

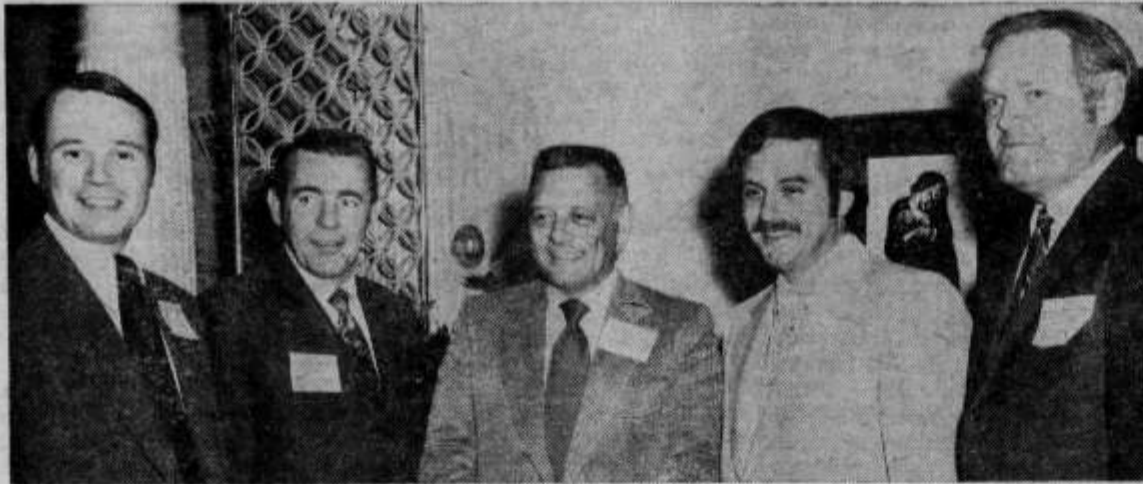
Civil Service LEADER

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Southern Conf Meeting

See Page 3



LeRoy Kotary, left, chairman of the new Joint Civil Service Employees Assn. political action committee of the Mohawk Valley, hosts a political conclave. Others are, from left, Republican Assemblyman William R. Sears, 115th district; Thomas McDonough, chairman of the statewide CSEA political action legislative committee; CSEA regional field supervisor Frank Martello, and John Murphy, Democratic candidate for the 115th district.

27 Out Of 27 Invited Candidates Attend Mohawk Valley Political Action Meeting

(Special to The Leader)

WHITESBORO — The newly formed joint political action committee of the Mohawk Valley, Civil Service Employees Assn., staged a "Meet the Candidates" night recently that drew 27 area candidates.

LeRoy Kotary, from Marcy State Hospital CSEA chapter, who is chairman of the new committee, said the group planned to support candidates it likes with both money and manpower, a first for the allied CSEA chapters in the area. Altogether, the committee represents more than 10,000 CSEA members in the Mohawk Valley area.

Each candidate invited attended the af-

fair, which included dinner and brief speeches from the candidates. Kotary then explained CSEA's local political activities and said CSEA intends to endorse candidates who are sympathetic to CSEA goals. Thomas McDonough, chairman of the statewide CSEA political action/legislative committee, spoke on the statewide Association's approach to political action for this year.

Thirteen candidates for the State Assembly attended the affair, as did five Congressional candidates; two State Senatorial candidates; six candidates for County Legislature, and one candidate for the Democratic Committee.

Those Facing Fines From CSEA Easter Action To Be Paid

ALBANY — Members of the Civil Service Employees Assn. who suffer loss of pay for supporting CSEA over the Easter week end will be repaid through CSEA's Welfare Fund by the end of July.

CSEA president Theodore C. Wenzl made this pledge last week when he learned that an outside union, the Service Employees International Union (SEIU), was

"cruelly and deliberately playing on the emotions of our dedicated members by saying that CSEA is abandoning the people who supported CSEA over the Easter week end.

"SEIU's desperation tactics are cruel and inhuman," Wenzl said. "Honest competition is one thing, but spreading confusion and playing with a person's emotions in this difficult period is barbaric and shows the SEIU up for what it is — a dues-hungry union which doesn't give a damn about a person's feelings."

"The truth is," Wenzl continued, "that all claims will be paid by CSEA out of our Welfare Fund by the end of July." (Continued on Page 8)

Don't Repeat This!

1973 Legislature Will Have A New Political Profile

THE Legislature that convenes next January will be far different from the one that represented the

(Continued on Page 6)

Charge Sabotage Of MH Career Ladder

ALBANY—The State Department of Mental Hygiene has been charged with secretly putting into effect a program which could torpedo an employee's chances to be promoted under the patient care career ladder.

The Civil Service Employees Assn., as The Leader was going to press, was filing an improper practice charge with the State Public Employment Relations

Board against the Department.

CSEA charges the Department failed to negotiate in good faith by putting into effect a three-stage job evaluation procedure in addition to the regular work-performance rating in connection with the promotion of certain grade-7 attendants to grade-9 under the new career ladder, which went into effect in early March.

CSEA officials said the De-

Plan Six Regional Political Action Meetings In July

ALBANY — The Civil Service Employees Assn.'s state-wide legislative and political action committee chaired by Thomas H. McDonough, first vice-president, held a full-day meeting last week at the Gideon Putnam Hotel in Saratoga Springs.

The committee continued its review of CSEA's position in regard to political action at the State level. It analyzed the results of the recently held primary elections and discussed possible procedures for taking positions in the November elections for State legislative and other offices.

The committee discussed problems relating to selection of candidates on the basis of their past records and campaign commitments. It also began a district-by-district analysis in terms of the opposing candidates and CSEA's strength in particular areas.

The committee considered the effect of existing local political action programs and felt that State, Conference and local programs had to be coordinated to make CSEA's overall political action program meaningful.

The committee set a schedule for regional conference area meetings with conference and chapter representatives from each of the six conference areas.

Following the local meetings with conference and chapter representatives from the area, the committee plans to meet and adopt its report and recommendations for submission to the September Delegates' Meeting.

