph T. Bellow — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., FEderal 8-8350

15c per copy. Subscription Price: \$3.602 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, DECEMBER 21, 1971

## Against Public Interest

PUBLIC administrators have long known that the best protection for society from government abuse and the best protection for government employees from public criticism has been a full disclosure of all business transactions. The Administrative Code specifically requires:

"Every agency shall keep a record of all its transactions which shall be accessible to the public. A brief abstract, omitting formal language, shall be made, once each week, of all transactions and of all contracts awarded and entered into for work and materials of every description. Such abstract shall contain the name or names and residences by street and number, of the party or parties to the contract and of their sureties, if any. A copy of such abstract shall be promptly transmitted for publication in the City Record to the supervisor thereof."

In recent years there has been a quiet erosion of this principle. Under the pressures of economy, the City Record has been reduced to a pale memory of what it used to be. The civil list with its record of who is being employed and how much he is getting is no longer available and information about government employees is so coded that any sensible inspection is impossible.

Now the New York City Employees Retirement System is following the same course. For perhaps a half century the names and addresses of persons who retire from public service and their pensions have been a matter of public record presumably under the constriction of the Administrative Code. Beginning Jan. 1, 1972, this information, too, will be coded by pension numbers. At its meeting last month, the Board of Trustees, after receiving an opinion of the Corporation Counsel, decided that there was "no legal requirement that the Calendar set forth the names and addresses of members, retirees, or beneficiaries, and that a membership or pension number may be used in the Calendar to designate cases of members or retirees coming before the Board for action." The Board says that it now feels that this information is "confidential." At the same time, the Retirement System discontinued its policy of distributing its copy of the Calendar. The 200-odd page document may now be perused standing up at the counter of its information office—hardly a place for sharp analysis.

The penchant for secrecy that results in actions like these presents a great question of legality. But aside from this, such actions create a hazard for public employees which is unconscionable. In dealing with 60,000 calculations, error is bound to occur. Secrecy makes such errors less likely to be noticed and they create an aura of suspicion which makes the whole civil service community suspect.

We feel that the Retirement Board was badly advised to undertake such an action and we trust that legal steps will be taken to test the validity of this action through the courts.

One last note: Some elected officials and political appointees who are vigorously attacking any improvements in public employee pensions are themselves retiring with whopping pensions. Certainly the public is entitled to know about this!

## Don't Repeat This!

(Continued from Page 1)

Nelson A. Rockefeller just a few days after Christmas. Debate over the fiscal program is likely to be sharp and bitter, yet when the chips are down and the votes counted, the chances are that the Legislature will approve the program.

The Governor has himself expressed his deep concern "about the resulting hardships for those dependent on State and local services — education for the young, health and mental services for the ill, welfare support for the unfortunate, and those who support these functions of government through their hard-earned tax dollars."

### Governor's Plan

The Governor's tax program calls for a five percent surcharge on State personal income taxes and eliminates statutory credits of \$25 for a family and \$12.50 for a single taxpayer.

Other parts of the Governor's tax recommendations fall squarely within the tax reform program long advocated by Minority Leader Stanley Steingut: elimination of the oil depletion allowance, a State gift tax similar to the Federal gift tax, and increasing the minimum tax rate on incomes of those who would not be subject to State income taxes.

The major debate will center around the proposals to delay payments to local governments and to schools and a freeze on the amounts that will be appropriated for those purposes in the next fiscal year starting on April 1, 1972. City and village mayors, county executives, town supervisors, and school board members will exert all the pressures at their command to delay payments and to freeze appropriations.

According to Governor Rockefeller, his recommendations are "a responsible and balanced program." Earlier this month he gave examples of the intolerable service cuts that would be forced on the State in the absence of his new revenue program. These service reductions included cutbacks in education, in services to the mentally ill, in highway maintenance and repair. Civil service employees have a direct stake in keeping these services operating at the highest possible level and will watch with interest the votes of their legislators on the Governor's revenue program.

### Dems May Be Called

The Governor has set a short deadline for the Legislature. He proposes to call the legislators back to Albany during the week of December 27 and anticipates that his program will be enacted in time for the legislators to be back home for the New Year's Eve celebrations. At the moment it appears that the Senate will meet the deadline. Action in the Assembly is uncertain, unless the Democrats are prepared to produce sufficient votes for those Republican Assemblymen who will not support the program. Speaker Perry B. Duryea has a margin of only three Republican votes to spare. If more than three refuse to approve, the Governor and the Speaker will be obliged to look to Assembly Minority Leader Steingut to provide the majority.

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## Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

## Improper Labor Practice

(Second part of a two-part article)

LAST WEEK'S article discussed the filing of an improper labor practice charge concerning an employer's unilateral change of a general nature in a term and condition of employment in violation of an existing labor agreement. In this article, the law will be examined with regard to private deals with an employee while a labor agreement is in existence, and unilateral changes where no labor agreement is in effect.

### 2. A private deal with an employee while a labor agreement is in existence.

AN EMPLOYEE organization had been recognized in April 1969. While collective negotiations were going on, but before an agreement was reached, the public employer made a commitment to an employee with regard to his vacation time. This commitment was based upon an administrative interpretation concerning the length of vacation of a school employee who had been for many years a 10-month employee and was now becoming a 12-month employee. If he was deemed a new employee on a 12-month basis, he would receive only one week vacation, whereas, if the 22 years of prior service as a 10-month employee was somehow taken into account with regard to seniority for vacation purposes, the employee would receive three weeks. The business manager of the school district made a commitment to the employee that he would receive three weeks' vacation in 1969. The labor agreement negotiated for the period commencing July 1, 1969, and ending June 30, 1970, was silent on this subject. It did, however, have a clause stating that "no previous benefits to employees shall be lost, unless amended by this agreement."

THE NEXT AGREEMENT between the parties for the period July 1, 1970, through June 30, 1971, did have a provision concerning how 10-month employees who became 12-month employees should have their vacation time computed. This provision would have given the employee less vacation time than he had been orally promised by the school district. After July 1, 1970, the employee sought to take the 3-week vacation sought to have vacation time computed on the basis of the oral commitment, whereas, the employee organization sought to have this employee's vacation time computed according to the existing agreement. In dismissing the improper practice charge, the hearing officer relied on several factors.

THE FIRST FACTOR was that the basis for the improper labor charge, if any, was promised on an oral commitment made after recognition but prior to a labor agreement, and this oral commitment constituted bad faith negotiations. However, since the improper practice jurisdiction of PERB did not come into effect until Sept. 1, 1969, the hearing officer concluded that PERB had no jurisdiction as the basis of the charge occurred prior to the enactment of the law giving it jurisdiction.

THE SECOND FACTOR was the public employer did no evidence any discriminatory intent, that is, intent to subvert the employee organization or undermine its status as negotiating representative. Such discriminatory intent is not essential to an improper practice charge; however, its absence with regard to a private deal involving only one employee is a relevant factor. The hearing officer therefore concluded that the "only actionable improper conduct, if any, was a *de minimus* reaffirmation in 1970 of its 1969 arrangement" with the employer. The New York State Public Employment Relations Board affirmed the decision of the hearing officer for the reasons set forth in his decision. (4 PERB 3043 affirming 4 PERB 4507.)

### 3. A unilateral change when no labor agreement is in effect.

FROM THE BEGINNING of the Taylor Law, it has been held that negotiating on an individual basis, where there is an exclusive employee organization recognized as certified, was prohibited. (1 PERB 536) On the other hand, there has been no litigation or clear resolution of the problem of whether or not a public employer may make unilateral changes in terms and conditions of employment upon the expiration of an existing labor agreement and prior to the signing of a new labor agreement. As was pointed out in this

(Continued on Page 11)



# Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 31.

## Tuesday, Dec. 21

- 12:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 2:30 p.m.—Around the Clock—“Penal Law Review.” P.D. training series.
- 6:30 p.m.—Return to Nursing—“Comprehensive Nursing Care.” Refresher course for nurses.
- 7:00 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 10 p.m.—The Advocates: “Should Congress make strikers ineligible to receive public aid?”