The schedule of regional meetings follows:

- Western Conference meeting — July 13, 7:30 p.m., Treadway Inn, Batavia, (tel (716) 343-1000).

- Central Conference meeting — July 14, 7:30 p.m., Country House "Ball Room," Syracuse, (tel. (315) 451-1212).

- Capitol District Conference — July 19, 7:30 p.m., CSEA Headquarters, ground floor conference room, Albany.

- Long Island Conference (Continued on Page 8)

Liberty Employees Choose CSEA By Two To One Margin

LIBERTY — Employees of the Village of Liberty last week chose the Civil Service Employees Assn., by a two to one margin, as their bargaining representative.

The run-off election saw CSEA handily defeat the rival Village of Liberty Independent Employees Assn. In the first election, held in early June, another union, Council 86, American Federation of State, County and Municipal Employees, was knocked out of the running by coming in a poor third.

Jack Nemerson, Sullivan County CSEA chapter president, said of the victory: "We're pleased of course, that our Village of Liberty CSEA unit will be starting bargaining talks soon on behalf of the Village employees. I think the employees have made a wise and sound decision—they realize that in order to get the most for their dues money, and in order to get the professional assistance that every group of workers needs these days, that they had to elect CSEA. With CSEA's resources and ability, they can't go wrong."

Sullivan County representative on the CSEA Board of Directors, Arthur Bolton, seconded these remarks: "The employees have made the only decision they could—and they've elected the best representative they could."

department took this action "in a secret and underhanded manner, and CSEA will take every step necessary to have this program thrown out and replaced with the original agreement."

A CSEA spokesman said that the representatives of the commissioner's office have told CSEA in clear and certain terms that only the regular work performance ratings would be used in evaluating employee's work.

Inside The Leader

Score Victory In Huntington — See Page 2

Three Big Donors To Welfare Fund — See Page 3

Latest Eligible Lists — See Page 13

Installations At Erie, St. Lawrence — See Page 14

Albany Woman Tops 27 State Employees Awarded For Ideas

ALBANY — Erska H. Poston, president of the New York State Civil Service Commission, announced cash awards of \$2,535 to 27 State employees under the State Employees Suggestion Program. The award-winning suggestions will result in a net-first-year savings to the State of \$58,100.

The top winners were:

- Ruth Hanavan, Department of Audit and Control, Albany, \$750, for her suggestion of a more efficient way to process retirement checks, eliminating two typist jobs in the Department of Audit and Control.

- Mark G. Palmere, Education Department, Albany, \$500, for his suggestion which saves money in the purchase of printing papers through a reduction of cutting charges.

- Frank S. Cicciarello, Department of Transportation, Pittsford, \$400, who devised a quicker method for replacing cables on the Barge Canal lift bridges, which is safer for workmen and eliminates traffic delay.

Brooklyn, Bronx Winners

- Margaret H. Dillon, Department of Motor Vehicles, Brooklyn, \$250, who suggested a new form for use in driver's license suspensions which saves time for office employees and the public.

- Walter M. Seltzer, Division of Employment, Bronx, \$150, for his redesign of a form used in local unemployment insurance offices, so that it can be machine processed.

Other awards included a \$50 award presented to Bernice E. Kaiser, Mental Hygiene, Central Islip; and a joint \$50 award received by Yvette B. Winkler, and Deborah Perry, Office of General Services, Albany.

A \$40 award was presented to

Savings Deductions

The New York State Employees Federal Credit Union has announced that it will resume accepting payroll deductions for savings.

Lawrence W. Robinson, Department of Health, Albany.

A \$30 award was received by Fred J. Gonsowski, Department of State, Albany.

Awards of \$25 were presented to: Harry G. Borik, Mental Hygiene, Staten Island; Alan M. Grzelecki, Department of Health, Albany; Robert Rosenthal, Department of Transportation, Babylon; Dorothy Taylor, Department of Social Services, Albany, and James Toop, A.B.C., New York.

Other Suggesters

Awards of \$20 were presented to: Nicholas Barbera, Department of Transportation, Albany; Arlene J. Kasprzak, Department of State, Buffalo; Arthur W. Milleville, Department of State, Buffalo; and Cecilia Thaler, Division of Employment, New York.

Awards of \$15 were received by: Sandra J. Banker, Education Department, Rochester; Marian S. Cohen, Department of Civil Service, Albany; George F. Deckers, Education Department, Albany; Margaret K. Morgan, Division for Youth, Johnstown; Margaret F. Murphy, A.B.C., New York; and Constance Van Amburgh, Department of Agriculture and Markets, Albany.

Awards of \$10 were received by: Carole A. Rynearson, Department of State, Binghamton, and Hugh B. Templeton, Education Department, Albany.

A Certificate of Merit was presented to the following: Millard Decker, Department of Transportation, Syracuse; Joseph F. Pickett, Education Department, Albany; Eugene R. Torchia, Department of Transportation, Utica; and a group of nine employees in the registration Unit of the Education Department, Albany.

Huntington White-Collars Choose CSEA

HUNTINGTON — On the heels of a resounding victory by the Civil Service Employees Assn. over the National Maritime Union among white-collar workers of the Town of Huntington, CSEA officials said this week that they would turn the tables and challenge the union's sole Suffolk County stronghold among blue-collar employees of the Town.

The white-collar unit Thursday turned back the union's challenge by a vote of 86 to 49.

The blue-collar unit represented by the Maritime Union, has been in trusteeship for almost a year and has run up a debt approaching \$200,000. Members have protested to no avail that their elected officers have been removed from office and that they have no voice in their affairs.

Post Office Hiring Freeze In Limbo

The freeze on Postal Service hiring has been unofficially extended beyond its July 1 deadline while the Postal Service analyses the effects of its early retirement incentive plan, a Postal Service spokesman said in Washington last week.

"What we tried to do is accelerate the rate of attrition," the spokesman said, "through the retirement program and through the freeze." The Postal Service is aiming at cutting back on personnel and increasing productivity to try to ward off postage rate increases next year.

Notice of the reopening of Postal Service jobs or official continuation of the freeze will be made when results of the retirement program are tabulated, the spokesman said.

Some 180,000 postal employees were eligible for retirement with special benefits if they retired before June 30; other incentives are still offered those retiring before Dec. 31.

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Education, Exp. Deemed Unnecessary To File For Clerk-Typist In Suffolk

Many vacancies have been noted for clerk-typists in Suffolk County, and those who apply need neither education or experience of any specific amount. Usual starting salary is \$201 biweekly, and nonresidents are welcome.

The Suffolk County Civil Service Department stages tests twice each weekday—at 9 a.m. and 12:45 p.m. Test centers have

been set up in Riverhead and East Northport.

A written test is administered, consisting of questions on reading comprehension, vocabulary, arithmetic, filing and office practices. Those rated successful on the written will take a performance typing test, requiring the speed of 40 words per minute.

Jobs are situated with Suffolk County departments and agencies, town, villages and school districts. Filing has been placed on the open-continuous schedule.

Routine clerical work and operating office machines will be the prime responsibilities. Answering the telephone, directing callers and taking care of filing will also be performed.

For additional information, contact: Suffolk County Civil Service Department, County Center, Riverhead, N.Y. 11901.

67 Policemen Given Medals

Sixty-seven medals for deeds of conspicuous bravery were awarded last week to uniformed members of the City Police Department by Mayor John V. Lindsay and Police Commissioner Patrick V. Murphy.

The awards, made for the year 1970, were presented in ceremonies at the 7th Regiment Armory in Manhattan on June 30.

Winners of the posthumous Departmental Medal of Honor were Ptl. Robert Bolden, Det. Joseph Picciano, Ptl. Horace Lord, Det. Ivan Lorenzo, Ptl. Waverly M. Jones, Ptl. Joseph A. Piagentini, Ptl. Robert L. Denton and Ptl. Kenneth Nugent.

Medals of Honor were presented to Det. Gene A. Roberts, Det. Steve Weiner, Sgt. Michale T. Derby, Ptl. Frank Serpico, Sgt. Howard S. Steward, Ptl. Arthur Plate, Ptl. Thomas P. Curry, Ptl. Nicholas Binetti and Det. Oscar Carmona.

A posthumous award of the Police Combat Cross was made to Det. William Capers. The Police Combat Cross was also awarded to Det. William Lally, Det. Joseph Marrero, Det. Richard Ware, Ptl. Albert Rivera, Ptl. James P. Moran, Ptl. Richard Gray, Ptl. Talsto Ahokas, Ptl. John Dee, Ptl. Herman Moses, Ptl. James Moran, Ptl. William McWhirter, Ptl. Catello Paocelli, Ptl. Ralph Cabo, Ptl. John J. Sullivan, Ptl. Edwin F. Haggerty, Ptl. Louis D'Ercole, Ptl. Mark Connelly, Ptl. George Heinz and Ptl. John P. O'Connor.

In addition, other medals sponsored by various organizations were awarded to the following:

Ptl. John N. Garzino, Det. Richard Auletta, Det. Edward Samuelson, Sgt. Stephen A. Herer, Ptl. Richard J. Tobin, Lt. Hamilton Robinson, Ptl. Londel Davis, Ptl. Nicholas Mormile, Ptl. Edward J. Balfe, Ptl. Jose Escobar, Sgt. Raymond McCauley, Ptl. Julian Brown, Ptl. Joseph P. Murray, Lt. John J. Hill, Det. Ronald Hefferman, Ptl. James Vitti, Ptl. Douglas Vasslatos, Ptl. Vance Coefferd, Ptl. Edward Grohs, Ptl. Thomas X. Winberry, Ptl. Harold Johnson, Ptl. Francis Heitman, Ptl. James Morein, Ptl. Robert Benz, Ptl. John Casey, Ptl. Lawrence Lederer, Ptl. Louis Sbarbora, Ptl. Joseph DiNuovo, Ptl. William Cook and Ptl. Albert Shust.

Super Sign-Up
Membership Drive
Extended To
July 14

5 State Titles To Have Orals

The State has announced five new open-competitive titles on which candidates will be judged on the basis of an oral exam.

These position requiring an oral are: acoustical engineer, principal, \$23,599; associate in bilingual education, \$18,182; chief, bureau of educational integration, \$22,395; narcotic education representative, associate, \$14,720; narcotic education, assistant director, \$21,271; research analyst-water resources, senior, (\$15,512).

The titles involving education integration and water resources close July 24; others have a deadline of Aug. 14. Obtain the exam notices at the State Civil Service Department for details on alternative requirements.

Filing procedures are enumerated on page 15 of The Leader.

MV Inspectors Chap. Chooses Exec. Board

Six executive board members were recently elected by members of the Public Service Motor Vehicles chapter of the Civil Service Employees Assn. The new board will be headed by Gerald J. Hussong of Dalton.

The membership's choice for first, second and third vice-presidents were Ole E. Christensen, Edmund L. Wilkinson and Andrew M. Beatty respectively. Treasurer will be Thomas J. McGourty, while the post of secretary will be held by Harry A. Godkin.

Quant. Analyst Pool

The Department of Personnel has called all eligibles on the revised lists for quantitative analyst, principal quantitative analyst, and senior quantitative analyst to appear at a hiring pool to be held July 6 at 55 Worth St., Manhattan. These revised lists appear in full on page 15 of The Leader.

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Wenzl Asks Waiver Of Attendance Rules For Flood Victims

ALBANY — State employees who were victims of the recent, unprecedented flooding in the southern and western portions of New York State have not been forgotten by the Civil Service Employees Assn., their union.

CSEA president Theodore C. Wenzl announced last week that he had asked the State Civil Service Commission to waive the State attendance rules governing those employees and to apply the rules "liberally" for several weeks while the victims of the flood — many of them State workers — tried to rebuild their homes.

As the Leader was going to press, CSEA received a reply from the State Civil Service Department which said that the Department is in the process of gathering information concerning the effects of the flood on employee absenteeism and that they would inform CSEA when a determination is made. "Certainly," Wenzl said, "the State is aware of the proportions of this tragedy as it affects the daily lives of our members and we expect they will exercise a most lenient approach toward the employees."