## Wednesday, Dec. 22

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 2:30 p.m.—Around the Clock—“Penal Law Review.” P.D. training series.
- 6:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 7:00 p.m.—On the Job—Fire Dept. training series.

## Thursday, Dec. 23

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 2:30 p.m.—Around the Clock—“Penal Law Review.” P.D. training series.
- 6:30 p.m.—Return to Nursing—“The Nursing Care Plan.” Refresher course for nurses.
- 7:00 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 9:00 p.m.—The Police Commissioner—A report on ongoing Police Dept. activities.

## Friday, Dec. 24

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 2:30 p.m.—Around the Clock—“Penal Law Review.” P.D. training series.
- 6:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 7:00 p.m.—On the Job—“Operations in Subways.” Fire Dept. training series.

## Saturday, Dec. 25

- 7:00 p.m.—On the Job—“Super Pumper System.”— Fire Dept. training series.

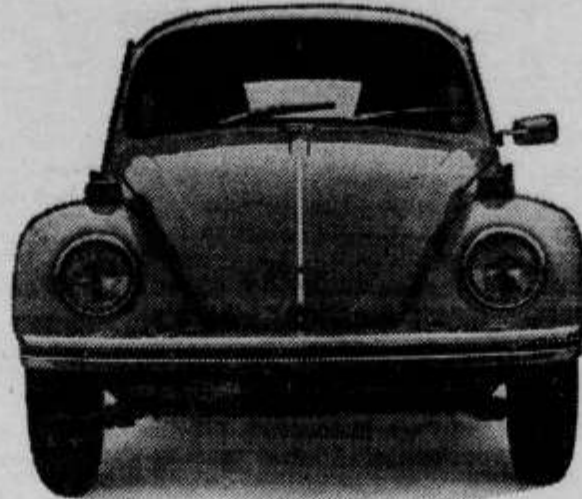
## Sunday, Dec. 26

- 10:30 p.m.—Mayor Lindsay: Discussion of issues of the day.

## Monday, Dec. 27

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 2:30 p.m.—Around the Clock—“Penal Law Review.” P.D. training series.
- 6:00 p.m.—Return to Nursing—Refresher course for Nurses.
- 6:30 p.m.—Around the Clock—“Traffic Safety.” Police Dept. training series.
- 7:00 p.m.—On the Job—Fire Dept. training series.

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Rochester Mt. Read Volkswagen, Inc.  
East Rochester Inner Volkswagen, Inc.  
Rome Valley Volkswagen, Inc.  
Roslyn Dor Motors, Ltd.  
Saratoga Spa Volkswagen, Inc.  
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Schenectady Colonie Motors, Inc.  
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## Buffalo Hospital Honors 19 For 25-Year Service

BUFFALO — Nineteen members of the Civil Service Employees Assn. in Buffalo State Hospital have been honored with 25-year service pins.

They are: Clifford Albon, Mrs. Emma Allen, James Bell, Mrs. Eileen Clark, Mrs. Tessie Clark, Peter Clerkin, Mrs. Mary Alyce DuBard, Mrs. Willie Mae Hardin, Mrs. Ethel Johnston, Mrs. Myrna Lang.

Thomas Mineo, Lester Morgan, Mrs. Harriet Murphy, Cleveland Neal, Mrs. Helen Springs, Walter Strzelewicz, Mrs. Truletta Tisby, John R. Williams and Mrs. Mary Wojcieszak.

Joseph Johnston was also honored posthumously.



**LETCHWORTH INSTALLATION** — Enlivened by a buffet and dinner-dance at the Platzl Brauhaus, the swearing-in of the new officers of the Letchworth Village chapter of the Civil Service Employees Assn. was held Dec. 3. Felice "Flip" Amadio, field representative from Middletown, did the installation honors. Left to right, front row, are Manuel Ramirez, vice-president; Doris

Beyer, treasurer; Sophie Kresl, chapter board of directors; John Clark, president; Amadio; Dorris Waller, chapter board of directors, and Amalia Mariano, secretary. In the back row are Peter Pavlich, delegate; John Evanko, chapter board of directors; John Kresl, delegate; Anthony Margiotta, chapter board of directors, and Russell Dickey, chapter board of directors.

## At Bronx State Hospital

### Self-Improvement Course Launched

Bronx Community College is offering a course for non-English-speaking employees of Bronx State Hospital, it was announced today by Dr. James A. Colston, Bronx Community College president. The course, entitled English as a Second Language, is funded by a \$6,000 grant from the State Department of Mental Hygiene.

According to its coordinator, Thomas Stribling of the BBC Office of Continuing Education, the program was instituted in

order to prepare hospital employees for two other existing hospital programs. They are the Bronx State Hospital Equivalency Program, designed to prepare participants for the High School Equivalency Examination, and the Bronx State Hospital Extension Program, which consists of college courses leading to an Associate of Arts degree in liberal arts.

Sixteen students are currently registered for the English as a Second Language course, which

meets four days a week at the hospital. Employees attend class on a released-time basis. Most of the participants are employed in maintenance, repair and custodial jobs and have been prevented from improving their professional status because of their lack of knowledge of English.

Upon successful completion of the year course, the participant is eligible to enter one of the two courses mentioned above, depending on whether or not he is a high school graduate.

## Co-Workers Honor Blind Stenographer

Edythe Williams, a stenographer in the New York State Department of Social Services for 34 years, was honored by her co-workers on Nov. 30 at a luncheon at the Golden Fox Restaurant in Albany.

Miss Williams, who is blind, was trained at the Batavia School for the Blind. She has worked under Dr. David Schneider, director of the Bureau of Research of the former New York

State Department of Social Welfare. She originally took dictation on a special slate, but now uses a Braille writer in the Bureau of Data Processing and Statistical Services, where she is currently employed.

Active in various associations for the blind, Miss Williams holds the posts of president of the board of the Albany Association of the Blind and vice-president of the Tri-City Council of the Blind. She is the secretary-elect

of the Empire State Association of the Blind, a position she will assume in January 1972. She is also a member of the Capital District Blind Bowlers Assn. and recently won a bowling trophy, the Business Girls' Club of the Albany Blind Institute, and the Emmanuel Baptist Church Women's Assn.

Her sister Ruth is also employed by the New York State Department of Social Services as a home teacher for the blind in the Albany area.

## Council 82

(Continued from Page 3) ing the election campaign that Council 82 had practically no professional staff and could not provide the kind of representation desired by Security Unit employees were not propaganda utterances, but the absolute truth," Wenzl asserted.

"Mr. Ciampa admitted to newspapermen that the Council had only one full-time professional employee, and two or three part-time employees to service the membership.

"This is a sad commentary on a union which promised the world and delivered instead virtual bankruptcy to an unsuspecting group of dedicated State employees."

## Nod To Urda

Appointment of Fred A. Urda of Smithville, a dairy farm operator, as Chenango County Clerk, has been announced by Governor Rockefeller.



**TURKEY TALK** — Irving Flaumenbaum, left, president of the Nassau County chapter of the Civil Service Employees Assn., helps to determine recipients of a batch of Christmas turkeys for Town Hall workers at the annual CSEA Christmas party. With Flaumenbaum are Alex Bozza, North Hempstead CSEA president, center, and Town Councilman John S. DaVanzo, right.

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1 Flynn J Troy .....84.7	3 O'Connell E Rensselaer .....85.4
2 Warren F Amsterdam .....84.2	4 Brown D Coxsackie .....85.3
3 Bernhard A Ravena .....82.5	5 Taub P Bklyn .....83.8
4 Couch J Cohoes .....74.2	6 Herzog D Alramont .....82.3
5 Cox D Rensselaer .....71.0	7 Lloyd D Albany .....82.2
DIRECTOR, CAPITAL PROJECTS	8 Myhre R Greenville .....82.1
COORDINATION BUREAU G-31	9 Nazarian D Green Island .....81.2
1 Shafer J Delmar .....94.0	10 Hislop A Schenectady .....80.8
2 Peyrebrune H Delmar .....90.9	11 Ellrott R Schenectady .....80.7
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1 Mann L Lima .....88.0	18 Hotaling P Coxsackie .....77.8
2 Mazzarella L Tonawanda .....82.0	19 Hotaling C Schodack Ldg .....77.7
3 Morse C Albany .....82.0	20 Barger S Rensselaer .....77.7
4 Place J Baldwinsv .....80.0	21 Couper F Albany .....77.6
ASSISTANT DIRECTOR OF	22 Smith C Salisbury Ctr .....76.9
IDENTIFICATION G-23	23 Hardie I Cheektowaga .....76.4
1 Armstrong E Troy .....96.0	24 Glickman J Albany .....76.3
2 Polan E Albany .....80.0	25 Schable J Schenectady .....76.2
ASSISTANT IN SCHOOL FINANCIAL	26 Fabore R Schenectady .....76.1
AID G-22	27 Hally E Rochester .....75.6
1 Murphy P Loudonvil .....90.6	28 Smith R Richmondvil .....75.1
2 Pillsworth P Schenectady .....86.3	29 Jennings R Hoffmann .....74.7
3 Hinchey M Saugertie .....82.8	30 Lipfeld C Albany .....74.7
4 Smith E Albany .....80.6	31 Levan C Tonawanda .....73.4
5 Conley C Albany .....76.4	32 McGill K Schenectady .....73.3
6 Orkie M Albany .....74.6	33 McGivern S Watervliet .....73.3
7 Connell R Selkirk .....74.2	34 Gnack H Albany .....73.2
8 Strait R Albany .....70.4	35 Johnson K Mechanicvil .....73.2
DEPUTY SUPT. OF CORRECTIONAL	36 Midgley D Schenectady .....73.2
FACILITY (MALE) G-26	37 Beck M Albany .....73.1
1 Perrin J Norwich .....100.0	38 Abrams V Schenectady .....73.1
2 Peterson J Coxsackie .....98.0	39 Wabnitz M Troy .....72.7
3 Lefevre E Dannemora .....95.0	40 Mahar S Albany .....72.3
4 Zimmerman W Loch Shel .....92.0	41 Phillips H E Greenbush .....72.2
5 O'Mara E Walkill .....91.0	42 Frolish B Saratoga Spg .....71.9
6 Fogg W Fort Ann .....91.0	43 Breen G Albany .....71.8
7 Lofstrom R Horsehead .....90.5	44 Heidelberg W Nassau .....71.7
8 Reid T Glenham .....90.5	45 Dwire C Bay Shore .....71.6
9 Wilmot J Ellevill .....90.0	46 Paolucci J Albany .....71.6
10 Smith H Kerhonkso .....89.9	47 Jackson E Troy .....71.2
11 Davis T Auburn .....83.0	48 McGrath F N Babylon .....70.6
12 Gard W Peekskill .....80.0	49 Bellentine S Tonawanda .....70.6
13 Pfeil K Auburn .....80.0	50 Martin G Rome .....70.5
14 Weaver L Horsehead .....79.0	51 Storey W Albany .....70.5
15 Oris D Jefferson .....77.0	52 Herrick R Albany .....70.3
16 Fleischmann R Catskill .....76.0	53 Williams C Watervliet .....70.3
SUPT. OF CORRECTIONAL	54 Anderson K Selkirk .....70.3
FACILITY (MALE G-32)	55 Israel N Albany .....70.3
1 Terrullo V Coxsackie .....102.5	56 Snyder P Albany .....70.3
2 Montanye E Glenmont .....101.0	57 Baker C Slingerlands .....70.2
3 Pattedson J Coxsackie .....90.0	58 Klinowski F Watervliet .....70.1
4 Lefevre E Dannemora .....87.7	59 Chapman J Albany .....70.1
5 Vincent L Attica .....81.0	
6 O'Mara E Walkill .....80.0	ASST. DIR. NYC OFF. GEN.
7 Smith H Kerhonkso .....79.9	ENGRNG. & RAD. HLTH G-29
8 Reid T Glenham .....76.5	PRIN. SNITARY ENGR. G-31
9 Schubia T Osining .....74.0	1 Squire A Elnora .....93.2
10 DeLong P Dannemora .....74.0	2 Buff A NYC .....87.4
11 Wilmot J Elmira .....74.0	3 Jatulis M Schenectady .....80.4
ASSOC INDUST HYGIENE ENGR	4 Smith P Elnora .....78.2
1 Ragofsky H Bklyn .....87.3	5 Farkas H Albany .....76.5
2 Szabol J Flushing .....84.1	6 Wiener F Albany .....76.4
3 Phillips C NYC .....82.6	7 Gates H Elnora .....73.6
4 Slotkin M Bklyn .....82.5	
5 Sheinbaum M Bklyn .....81.9	SOILS ENGRG LAB SUPVR
6 Grabois B NY .....78.5	1 Hall E Latham .....88.0
WORKMEN'S COMPENSATION	2 Ovrutsky P Loudonville .....83.5
BOARD ADMINISTRATION	3 Moody E Schenectady .....78.5
POSITIONS	4 Skoglund E Rexford .....76.0
1 Gold I Flushing .....85.0	5 Verde J Amsterdam .....75.8
2 Moldofsky M Bklyn .....83.5	6 Serrell D Scotia .....75.0
SUPERVISOR OF EDUCATION OF	7 Gage D Utica .....75.0
THE HANDICAPPED G-28	8 Renfrew W Albany .....71.4
1 Staples W Waterford .....84.3	
PRINCIPAL INDUSTRIAL ENGINEER	SR CLERK
1 Thurnau C Barst Hill .....92.7	1 German R Cheektowaga .....92.6
2 Stafford R Albany .....85.3	2 Tripi V Buffalo .....88.9
3 Lewis W Albany .....73.5	4 Roloff M Cheektowaga .....83.0
4 Dalgel K Albany .....72.9	3 Giza W Buffalo .....86.8
	5 Shith A Tonawanda .....82.3
	6 May C Cheektowaga .....79.8
	7 Cizkowski M Buffalo .....79.7
	8 Vandewater M Buffalo .....79.3
	9 Wozniak M Cheektowaga .....79.3
	10 Sutto n T Lancaster .....78.2
	11 Bless R Buffalo .....77.5
	12 Ofarelli M Buffalo .....76.8
	13 Baker N Tonawanda .....75.2
	14 Benson W Elma .....74.5



## Capital Conference

### Newsletter

By Jean Gray

The Capital District Conference welcomes new presidents in the Education Department—Alvin Rubin, Transportation (Columbia County)—Mortin Crank, Liquor Authority—Paul Morello, Commerce—Anne Marie Urban. Also, a new chapter has joined our Conference—Montgomery County, whose president is Emil Fleszar. A great big welcome aboard to each and every one.

After a 23-year lapse, the Law Department chapter has revived its Law Chapter News, which has generated interest by all members of the Law Department. Active on this project are Roberta Culver, Myrna Havrish, Mary Campbell and Nonie Kepner.

The project HORN OF PLENTY was a marked success, with many canned hams and cash donations amounting to \$155.

We hear the political action committee has once again been activated, and under the energetic leadership of Donald Blake of NYSIIS, we feel that the upcoming year will be an exciting one for all his committee members.

As we near the end of 1971, we feel that a large "Thank You" is due to all the many members of the Capital District Conference who have given us information on Capital District activities for our column. I especially want to thank Nonie Kepner of the Law Department for being the nicest secretary anyone ever had.

I look forward to one of the most interesting and active years of our Conference in 1972, and see great activity by all committees, our long-awaited Journal, and hopefully as prosperous a year as we will ever experience. Season's Greetings to all our readers.