In addition, the statewide As-
(Continued on Page 14)

File Fourth-Stage Grievance By CSEA On Exclusive Rights

ALBANY—The Civil Service Employees Assn. has filed a fourth stage grievance against the State Administration, charging the State with complete and total violation of CSEA's exclusive rights to represent State workers in four bargaining units.

The grievance stems from a directive recently issued by the State Office of Employee Relations to department and agency heads, allowing a competing, outside union access to State employees.

CSEA officials charged that the directive clearly violates the exclusive rights section of the contracts between the union and the State Administration.



GRAND OPENING — Ribbon-cutting ceremonies were held recently at Newark State School for the new Transportation and Administration buildings. Participating in the ceremonies were, from left, Frank Napoleon, first vice-president, Newark State School chapter, Civil Service Employees Assn.; Louis I. Mahr (behind Napoleon), deputy school director; Al Gallant, Western Conference third vice-president; Assemblyman Joseph C. Finley; Dr. Margarette B. Rogler, school director; Newark Mayor Milton Elzufen; Joseph Quagliata, a school employee, and Edison O'Brien, president of the CSEA Newark State School chapter.

Craig, Harlem Valley, State Fund Donate \$1,000-Plus For Welfare

ALBANY — Three contributions of more than \$1,000 each topped the recent donations by chapters and individuals to the Civil Service Employees Assn. Welfare Fund.

CSEA Theodore C. Wenzl announced last week that the total, at Leader presstime, had risen to \$34,137.76. "But," Wenzl said, "this amount still is way below what we need in order to help out our CSEA brothers and sisters who stood up for all CSEA members during the week end of April 1 and 2."

Craig State School chapter at Sonyea was the leading money giver in the last week, with a
(Continued from Page 8)

He Uses Sign-Up Money For CSEA

Not everyone signing up new members for the Civil Service Employees Assn. is putting the \$2 award check in his pocket.

Ben Lipkin, head clerk of the State Tax Department's Warrant and Collection Office in New York City, has been endorsing his sign-up reward checks over to the CSEA Welfare Fund.

HONOR ROLL

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

- B. V. McKay, D. R. Steele, R. M. Morgenlander, I. M. Phillips, M. K. Catherine Smolinski, Frances Sherman, Hart, N. J. Pincher, A. F. Johnson, M. & A. Sciorino, C. Maryette Peppard, Theodore P. Barlette, Helen Meincker, Margaret Dietrick, Mildred Buckley, Dorothy M. Gross, Victor Schlesinger, Joseph J. Lawless, James J. Vacanti, Mildred Clark, R. J. Weingarten, Dorothy Gusberti.

- CHAPTERS AND UNITS**
- Grounds Dept. \$31, Maintenance Dept. \$86, Industrial Shop - Bldg. 38 \$17, Long Island Conference \$100, Dutchess County Chapter \$25, NYS Rehabilitation - Laundry Employees, W. Haverstraw \$20.



THRUWAY OFFICERS — Recently installed as officers of the Western Division—Thruway chapter, Civil Service Employees Assn., were, from left, second vice-president Mary Kennedy, president Albert Sibillo, treasurer Genevieve Luce, first vice-president Alfred Jeris, corresponding secretary Rose Connelly and recording secretary Joseph Graves. Statewide CSEA president Theodore C. Wenzl was installing officer, and statewide treasurer Jack Gallagher was principal speaker. Former Buffalo councilman William Buyers also spoke, recounting his experiences with the Taylor Law while on the City's Common Council.

Elect Puzziferri To 4th Term As South Conf President

By HERBERT GELLER
POUGHKEEPSIE — Arthur C. Bolton, president of the Sullivan County chapter, became the first county Civil Service Employees Assn. officer to be elected to a third vice-presidency in the Southern Conference at elections held here June 17 at the Boathouse of Hudson River State Hospital.

Nicholas Puzziferri was re-elected to another — his fourth — term as president of the Conference. James Lennon was re-elected first vice-president; Lyman Connors, second vice-president; Richard Snyder, fourth vice-president, and Rose Marcinkowski received another term as Conference treasurer.

Two other members were elected Conference officers for the first time. Carl Garrand of Was-saic State School was elected sergeant-at-arms and Juanita Dunham of New Paltz State University was elected secretary.

Former Conference president William K. Hoffman conducted the elections.

The officers were installed that evening by Thomas Luposello at the Conference's annual dinner-dance held at Oddo's Restaurant in Highland.

\$1,000 For Welfare
At the meeting the Conference delegates approved a \$1,000 donation for the CSEA statewide Welfare Fund. It was moved by Pat Comerford of Haverstraw Hospital and seconded by Harold DeGrath of Ulster County chapter.

The Conference delegates heard a strong call for political action from vice-president Lennon in connection with the 1972 state elections. Lennon heads the Conference's political action committee.

Lennon said, "The time is past when the votes of civil service employees and their families are in the bag for any politician."

"It's time we threw our weight around. We have 230,000 mem-

bers and with our families we constitute a third party that could be a balance of power in this state. Let's vote in accordance with our own bread-and-butter interests and not in accordance with our political parties," Lennon asked.

President Puzziferri gave strong backing to Lennon's plea. Puzziferri said political action could be a potent weapon in CSEA's fight for employee rights and betterment.

"Political action can be a stronger weapon than either strikes or job actions. Our people are loyal State employees who do not want to leave patients unattended or inmates unguarded. But everyone can enthusiastically join in action centered around our American right to elect the candidate of his choice," he said.

Political Action Meetings

Lennon also noted that his committee has held several meetings and is seeking funds from the statewide CSEA and help

from the membership to carry out this job.

Third vice-president John Clark reported on the CSEA State contract recently signed by CSEA president Theodore C. Wenzl and Gov. Nelson A. Rockefeller. Clark represented the Southern Conference on the negotiating team.

Clark noted the productivity clause in the contract. He said the State would grant a 1½ percent salary bonus increase in 1973, because the CSEA has agreed to discuss productivity with the State.

President Puzziferri asked whether both raises and increments could be given under the new contract.

Clark said the Civil Service Law at present prohibits an increment for a person receiving money above his or her salary level for a given job. "If you are in a job calling for a salary level of \$8,000 and are making \$8,200 due to a raise, you can't get an increment," he said. He

felt there should be a change in the law to rectify these inequities.