## Court Fight

(Continued from Page 1)

thought," countered Alessi, "It's an obvious contract violation."

The pay increments — for many years given annually to employees who have worked below top salaries for the County — amount to nearly 5 percent of a worker's salary each year. They were scheduled for about 1,000 County employees next year before the Legislature cut the budget to \$191.2 million from a proposed \$195 million.

The Legislature's decision will not affect the 7 percent cost-of-living raises scheduled for all County employees Jan. 1.

The Legislature's decision to eliminate about 300 jobs from the County's payroll cannot be legally challenged, Alessi said, as long as civil service procedures are followed.

## Accrued Vacation

(Continued from Page 1)

office represented Levitt, Samuel E. Jacobs and James W. Roemer of the firm of DeGraff, Foy, Conway and Holt-Harris argued the case for CSEA.

It is expected that the Attorney General will appeal the decision, and CSEA is hopeful that the appeal can be expedited by going directly to the Court of Appeals.



**HOLIDAY CHEERFUL** — Officers and dinner-dance committee members of the Metropolitan area Division of Employment chapter, Civil Service Employees Assn., put on their best smiles to show how pleased they are with the large turnout at the D of E annual holiday party. Seated, from left, are Ken Watson; Ralph Fabiano, third vice-president; Connie Minardi, corresponding secretary, and Ronny Kasell, who was chairman of the successful event. Standing are Ed Allen; John LoMonaco, president; Anthony Brasacchio, second vice-president, and George Weitz, fifth vice-president. Missing from picture, but attending the event was recording secretary Grace Allen.

## Union Chap. Braces For Meeting With Town Board On Contract

**UNION**—Vowing to take strong action to secure a satisfactory contract, leaders of the Town of Union chapter of the Civil Service Employees Assn. are preparing to meet in an emergency session with Town Board negotiators on Wednesday, Dec. 22.

CSEA negotiating specialist Nels Carlson announced the meeting after the Town of Union Board last week rejected a tentative pact which had just been ratified by chapter members.

Under the proposed contract, which had been tentatively negotiated over a period of six months with Town officials, the Town had agreed to an immediate 4½ percent salary increase for Town employees; a promise to reform salary schedules for renegotiation in June of next year, and many health and education benefits.

Nelson told chapter members at the ratification meeting Dec. 14, "I'd be lying to you if I told you the 4½ percent raise is a giant step forward, but it is a base." He then went on to discuss the problem of the Town's uncooperative posture on salary schedule revisions and other working conditions.

"The problem is that the Town now has an antiquated, inoperable, out-dated system which means that too many people are getting too many different salaries in too many job categories." Carlson pointed out that as many as nine salary grades existed for the same job in several job categories, when in reality all jobs should be on parity. The salary problems, Carlson said, "nearly drove our CSEA researchers in Albany mad because of the complexity of the Town's present schedule."

Carlson also attacked the Town for allegedly refusing to operate under the terms of existing work agreements. County field representative Rick Sroka substantiated Carlson's contentions when he advised the mem-

bership of the status of several grievances now pending against the Town. Sroka said that these grievances included the refusal of the Town to accept the findings of a PERB arbitrator in one instance where the decision upheld the employees' contentions. Sroka told the members that he had written to CSEA officials in Albany requesting legal aid, and expected that the request would be favorably received in Albany.

Despite these unresolved issues,

the chapter members voted overwhelmingly by secret ballot to accept the terms of the contract. Then, in a move to fortify their position, the members voted to adopt a posture of "no contract, no work," effective Jan. 1, 1972, the expiration date of their present contract, if the Board rejected the agreement.

The following night, Dec. 15, the Board turned down the agreement by a vote of three to two.



**COMMERCE OFFICERS** — Newly elected president of the State Commerce Department's Civil Service Employees Assn. chapter, Anne Urban, foreground, receives the gavel from outgoing president Thomas Keays as other new officers and CSEA representatives look on.

(Special to The Leader)

**ALBANY**—A meeting of Thruway chapter presidents of the Civil Service Employees Assn. has set the stage for the opening round of Unit 1 contract negotiations between CSEA and the Thruway Authority, scheduled for early January.

The presidents of the four Thruway division chapters and the Headquarters chapter met recently in the Silo Restaurant in Albany to discuss strategy and the formation of the negotiating team which will have equal representation from the maintenance, tool and clerical sections comprising Unit 1.

Attending the meeting were Eugene Bernstein, chapter president for the Thruway New York Division; Albert Sibillo, Western Division chapter president; Vito Dandrea, Albany Division chapter president, and Jean H. Gray, Thruway Headquarters chapter president. Also present at the meeting was John J. Naughton Jr., CSEA collective negotiating specialist.

Additional meetings were scheduled for last week at the Silo, in which representatives from toll, clerical and maintenance participated.

## Lake Placid Unit Picks Slate Of New Officers

**LAKE PLACID** — The Lake Placid Central School unit of the Civil Service Employees Assn. has elected the following new officers: president, Mrs. Frieda Lyman; vice-president, Calvin Barney, and secretary-treasurer, Mrs. Mary Colby. The unit is a part of the Essex County CSEA chapter.

## Nassau County

(Continued from Page 1)

which said that the plan was a basic and traditional term of employment in the County service. The action preserves scheduled increments for employees after the start of the new year.

There was no indication given as to how close the parties were to a settlement of a broad range of issues, including a general pay adjustment. CSEA had originally submitted 101 items for negotiation.

The CSEA team had broken off talks last month after the County had refused to budge from its demand for an end to the graded salary plan. After a negotiator also failed to budge the County stand, the CSEA team walked out again. However, chapter president Irving Flaumenbaum secured support for the plan from members of the County Board of Supervisors and talks were resumed on the understanding that the issue would be resolved.

Talks have been progressing intensively since.

## Moront Named

Dr. George P. Moront, of Hudson, has been named a trustee of Columbia-Greene Community College for a term ending June 30, 1980. There is no salary.



# The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

In the Professional field, licensed Medical Lab Technicians and Technologists with a New York City license are wanted. Some openings require membership in American Society of Clinical Pathologists. The salary range is from \$130 to \$200 a week. Physical Therapists who have graduated from an acceptable school and have a State license can fill positions paying from \$8,000 to \$15,000 a year. There are numerous attractive openings for Social Case Workers with a Master's Degree in social work plus one year of experience. The beginning salary is \$10,000 a year, and higher salaries are offered for additional experience. X-ray Technicians with a State license are wanted for jobs paying \$150 to \$220 plus a week. Apply at the Professional Placement Center, 444 Madison Ave. Manhattan.

Our office on Staten Island has the following job opportunities. There is a demand for Sewing Machine Operators to operate factory machines in the manufacture of dresses, slacks and children's clothes. Training

will be given and jobs are available on a part or full-time basis at \$2.00 per hour. Jobs are available for Auto Mechanics, first-class who have their own tools and an operator's license. The pay is \$125 a week. Stenographers with good skills can get jobs for duty in downtown Manhattan. Must be able to type 40 to 50 wpm and take stenography at 80 to 90 words. The pay range is \$109 to \$135 a week.

An experienced Jewelry Salesperson is wanted for selling fine jewelry and giftware for a five or six day week. Hours to be arranged. The pay is \$150 a week. Apply at the Staten Island Placement Office, 25 Hyatt St., St. George, Staten Island.

In Queens, an experienced Planer is wanted. Must be able to set up and operate planers, and read blueprints. The pay is \$3.90 an hour. Fully experienced Roofers are also wanted at \$3.75 to \$5.00 an hour, depending on experience. The demand for Taxi Drivers continues at \$140 a week. Must have a chauffeur's license and one year of driving experience. Also wanted is a Foreman to supervise woodworking operators. Must have heavy experience in woodworking and supervising ability. The pay is \$175 a week.

There is another interesting job for Maintenance Mechanic. Must be experienced and know how to do mechanical and electrical repairs. Also read schematics and blueprints. The pay is \$2.75 to \$4.50 an hour, depending on experience. Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

In Brooklyn, Plumbers with their own tools are wanted for jobbing and alterations. The pay is \$3.00 to \$3.50 per hour. Polishers are also wanted to color cut down and polish brass, pewter, steel, aluminum or bronze. The pay range is \$2.25 to \$3.50 per hour. Auto Mechanics are wanted for major and minor

repairs on autos and trucks. No transmission experience required. Applicants must have their own tools and a driver's license. The job openings are in service stations, garages and dealerships. The pay range is \$110 to \$150 for a 5 day- 40 to 54 hour work week.

Maintenance Mechanics to repair and adjust various types of machines are needed. Electrical mechanical, and welding involved. Specific experience is necessary for these jobs paying from \$3.10 to \$4.25 per hour. There are also a few openings for Platen Press Operators able to operate Heidelberg, Chandler and Price imprinting on greeting cards and stationery. The pay is \$110 plus a week. Apply at Brooklyn Industrial Office, 250 Schermerhorn St., Brooklyn.

## Dentists Tested

The recent City exam for dentist had 16 candidates appear. Place of the test was the NYU College of Dentistry in Manhattan.

## Search For Buoy Tenders Conducted By State CSD; Seek Motor Repair Exper.

The Department of Transportation is out looking for buoy light tender candidates, offering the present pay range of \$5,829-6,921, for openings in Albany, Syracuse and Buffalo.

Three options are suggested: having one year in the repair of operations of gasoline-driven motorboats; or two years as helper or serviceman in the repair of equipment using internal combustion engines; or a satisfactory equivalent.

Physical and medical requirements can be gotten from: Physical-Medical Unit, NYS Department of Civil Service, State Campus, Albany 12226.

Applicants must apply by Jan. 24 and be ready to take a Feb. 26 written exam. Navigation rules and regulations will be among the four subject areas on that exam. Check Announcement No. 22-724 for fuller details.

A buoy light tender maintains buoys lights, beacons and channel markers on a section of State canal. He also operates and maintains a 21-foot, four-cylinder inboard motorboat, and may overhaul and repair other canal vessels.

For information on the process of applying, consult Page 5 of The Leader.

## Approve 4 Changes In Chemist Prom. Test Key Answers

Four changes have been approved in the final key answers for Exam No. 0696, promotion to chemist in various agencies: Board of Water Supply, Environmental Protection Administration, Health Services Administration, Municipal Services Administration and Transit Authority.

The three basic changes for all candidates are: 22, B and/or C; 33, A and/or D; 49, delete. The HSA exam has one additional change: 99, A and/or D.

In addition, three keys were changed for EPA's sabbath observer test only: 15, A and/or D; 41, B and/or C; 93, delete. The regular exam was held last June 12 while the sabbath observer test was given June 11.

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## GOURMET'S GUIDE

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# Civil Service Law & You

(Continued from Page 6)  
column on July 13, 1971, any such unilateral change "would be similar to a strike in reverse and might constitute an unfair employer practice under Section 200-a of the Taylor Law." Certainly any such change by the public employer would create an environment in which good faith negotiations would be difficult or impossible.

**ON THE OTHER HAND,** if the public employer was barred from any such unilateral changes, then the Taylor Law would have provided a new safe watermark for employee organizations who had negotiated a labor agreement. Upon the expiration of the labor agreement, the public employer would be prohibited from taking away any benefits contained therein on a unilateral basis, so that the prior labor agreement would remain in effect until a new contract was

signed. While neither the courts nor PERB have decided this question, such a ruling would clearly enhance the ability of the parties to negotiate to a conclusion.

## Seek Out Lawyers For Jobs In Suffolk

Departmental attorney applications will be accepted by Suffolk County until Jan. 26. These vacancies are in the Social Service Dept. and begin at \$629 bi-weekly.

State Bar Assn. membership is a prerequisite, as is four years in the practice of law. Complete details on the qualifying written test may be found in Bulletin No. 12-111.

Applications are on hand at the Suffolk County Civil Service Dept., County Center, Riverhead, L.I. 11901. Telephone: (516) 727-4700.

# ◆ This Week's Key Answers ◆

EXAM 0646

PROM. TO ASSISTANT MICROBIOLOGIST

Health Services Administration  
City Health and Hospitals Corp.  
Test Held Dec. 4, 1971

Candidates who wish to file protests against these proposed key answers have until Jan. 6, 1972 to submit their protests in writing, together with the evidence upon which such protests are based; they will not be accepted if postmarked after midnight on that date.

1, A; 2, B; 3, D; 4, A; 5, A; 6, D; 7, D; 8, D; 9, A; 10, A; 11, D; 12, C; 13, C; 14, C; 15, D; 16, B; 17, A; 18, C; 19, A; 20, C; 21, C; 22, A; 23, C; 24, D; 25, B; 26, A; 27, A and/or C; 28, B; 29, C; 30, B; 31, C; 32, D; 33, C; 34, A; 35, B; 36, C; 37, B; 38, D; 39, D; 40, C; 41, C; 42, C; 43, C; 44, B; 45, A; 46, C; 47, D; 48, D; 49, A; 50, C;

51, C; 52, C; 53, A; 54, A; 55, B; 56, A; 57, B; 58, C; 59, C; 60, B; 61, B; 62, C; 63, A; 64, D; 65, D; 66, A; 67, D; 68, B; 69, B; 70, D; 71, A; 72, A; 73, B; 74, C; 75, B;

76, A; 77, C; 78, B; 79, C; 80, D; 81, D; 82, A; 83, A; 84, A; 85, C; 86, C; 87, C; 88, B; 89, C; 90, C; 91, A; 92, A; 93, C; 94, A; 95, C; 96, A; 97, A; 98, B; 99, C; 100, C.

EXAM 7513

PROM. TO SENIOR CONSTRUCTION INSPECTOR (HDA)

Test held June 26, 1971

The following are the final key answers as adopted by the Commission Dec. 3, 1971. These key answers result from careful consideration of all protests submitted by candidates, and include four such modifications, printed in bold type.

1, A; 2, C; 3, B; 4, D; 5, B; 6, D; 7, D; 8, B; 9, A; 10, B; 11, C; 12, A; 13, C; 14, A; 15, B; 16, C; 17, A; 18, C; 19, D; 20, B; 21, D; 22, D; 23, B; 24, C; 25, A; 26, D; 27, A; 28, B; 29, Delete; 30, C; 31, A; 32, B; 33, A; 34, C; 35, B; 36, C; 37, A; 38, D; 39, C; 40, B; 41, C; 42, D; 43, B; 44, C; 45, A; 46, A and/or D; 47, D; 48, B; 49, B; 50, D;

51, B and/or D; 52, A; 53, D; 54, B; 55, D; 56, B; 57, D; 58, C; 59, A; 60, D; 61, B; 62, Delete; 63, D; 64, A; 65, A; 66, C; 67, C; 68, A; 69, B; 70, D; 71, C; 72, B; 73, A; 74, C; 75, C; 76, D; 77, A; 78, B; 79, A; 80, D.

## Insured On Injuries

Nearly 2.7 million workers and their families collect monthly social security disability benefits totaling \$3 billion a year.

EXAM 0646

PROM. TO ASSISTANT MICROBIOLOGIST

Environmental Protection Administration  
Test Held Dec. 4, 1971

Candidates who wish to file protests against these proposed key answers have until Jan. 6, 1972 to submit their protests in writing, together with the evidence upon which such protests are based; they will not be accepted if postmarked after midnight on that date.