He also pointed out that the 1972 increment has been granted and the 1973 increment will be discussed at negotiations this fall.

Several Conference members called for more efficiency in the computerized statewide membership lists, so that more funds could be collected and distributed for new CSEA members.

Status of Court Cases

Regional field supervisor Luposello reported on three State actions stemming from Easter week end contract crisis. These are:

• An action by the Public Employees Relations Board calling for payroll deductions from those State employees who were out during the job action. A PERB hearing was adjourned on this case because one of its board members is in the hospital.

(Continued on Page 9)

Difficulties Cited

Attempt To Break Logjam On Retiree Parity Pay

"Information is difficult to obtain; it's not just a case of going to punchcards," stated City Chief Actuary Jesse Feld, explaining the reason for the time lag in computing parity pay for retirees of the uniformed services.

The difficulty is not with the agencies, however, but with the complexity of data.

Those covered by the parity adjustments must have retired between Oct. 1, 1968, and Dec. 31, 1970. Each case is computed separately because of the different scales involved and each employee has an individual case history.

The basic yardstick is that a retired employee must have been in the maximum salary level for his given grade to be granted the highest pension increase. However, a wide variety of other considerations come into play:

- If promotion took place during the period covered, each part must be computed separately;
- Retirement for service rates differ from retirements for disability;
- Special computations occur when the employee died during service or died after retirement but before receipt of this supplement;
- Restoration back to service, which was unusually heavy due to a court decision, involves several sets of pay scales.

Paychecks Pledged

Feld's office has promised that all affected employees will get the back money due them, and noted that "a lot of scuttlebutt is going around creating unnecessary worry. We can see as more time elapses, people tend to get more worried, but it isn't true that the checks won't be paid."

The total number of retired

employees in the period covered, excluding Article I policemen and firemen, comes to 3,546. The following breakdown was provided: police - Article II, 1,755; fire - Article IB, 544; sanitation, 1,147; correction officers, 69; housing police, 11, and transit police, 20.

In addition, approximately 100 policemen and 190 firemen are Article I retirees, and the computations for these groups are being done by those agencies.

The chief actuary hopes to have his calculations completed by late July, and is working with a maximum staff toward this target date. Feld commented, "I'm taking on a job that isn't really mine; we are trying to squeeze this in along with our other responsibilities. By so doing, we are coordinating this job and speeding it up."

Promotional Component

One of the key difficulties, Feld stressed, comes with computing parity pay for those in the higher ranks. Many were elevated during the 1968-70 period, also retiring during that period. The exact date for each changed status determines the final computation.

Feld told The Leader what categories were listed on the computation sheets, written manually. The columns running across the page include: rank, pension number, active number; employee's name; date of membership in agency; date when retired; years of service, and five additional computations. Factors such as the fractional part of a month counting prior to retirement, occurring after Oct. 1, 1968, vary greatly and thus slow down the final figures.

"We have started with the patrolmen and firemen since this group is all at maximum rates," he noted. "There's plenty of data to be dug up, and

this takes more time to plan how to do it than to actually run it through."

After the Office of the Actuary completes its task, the Comptroller's Office-Bureau of Audit prepares a program to put on tape for each month's checks. Because the additional payment is paid from general funds rather than the Retirement System, separate identification of the source must be listed.

There is no projection made yet of how much time the Comptroller's Office will take to process the parity paychecks once they have the statistical information, but they may have to set up a new bookkeeping list because the source is other than Employees Retirement System funds.

"To the retiree who receives the check, where the money comes from hardly matters, so long as it is available; however, to the City, the source of the money is important and this may create an accounting problem," suggested Feld.

He said he felt strongly that these retired people deserve swift pay, and he would expedite the statistical part as rapidly as possible. There are indications that the Comptroller's staff is making advance preparations for when they receive the data so they can move through the final phase — distribution of the checks — at a reasonably swift pace.

Slate 3 More Walk-Ins For Protective Officer Starting Saturday

Three exam dates remain in the walk-in test series for federal protective officer, the next one scheduled for Saturday, July 8. Subsequent exams are slated for Thursday, July 13 and Saturday, July 29.

The openings are geared to persons who have "two years of experience which demonstrates your ability to meet and deal with the general public and your ability to apply various rules and regulations" as well as "to maintain poise and self-control under stress."

However, either military service or two years of education above high school will be considered as qualifying.

Other standards include being a U.S. citizen over 21 with 20/60 vision or better and of "proportionate height and weight." Candidates must pass a thorough physical exam and be of good moral character.

Two Test Sites

"Almost all the jobs will be located in Manhattan," stated a spokesman for the U.S. Civil Service Commission at 26 Federal Plaza. He pointed out that two testing sites will be used for these walk-in exams: 641 Washington St. in Greenwich Village, Manhattan, and the Brooklyn General Post Office at 271 Cadman Plaza, in the Borough Hall area.

On the days designated, exams will be given twice—at 9 a.m. and 1 p.m. Each test will be multiple-choice, similar in for-

mat to the Junior Federal Assistant Series. About 50 vacancies are anticipated, with hiring done by the General Services Administration.

The exams for June will all be conducted on Thursdays: June 15, 22 and 29. A fourth Thursday test will be held on July 13. Also, two Saturday dates have been scheduled: July 8 and 29.

Hiring is expected to proceed rapidly because of the strong need to fill these openings. The USCS hopes to establish a list about 10 days after the exam is held and to begin hiring during the latter part of the Summer.

All GS-4 jobs in Federal Service currently begin at \$6,544.

Directions on filling a pre-application appear on page 15 of The Leader.

Post Office, Urban League Housing Centers

The New York Postal Service and the N.Y. Urban League have jointly established Open Housing Centers in the New York and Bronx Post Offices, to provide equal opportunity in housing to minority postal employees.

"As an equal opportunity employer, the Postal Service has taken this step in order to assure equal access to housing for all our employees," said John R. Strachan, Manager, Manhattan-Bronx Postal District.