1, A; 2, B; 3, D; 4, A; 5, A; 6, D; 7, D; 8, D; 9, A; 10, A; 11, D; 12, C; 13, C; 14, C; 15, D; 16, B; 17, A; 18, C; 19, A; 20, C; 21, C; 22, A; 23, C; 24, D; 25, B; 26, A; 27, A and/or C; 28, B; 29, C; 30, B; 31, C; 32, D; 33, C; 34, A; 35, B; 36, C; 37, B; 38, D; 39, D; 40, C; 41, C; 42, C; 43, C; 44, B; 45, A; 46, C; 47, D; 48, D; 49, A; 50, C;

51, C; 52, C; 53, A; 54, A; 55, B; 56, A; 57, B; 58, C; 59, C; 60, B; 61, B; 62, C; 63, A; 64, D; 65, D; 66, A; 67, D; 68, B; 69, B; 70, D; 71, A; 72, A; 73, B; 74, C; 75, B;

76, A; 77, C; 78, B; 79, C; 80, D; 81, D; 82, A; 83, A; 84, A; 85, C; 86, C; 87, C; 88, B; 89, C; 90, C; 91, A; 92, A; 93, C; 94, A; 95, A; 96, B; 97, B; 98, B; 99, D; 100, B.

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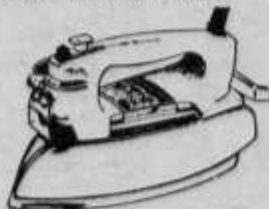
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# THE NIGHT & DAY COMPACT



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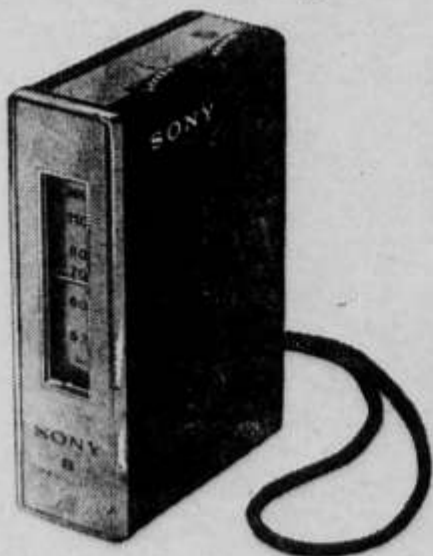


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# FIRE FLIES.

Paul Thayer

Heard on the air Dec. 6 through 7:

Car 26 to Manhattan: (they got a flat tire on the Harlem River Speedway at 155th St.). "We're in a very bad spot here ... can you determine when we can expect help?" ... (pause) ... Manhattan to Car 26: "We contacted the mechanic for the third time and he says he couldn't care less." Question in my mind: What the hell goes on here?

Very sorry to hear of the death of UFA secretary John O'Sullivan's mother. I just heard about it, John.

In answer to requests for police help, there have been quite a few instances of late where the answer goes like this: "The PD informs us that their computer does not relate to the location as you gave it. Give us a better location." In one case the original location was on the descending ramp to the Harlem River Speedway from Amsterdam Ave. where a truck was afire. In another case the location was Fordham Rd. and Fordham Landing. In another case, a Bronx battalion asked for an ambulance five times within a half hour and the dispatcher called 911 in each case. Finally on the fifth try, the call was given by PD over the air. How

do I know? I was monitoring the police band as well as the fire band just to see how it was handled.

Even though dispatchers have been told not to say they cannot check back because the call came from PD, it is obvious when such calls are received and transmitted simply because no self-respecting fire dispatcher would be caught dead not getting a return phone number to check.

As we go racing toward the Orwellian era of 1984 when it is predicted that we will be just numbers and vegetables, too, it is a source of comfort (scant but a welcome source, nevertheless) to know that there are still a few things which the human brain can do better than a wic'ed dirty old computer.

The "media" still calls firefighter injuries a job action or sick-in or what-have-you, and lately they quoted Commissioner Lowery as having said the whole thing was one big fake. I heard the news conference at which he expressed his alarm, but he made

no such statement and, as a former firefighter, knowing exactly what the situation is like, he couldn't possibly have done so. I don't think the situation was out of control as the screaming headlines proclaimed on Dec. 6.

Dedicated men will always be dedicated men. While they have chosen to call their multiple injuries to the attention of an un-

grateful City, they will eventually go back to suffering in silence, licking their wounds in private, falling exhausted, hoping for a brief rest but springing back to action when next the bell does ring. Truly they love their work, and this is an integral part of the job which people refused to believe because they never knew

of it. It was dramatized simply because no man, dedicated or not, likes to be taken for a dope or an easy mark, as the firefighter has been characterized in this instance.

In a news report on the 6th, the Daily News, after referring to "sick-in" and "job action,"

(Continued on Page 15)

## State Jobs

(Continued from Page 4)

Rochester and Syracuse. Ask for Announcement No. 23-433.

—Mortgage Administrator, with Department of Social Services, in Albany. Ask for Announcement No. 23-509.

—Mortgage Administrator, with Department of Health, in Albany. Ask for Announcement No. 23-510.

—Patrolman (Seasonal), with Palisades Interstate Park Commission, at various locations. Ask for Announcement No. 23-571.

—Rehabilitation Interviewer, with the Education Dept., has vacancies in Poughkeepsie, Malone, New York City, Utica and White Plains.

Of those titles exempt from written exams, Medical Technologist (Announcement No. 27-150) has vacancies with the Department of Health and the Narcotic Addiction Control Commission, mainly in the New York Metropolitan area. Maintenance Man and Motor Repairer jobs did not specify.

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6 room house with garage and patio consisting of living room, dining room, kitchen, 3 large bedrooms, bath, finished basement with 1 bath, wood-burning fireplace, automatic gas heating system, wall-to-wall carpeting, refrigerator, washer, screens, worms ... everything goes! Beautiful location. Near schools, transportation and shopping centers. Low down payment terms can be arranged. Ask for Mr. Alex.

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### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.

JEAN L. KLEBE ROSENFELD, Plaintiff, against THOMAS A. DUGAN and THOMAS A. DUGAN, JR., Defendant. Index No. 23880/1971. Plaintiff designates New York County as the place of trial. — SUMMONS. — To the above named Defendant.

YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, New York, New York, July 20, 1971. Defendants' address: 1363 Somerset Road, Teaneck, New Jersey. BUDIN, BUDIN & BUDIN, Attorney(s) for Plaintiff; Office and Post Office Address: 291 Broadway, New York, New York 10007; (212) WO 4-2210; File No. 102,309. To: THOMAS A. DUGAN, JR.

The foregoing summons is served upon you by publication pursuant to an order of the Hon. Harold Birns, a Justice of the Supreme Court of the State of New York, dated the 9th day of December, 1971, and filed with the complainant and other papers in the office of the Clerk of the County of New York, at 60 Centre Street, City, County and State of New York.

The object of this action is to recover money damages for personal injuries sustained in an automobile accident which is alleged to have occurred on December 14, 1968, in Bergen County, New Jersey. The contractual obligation of the Factory Mutual Liability Insurance Company of America to defend and indemnify the defendant, Thomas A. Dugan, Jr., under a policy of automobile liability insurance having been attached.

Dated: December 14, 1971  
BUDIN, BUDIN & BUDIN, P.C.  
Attorneys for Plaintiff  
Office & P.O. Address  
291 Broadway  
New York, New York 10007  
964-2210

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**HONORED RETIREES** — Three retiring employees of State Motor Vehicles Dept., who together amassed 71 years of service, were recently honored by the Civil Service Employees Assn. At left, Agnes Neudorf, retiring after 28 years, receives a retirement certificate from Barry Lodge, first vice-president of the Motor



Vehicles Dept. chapter of the CSEA. In the center photo, Edna Cornes, right, retiring from the department after 22 years of service, accepts the honorary certificate from Carolyn McCarthy, chapter grievance chairman. And at right, Miss McCarthy awards a third merit certificate to Agnes Cullivan, leaving after 21 years with the department.



## McDonough Heads Joint Pol Action - Leg Comm.

(Continued from Page 1)

first vice-president Thomas McDonough of Albany, as chairman of the legislative committee. "McDonough will not only provide the committee with experienced and dynamic leadership, but his appointment will also signify to the government leaders and our entire membership the pre-eminence of this program in our Association's affairs," Wenzl declared.

Wenzl explained that CSEA's basic philosophy toward political action and legislative activities "has changed considerably in view of last Spring's budget fiasco that saw thousands of State employees used as scapegoats to effect so-called economies, while many sacrosanct administration projects went unscathed."

Wenzl said meetings between the two committees will be scheduled in Albany as soon as possible, "for the purpose of reviewing CSEA's legislative program for the coming year and developing specific recommendations for our Board of Directors which would modify and intensify our legislative and political efforts."

### More Action Needed

The CSEA leader, in a letter to the organization's Board members, conference and chapter presidents, said: "The Taylor Law and current conditions dictate a change in approach . . . we need active participation by the membership in our legislative activities more than ever before . . . more aggressive and direct action."

Although CSEA has maintained a position of strict neutrality in Statewide elections, the CSEA chief said the two committees will consider various recommendations, including the neutrality issue, publication and distribution of legislators' voting records, and more active participation in local and Statewide election campaigns, such as endorsements, fund raising, and other approaches.

### Big Man On Mall

John C. Byron, of Delmar, has been appointed South Mall coordinator in the State Office of General Services at a salary, \$34,766. He succeeds William W. Wanamaker, who retired. Byron has been deputy coordinator of the massive State offices complex building program in Albany since March 1970.

The two committees will jointly make a report, which will contain various recommendations, to CSEA Statewide delegates at the March convention.

Wenzl said he also has taken steps to ensure a close liaison between CSEA's Statewide legislative and political action committees and their counterparts in its six regional conferences and 275 chapters. "Meetings of the local chairmen and the two State committees will be scheduled, probably in January," Wenzl said. "We must develop a unified game plan and exchange information pertinent to our goals. To be an effective force, these various groups will work toward creating understanding, respect and support of our views among our membership regarding elected officials at all levels, and make those public officers aware that our members will be influenced by our advice at election time."

## Rally Over Mental Hygiene

(Continued from Page 3)

have enough staff you run the risk that some of these people could choke to death," Dr. Wolanski said.

Dr. Hagop Mashikian of the Children's Psychiatric Hospital told how the State's "hard freeze" this year has affected his institution. "This had the effect of halting research and setting the treatment of mental patients back to the dark ages," he said.

Another speaker said Governor Rockefeller cares more about the

### Kelly On Comm.

The Governor has reappointed Thomas L. Kelly of Salamanca a member of the Allegany Park Commission since 1957, for a new term ending Jan. 17, 1978. He has been City Court Judge in Salamanca since 1947. Members of the Park Commission receive no salary.

Albany Mall than he cares about the mental patients.

### Biblical Analogy

Kathy Lukens, who has spoken to the Governor on the question of Rockland mental hospital, provided a Biblical analogy to the plight of the patients due to the threatened budget cuts. Quoting from the story of Cain and Abel, she said: "My brother's blood cries out to me."

John Grant, a member of the Rockland County Legislature, told how he grew up on the grounds of Letchworth Village, where his father and mother were both employed. "Even ten years ago, the State began to cut back on its services to these patients by taking away their farm, which had given them incentive and healthful exercise," he said.

The progress in mental health treatment in New York State, which is threatened by the budget cuts, was outlined by Timothy Moritz, the director of

## Mediator Aids Suffolk Talks

SMITHTOWN—Talks were proceeding earnestly this week in an effort to reach a settlement between the Suffolk chapter of the Civil Service Employees Assn. and the County.

Talks were proceeding after three sessions with the aid of a mediator. Suffolk chapter president Frank Imholz said the negotiators were "still optimistic of reaching a settlement, hopefully by Dec. 31."

### On Ag-Tech Council

Governor Rockefeller has selected Edward W. Rejaunier of Mill Neck as a member of the Council of the State Agricultural and Technical College at Farmingdale, for a term ending July 1, 1979. Members of the Council serve without salary.

## Southern Conf. Votes Firm Stand On Issues

(Continued from Page 16)

ther cutbacks in Mental Hygiene or Division of Youth in the Southern Conference area.

In a one-two punch of teamwork, Nicholas Puzziferri, president of the Conference, recognized Conference first vice-president James Lennon, who introduced all three resolutions.

In the discussion on the pay raise, Conference delegates said that their resolution was to show that they are solidly in support of the statewide CSEA's previously announced 15 percent demand, and that if the State could come up with money for other things, it could also find funds to pay State employees.

During discussion on the pension committee, it was brought out that the Governor's appointees to the committee were high-level management people, and that even those who were retired were not qualified to speak for the typical public employee.

### Situation Desperate

In support of the resolution opposing further cutbacks, Rebecca Eufemio, secretary of the Rockland Children's Psychiatric Hospital chapter, said, "We were never fully staffed, but now it's desperate. We've had some near

tragedies, and there will be some real tragedies if something is not done."

In addition, the Conference approved a motion to set up a Conference political action committee to act as a watchdog on legislative voting records, to meet with legislators and to report back to the Conference. Lennon, as maker of the motion, and Michael DelVecchio, as seconder, then accepted an amendment that stated: "In no event shall the rightful demands of State employees be curtailed by the State austerity budget."

Discussing political action, Puzziferri said, "We can take a stand at the ballot box and by active meetings with legislators in this area. We're not going to be pushed around any more."

In other action, the Conference president reported that Louis Sunderhaft had been appointed to head a committee to investigate "the computer problem" at Headquarters, and that solutions look promising at this time in straightening out such sore spots as an up-to-date listing of members (which affects distribution to members of membership cards, insurance identification cards and mailing of The

Leader, as well as appropriations to the chapters of a portion of the dues collected through the statewide organization).

Michael DelVecchio, president of the Westchester County chapter, gave a report on the statewide insurance committee. DelVecchio, who was appointed chairman of the committee last month, explained that information will soon be mailed to members explaining details of a new auto insurance plan that will be offered to members on a voluntary payroll deduction basis.

The insurance, which is being handled through TerBush and Powell, as representatives of Travelers Insurance, is said to be from 17½ to 30 percent cheaper than regular rates, depending on the geographical location. Members will receive complete details in the mail, DelVecchio said, after the beginning of the year.

In other business, delegates discussed the Tri-County Workshop next Spring, a retirement party in honor of Michael DelVecchio on Jan. 15 in Larchmont, N. Y., and an open meeting in New City with legislators and other officials to review the crisis in Mental Hygiene facilities.



Michael DelVecchio explains details of mailing to CSEA members' homes of brochure explaining new auto insurance offer.



# City Sets 7 New Exams; January Applications Due

At Leader presstime, the City Personnel Dept. disclosed the names of six open-competitive titles and one in the promotional group slated for January filing.

The open-competitives will be open for candidates to file between Jan. 5-25. Together with exam notice numbers, they are:

- Illustrator, Exam No. 1083;
- Machinist, Exam No. 1093;
- Program production assistant-television, Exam No. 1228;
- School lunch manager, Exam No. 1223;
- Stationary fireman, Exam No. 1087, and
- Thermostat repairer, Exam No. 1152.

## Fire Flies

(Continued from Page 13)

admitted that "494 Fire Department members are on medical leave . . ." Anyone with half a brain would know that a fireman cannot get a medical leave unless he is sick, and if that many men are on leave, then the complaints are legitimate and speak for themselves better than anyone could speak for them.

When asked about this, a member of the Fourth Estate shrugged and said: "After all, we DO have to sell newspapers you know." Yeah!

Recently, upon responding to a Grand Concourse box, Chief Harry Waldron and friends found an auto-crash victim looking very dead. They went to work with mouth-to-mouth and heart massage and got him breathing again, staying with him right to the emergency room of the hospital. Yesterday the male victim was still alive, grateful for the gift of life his firefighter rescuers had returned to him.