The new housing centers, a first for any government or private employer, are part of the Open Housing Center of the N.Y. Urban League, 103 East 125th Street.

The program includes extensive information on rentals, co-ops and house purchase, personal counseling on the techniques of seeking housing, and assistance in meeting individual housing needs.

nity for engaging in research and investigations.

Filing for this title runs July 5-25, with details spelled out in Announcement No. 2015. Consult page 16 of The Leader prior to filing.

City Plan Examiner Post Placed On July Schedule

A new title in this month's open-competitive series, "assistant plan examiner," has been announced. The \$12,500 post is with the City's Housing & Development Administration.

Candidates must have a bachelor's in engineering or architecture from an accredited school plus two years of relevant work history. This should include engineering, building design or construction.

A valid professional engineer's license or state registration as an

architect may substitute for the college degree. While training and experience weigh 100, a qualifying written test may be required. If so, it would be held Sept. 30 and have a multiple-choice format.

The job duties emphasize examining and reviewing design plans and specifications for the construction and repair of buildings. Related duties include preparing reports on the approval of applications and the issuance of permits, with some opportu-

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RAIN OR SHINE — Torrential rains throughout the State did not halt the stalwarts of the Westchester County unit of the Civil Service Employees Assn. from holding their annual picnic on June 19. Despite flooded highways and threatening weather, a good time was had by, from left, Michael Merolla; Stanley Boguski, City of White Plains unit president; James Dolan, personnel director for Westchester County, and Joseph O'Connor, CSEA field representative.

BUY
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8 July Titles Set By NYC

Eight open-competitive jobs comprise the City's July calendar open for filing through July 25.

All City titles in this category are filled through the Department of Personnel under procedures noted on page 15 of The Leader.

The newest series and the announcement you should obtain for more information follow:

Asst. Building Plans Exam-

iner (\$12,500)—Choice of B.S. in engineering plus two years of related experience or professional engineer's license plus this experience. Obtain Announcement No. 2015.

Asst. Rent Examiner (\$7,550)—Choice of bachelor's or high school diploma plus two years Announcement No. 1157.

Boiler Inspector (\$9,500)—Possession of high pressure boiler engineer's license or State-issued certificate of competency. Obtain Announcement No. 2025.

Cultural Programs Specialist (\$10,000)—Bachelor's with specified credits plus three years of related experience. Obtain Announcement No. 1167.

Engineering Technician Trainee (\$6,500)—High school diploma or equivalency. Obtain Announcement No. 2014.

Laundry Worker (\$6,000)—No formal requirements on education or experience. Obtain Announcement No. 1185.

Purchase Inspector (\$10,000)—Four years of pertinent experience, one of them as foreman or inspector. Obtain Announcement No. 1243.

Recreation Director (\$8,100)—

(Continued on Page 12)

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Aug. 7 Deadline

Clerical Series Highlight Latest State Promotional

Seven interdepartmental promotion titles in the clerical area are being featured in the State's latest series, set to close Aug. 7.

The seven titles form the core of the senior clerical and stenographic examinations now scheduled for Sept. 16. The series will consist of: senior accountant-senior audit clerk, G-9; senior clerk, G-7; senior file clerk, G-7; senior statistics clerk, G-9; senior stenographer, G-9; senior stenographer-law, G-9; and senior typist, G-7.

Twenty other titles in the promotional category also have the same deadline. Each of these, however, is limited only to eligibles within the appointing agency.

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

Audit & Control

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

Education

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

Conservation

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

Budget

Senior budget examiner (Exam No. 34-908); senior budget examiner-employee relations (Exam No. 34-909); senior budget examiner-management (Exam

No. 34-910); senior budget examiner-public finance (Exam No. 34-911); *principal budget examiner (Exam No. 34-912); *principal budget examiner-management (Exam No. 34-913); *principal budget examiner-public finance (Exam No. 34-914).

Health

*Health program administrator IV (Exam No. 34-899).

Mental Hygiene

Chief laundry supervisor (Exam No. 34-771); head laundry supervisor (Exam No. 44-772).

Motor Vehicles

Senior motor vehicles referee (Exam No. 34-936).

Narcotics

*Senior community narcotic education representative (Exam No. 34-848); *associate narcotic education representative (Exam No. 34-849).

Public Service

Chief telephone technician (Exam No. 34-857).

Thruway

Toll equipment maintenance foreman (Exam No. 34-847).

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CIVIL SERVICE LEADER, Tuesday, July 4, 1972

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TUESDAY, JULY 4, 1972

CIVIL SERVICE LEADER, Tuesday, June 27, 1972

New Bargaining Patterns

CITY employees in various agencies and departments are sure to be heaving sighs of relief after the announcement last week that most negotiated pay pacts have been approved by the Federal Pay Board. Along with the sighs of relief will be the delight in getting retroactive pay raise checks, some going as far back as 18 months.

At the same time, a new pattern of negotiation appears to be in the works for New York City unions in future bargaining talks. The Federal Pay Board guidelines on wage increases—set at approximately a 5.5 percent average—seems to be in the picture for quite some time to come. This means that civil service unions will have to aim in the areas of fringe benefits improvements as a means to offset the limited gains that can be made in pay negotiations.

The signs are that the City, State and most local government bodies are preparing to counteract such demands with insistence on greater productivity from their public employees. At this writing, it is hard to predict just how this new approach to bargaining will work. What is certain is that the pattern of negotiations has changed now and will require some strong initiative and imaginative bargaining techniques from public employees to insure that pay guidelines do not fence them into rigid straits that could result in an overall loss in the value of conditions of employment.

Questions and Answers



Q. "I collect social security widow's benefits. I never worked myself. Will my survivors get a lump-sum payment when I pass away?"

A. No. The lump-sum payment is only made after the worker's death, and the worker must have credit for a certain amount of work under social security.

Q. "When my wife died, I got a lump-sum payment. Must this money be used for burial expenses only?"

A. No. You can use the check for any purpose. The lump-sum payment—equal to three times the deceased worker's retirement benefit or a maximum of \$255—must be used for burial expenses only if there is no surviving husband or wife. Then, the payment goes to the person paying the burial expenses. If the expenses were not paid, the lump-sum can be paid directly to the funeral home.