On 110th St. in Harlem, with two floors going mad and three adults reportedly trapped, Lt. Fred Fink and Fireman Patrick McGrorey and Garth Henning went up, crawling through fire both ways, and rescued the three adults the hard way. One woman had third-degree burns over 40 percent of her body . . . 'nuff said. Thus the traditions of a fine company (26 Truck and 58 Engine—Henning was detailed) were upheld as they have been for years.

In view of the above, 'anybody from City Hall care to talk about increased productivity? The silence is positively deafening!

### LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. — To Attorney General of the State of New York; Theodore W. Roth; And to the distributees of Bernard Faith, also known as Bernhard Faith, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Bernard Faith, also known as Bernhard Faith, deceased, who at the time of his death was a resident of 1869 Second Avenue, New York, N.Y. Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 28th day of December, 1971 at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HON. MORRIS (Seal) AARONS, a Surrogate of our said County, at the County of New York, the 18th day of November, in the year of our Lord one thousand nine hundred and seventy-one.  
Philip Kukis  
Deputy Clerk of the Surrogate Court.

Also, the promotion title of Transit Authority motorman will be open for a four-day filing period, Jan. 17-21.

Details concerning "Where to Apply" appear on page 5 of this edition. Additional titles will be published as they are added to the calendar.

## List Pathologist Deadline Dec. 27

Up until Dec. 27, applicants for associate wildlife pathologist with the State Department of Environmental Conservation may apply.

Data on substitutions permitted are printed in Announcement No. 27-141. For details on "Where to Apply," read page 5.

### SUPPORT THE ATTICA FAMILY MEMORIAL FUND ATTICA, N.Y. 14011

#### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. MICHAELNE KINDERMAN, Plaintiff against FRANK BERT KINDERMAN, Defendant.

Index No. 3349-1971. — Plaintiff designates Bronx County as the place of trial.

The basis of the venue is plaintiff's address.

SUMMONS WITH NOTICE. — Plaintiff resides at 530 E. 234th St., Bronx, New York, County of Bronx. ACTION FOR DIVORCE.

TO THE ABOVE NAMED DEFENDANT YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New Rochelle, N.Y., November 22, 1971.  
Defendant's address: c/o Mr. & Mrs. Gene Sullivan, 106 Fairfield Beach Rd., Fairfield, Conn.  
Notice: The object of this action is for absolute divorce pursuant to Sec. 170(6) Domestic Relations Law based upon written and duly acknowledged Separation Agreement and the parties living separate and apart for 2 years or more pursuant to said Agreement.

Upon your failure to appear, judgment will be taken against you by default.

Demand is made for judgment of divorce, custody of child, alimony and support and reasonable counsel fees.

JACOB GOODMAN  
Attorney for Plaintiff  
Office and Post Office Address  
271 North Avenue  
New Rochelle, N.Y. 10801

TO: FRANK BERT KINDERMAN, defendant:  
The foregoing Summons is served upon you by publication pursuant to an Order of HON. BIRDIE AMSTERDAM, a Justice of the Supreme Court, State of New York, dated the 10th day of December, 1971 and filed with the Complaint and the other papers in the Office of the Clerk of the County of Bronx, at Bronx, New York.

The object of this action is for absolute divorce pursuant to Section 170(6) of the Domestic Relations Law. Dated: December 13, 1971.

JACOB GOODMAN  
Attorney for Plaintiff  
Office and Post Office Address  
271 North Avenue  
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## Mention Mortgage Jobs In Two Agencies

Mortgage administrators are the object of a job hunt of both the State Health Dept. and the Department of Social Services. In each case, salary level starts at \$14,915 and applicants have only until Jan. 24 to file.

Possessing a bachelor's from an accredited college, combined with three years of relevant mortgage program experience, will clear the path to eligibility. Such experiences must be administrative and are described more fully in the text of Announcement No. 23-509.

A late February test is pending, set to take in the principles of budget and cost analysis, among other areas. Announcements may be gotten along with the application from the State Civil Service Dept. Their various offices are noted on page 5 under "Where to Apply."

## Police Adm. Aide

Promotional posts as a senior police administrative aide will conclude filing Dec. 31, with a written exam — weighted 85 — planned to be held during early February.

Competition is limited to tenured police aides with six months in the administrative aide title. A multiple-choice format will be employed. Human relations and supervision are among question areas, as is report writing.

The pay rate is \$8,200, with duties ranging from time schedule records to operating switchboards during emergencies. Announcement No. 1567 spells out what tasks to participate. Details on "Where to File" can be found on page 5 of this issue.

## State Promotion Exams

(Continued from Page 2)

ing), G-16; senior engineering technician (air pollution control), G-11; senior engineering technician (stack testing), G-12; senior engineering technician, (water pollution control), G-11.

EXECUTIVE — ABC: Chief beverage control investigator, G-24; senior beverage control investigator, G-17; supervising beverage control investigator, G-20.

LABOR: (except D of E, LRB, SIF, WCB) — Senior public work wage investigator, G-16; supervising public work wage investigator, G-20; senior unemployment insurance investigator, G-18; senior compensation investigator, G-15.

LAW: Senior Law Dept. investigator, G-21.

MOTOR VEHICLES: Deputy

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administrative director, G-36 (deadline is Jan. 10); director of administrative adjudication, G-31; director of program development, G-33 (deadline is Jan. 10); driver improvement adjudicator, G-9.

TAX & FINANCE: Associate estate tax examiner, G-23; principal estate tax examiner, G-27; estate tax supervisor, G-28; senior estate tax examiner, G-18.

STATE: Senior license investigator, G-17; supervising license investigator, G-21.

SUNY: Campus security officer, J-12; supervising campus security officer, G-15.

## Cast In New Role

Governor Rockefeller has designated one of his special assistants, Lewis Bart Stone, of Albany, to handle affairs of the Consumer Protection Board pending choice of a successor to Betty Furness, who resigned as chairman.

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**WILLIAM PACCIONI**  
Highland



**TRIS SCHWARTZ**  
Hudson River

## Southern Conference Takes Strong Stand On Three Resolutions

By **MARVIN BAXLEY**

**STONY POINT**—The Southern Conference of the Civil Service Employees Assn., meeting here Dec. 8, unanimously approved three strongly worded resolutions directed toward the State Administration:

The resolutions are:

- To demand a 15 percent pay increase for State employees.
- To demand employee representation on the Governor's pension study committee.
- To strongly oppose any further

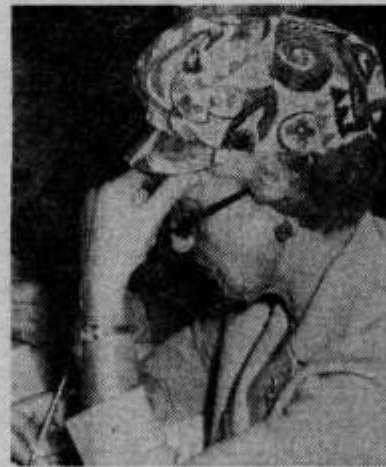
(Continued on Page 14)



Conference first vice-president James Lennon confers with president Nicholas Puzziferri about upcoming vote on resolution about demand for 15 percent pay raise.



Incumbent president Nicholas Puzziferri welcomes two of the Southern Conference's former top leaders: Nellie Davis, and William K. Hoffman



Rebella Eufemio served as secretary for the meeting.



Treasurer Rose Marcinkowski reacts strongly to implications of impending cutbacks in Division of Youth, as James Lennon ponders the situation.



Now talk about teamwork! Olive Daly, SUNY at New Paltz president, and Gertrude DeVincent, SUNY at Purchase president, show that in unity there is beauty.

Leader Photos by Ted Kaplan



Eugene Bernstein takes part in discussion on political action.



Conference officers chart plans before meeting: from left, second vice-president Lyman Connors, fourth vice-president Richard Snyder; first vice-president James Lennon, president Nicholas Puzziferri and treasurer Rose Marcinkowski.