Q. My son enlisted in the Army shortly after his 18th birthday . . . he is 20 now. Last month we received word that he had been seriously wounded and may not be able to work for several years. Is there any way he could receive benefits under social security?"

A. Yes, there is. A serviceman's base pay is covered under social security just like wages he would earn anywhere else. Your son, even though he has been in the service for only two years could qualify for social security disability benefits. A change in the law has made it easier for young people to qualify for disability benefits. A person who is disabled before he reaches 24 needs only a year and a half of work. According to the information in your letter, your son has about two years. Therefore, he would be eligible for benefits if he is disabled by his injuries.

Carp Named

Dr. Louis Carp, of New York City, has been named a member of the Board of Visitors of Rockland State Hospital for a term ending Dec. 31, 1978.

In Wyoming County

Winton R. James has been named County Clerk of Wyoming County for the remainder of this calendar year.

Don't Repeat This!

(Continued from Page 1)

people of the State during the past two years. In the course of the last session a number of legislators announced their retirement. Among others, these included Senate Majority Leader Earl W. Brydges of Niagara Falls, Senator Samuel Greenberg of Brooklyn, and Manhattan Assemblyman Frank Rossetti. Others surrendered their seats in order to contest for other office. Still others suffered defeat in the primaries.

The most dramatic changes will take place in the Senate, highlighted by the primary loss in Rochester of Senator Thomas Laverne to Gordon De Hond, president of the Rochester Education Board. Laverne had been regarded as a potential successor to Brydges as Senate Majority Leader. His defeat would seem to remove the only possible obstacle to the elevation to that post of Senator Warren M. Anderson, of Binghamton.

First Woman Since '65

For the first time since 1965, a woman will serve in the Senate. Carol Bellamy, a lawyer, won a primary victory over William Giordano, in a Brooklyn district in which the Democratic nominee is virtually assured of success. Ms. Bellamy may be joined in the Senate by two other Democratic women, Assemblywoman Maryanne Krupsak of Amsterdam and Karen S. Burstein, who won the primary in a new Senate district carved out of a part of Queens and a part of Nassau County. The last woman who served in the Senate was Constance Baker Motley, who left the Senate in 1965 to become Manhattan Borough President. She is now a Federal District Judge.

The most surprising upset in Republican primaries for Assembly was the defeat of Assemblyman Lawrence Corbett of Fort Edward, the Chairman of the Assembly Social Services Committee. Other Republican Assemblymen who were defeated on primary day include Donald Shoemaker of Webster, Richard A. Brown of Bridgeport and Sumner Carroll of Niagara Falls.

Some Other Surprises

On the Democratic side, a defeat in the primary ended the legislative career of Brooklyn Assemblyman Alfred Lama, an architect by profession, whose name had become a household word as the co-author of the Mitchell-Lama Housing Law. In Harlem, Assemblyman Hulan Jack was defeated by Jesse Gray, a volatile figure, who has been a militant organizer of tenants and rent strikes. In Nassau County, Assemblyman Arthur J. Kremer scored a victory over Assemblyman Eli Wager, both of whom were thrown into a single Assembly District as a result of reapportionment.

When the last ballot is counted on election night, those who lost their seats in the primary will be joined by other legislators defeated in the election. It will be not only new faces in 1973, but a legislative body that will be different in character from those of the past. During the past two years, the Assembly proved to be a virtually unmanageable group, highlighted by the fact that Gov. Nelson A. Rockefeller was obliged to negotiate with Assembly Minority Leader Stanley Steingut in order to get through that House his fiscal

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Notice On Teacher Tenure

A recent decision from the Albany County Supreme Court left unanswered the question of why do legislators place meaningless language in statutes. This case arose by way of a proceeding pursuant to Article 78 of the Civil Practice Law and Rules. The petitioner, a probationary teacher, had been appointed Sept. 1, 1967, by the Board of Education to a three year probationary period. She worked as a teacher in the school district until the Spring of 1970 when she was granted a maternity leave of absence. She returned to her teaching duties in September 1970, and due to the fact of her maternity leave, would have been eligible to become tenured at the end of January 1971.

After the expiration of her maternity leave, after having taught for three months starting in September 1970, she was advised orally by the school principal that her services were unsatisfactory and that he would not give her the necessary recommendation for her to achieve tenure. On Dec. 7, 1970, the petitioner, rather than bear the embarrassment of being denied tenure, offered her written resignation to the Board of Education. One week later, however, on Dec. 14, 1970, the petitioner changed her mind and wrote a letter to the school board withdrawing her written resignation.

THE BOARD CHOSE to ignore such letter, and on Jan. 12, 1971 accepted the probationer's resignation. She was advised of the Board's action by letter from the Superintendent of Schools dated Jan. 13, 1971. She then appealed to the Commissioner of Education, who rendered his decision of Sept. 20, 1971, dismissing her appeal. She then proceeded to the Albany County Supreme Court, where she sought to annul the action of the Board of Education and overturn the denial of her appeal by the Commissioner of Education.

In its decision the court stressed the narrow scope of court review of administrative action by the Commissioner of Education, who possesses quasi-judicial authority. The scope of review is much more limited than the review of other administrative agencies which do not have such authority. If the commissioner's decision, however, is purely arbitrary, the courts certainly may overrule him where, for example, he affirms an act which is outside the scope of authority of the Board of Education or where the action of the Board is illegal.

The issue, as the court stated, then became whether or not a school board acted within its authority in accepting a resignation which had already been withdrawn. The Commissioner conceded in his decision affirming the act of the school board that, "It is well established that a resignation may be withdrawn up to the time that it is formally accepted by a Board of Education. Consequently, respondent could not legally refuse petitioner to withdraw her resignation, notwithstanding the fact that respondent might be unable to comply with the time provision contained in Section 3012 as a result of such action." This admission by the Commissioner in his decision leads to the inescapable conclusion that there was in fact no resignation before the Board of Education on Jan. 12, 1971.

SECTION 3012 of the Education Law states, "At the expiration of the probationary term, the Superintendent of Schools shall make a report to the Board of Education recommending for appointment on tenure those persons who have been found competent, efficient and satisfactory." So, we understand from the reading of this statute that during the three-year probationary period, an appointee cannot gain tenure regardless of talent or satisfactory service and can be removed by recommendation of the Superintendent and majority vote of the Board of Education and such dismissal is not illegal merely because the teacher was not accorded a hearing upon stated charges. It is clear from the statute that the probationary period must first expire before an employee can be recommended for tenure and appointed. Section 3012 also contains a requirement that each employee who is not to be recommended for tenure should receive a written notice of that fact sixty days prior to the Board of

(Continued on Page 7)

HA Awards Suggestions

Thirteen employees of the New York City Housing Authority last week received cash awards and certificates for suggestions which have resulted in the saving of thousands of dollars and many labor hours, it was announced by Chairman Simeon Golar.

The top award of \$50 went to Joseph Loughlin of Brooklyn, who designed a metal stack extension which has been instrumental in efficiently testing smoke emissions from incinerator flue stacks in Authority projects.

Other winners were:

Joseph Rotondo, Queens, \$25; Donald Thierry, Ozone Park and Chester Ryder, Brooklyn, \$25 (joint award); Mary Pensavalla, Flushing, \$25; Beatrice Schoen, Brooklyn, \$25; Sheldon Kantowitz, Bronx, \$10; Joseph Rutigliano, Staten Island, \$10; Sol Markowitz, Howard Beach, \$10; Irene Gevirtz, Flushing, \$10; Eugene D'Alessio, Brooklyn, two awards of \$10; and Marvin Cohen, Bronx, \$10; Vincent Femenella, Glendale, \$10.

Don't Repeat This!

(Continued from Page 6)

program in the special session. Senator Brydges, through the force of his personality, succeeded in maintaining a tight rein over his members in the Upper House. Senator Anderson, the likely successor to Brydges, may have a tough time in winning control over his delegation in light of the winds of change that will become even more manifest on Election Day.

List 14 New State Titles With Written Test Pending

The State has opened filing for 14 diverse job titles for which a written test will be required. With the exception of bank examiner, tests will be given Sept. 16.

August 14 is the filing deadline for these open-competitive jobs, which run the gamut from building structural engineer to toll equipment repairman and repairman trainee.

Filing procedures are outlined on page 15 of The Leader.

Below are the jobs comprising the series, together with data on starting salary and basic requirements:

Building Structural Engineer, Associate (\$19,175) — Requires State professional engineer's license plus four years in structural engineering; details in Exam Notice No. 23-626. (Current vacancies in New York City and Albany.)

Clerk, Senior-SUNY at Potsdam (\$6,411) — Requires one year in office or clerical work; details in Exam Notice No. 20-974. (Currently one vacancy in Potsdam.)

Communications Service Supervisor (\$15,512) — Requires eight years in plant or traffic function of a phone operation; details in Exam Notice No. 23-627. (Current vacancies in New York City and Albany.)

Community Narcotic Education Representative (\$9,535) — Requires a bachelor's degree plus one year in community relations, public information, social work or a related field; details in Exam Notice No. 23-629. (15 va-

cancies exist statewide.)

Community Narcotic Education Representative, Senior (\$11,929) — Requires same qualifications as above title plus an additional year of experience; details in Exam Notice No. 23-630. (Nine vacancies exist statewide.)

Laundry Supervisor (\$7,586) — Requires two years of experience in a large commercial or institutional laundry; details in Exam Notice No. 23-592. (Vacancies are statewide.)

Laundry Supervisor, Head (\$8,497) — Requires four years of experience similar to that of a laundry supervisor; details in Exam Notice No. 23-593. (Vacancies are statewide.)

Stenographer, Senior (\$7,366) — Requires one year in stenographic or secretarial role; details in Exam Notice No. 23-625. (Vacancies in N.Y. metropolitan area.)

Stenographic, Senior-Law (\$7,366) — Requires similar background to senior steno, including six months with legal material; detail in Exam Notice No. 23-624. (Vacancies in N.Y. metropolitan area.)

Telephone Inspector, Senior (\$9,535) — Requires three years in phone plant construction, maintenance or operation, or related experience; details in Exam Notice No. 23-628. (Current vacancies in New York City and Albany.)

Thruway Safety Supervisor, Assistant (\$10,255) — Requires four years in safety and accident prevention work plus driver's license; details in Exam No-

vice No. 23-621. (Current vacancy is in Albany.)

Toll Equipment Repairman and Trainee (\$7,729) — Requires two years in the maintenance or repair of complex electro-mechanical equipment used in control circuits or four years of general repair and troubleshooting of electrical equipment; details in Exam Notice No. 23-632. Note: Specialized toll background may lead to appointment as a full repairman. (Current vacancy in Buffalo; others expected statewide.)

Bank Examiner (\$11,929) — Requires five years in technical or supervisory role with bank, trust company or similar institution analyzing loans or investments; college degree with two years of experience will also suffice; details in Exam Notice No. 29-175. The initial test for this title only will be held Oct. 14. Check the exam notice for specifics on substitute qualifications permitted.

Sanitation Suspends Meetings For Summer

The Department of Sanitation has announced that there will be no meetings during July and August of the following employee organizations: American Legion, Anchor Club, Association of Classified Employees, Columbia Assn., Hebrew Spiritual Society, Hispanic Society, Irish American Assn., Negro Benevolent Society, Pulaski Assn., St. George Assn., Steuben Assn., Superintendents Assn., and Uniformed Sanitation Men's Assn.

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Law & You

(Continued from Page 6)

Education meeting at which the issue of tenure will be dealt with. In this case, the sixty-day notice concededly was not given, and the court takes the position that the sixty-day notice requirement was purely directory in nature and in no way affected the substance of the legislative plan for appointment to tenure. The court concluded by rationalizing its decision to the effect that the probationary teacher knew, although she did not receive written notice from the Superintendent of Schools, that she was not going to be recommended for tenure. The Board meeting at which tenure was denied, the acceptance of a withdrawn resignation and the written notification to the probationer of the Board's action, all took place within the three-year probationary period as extended by the period of her maternity leave.

The court failed to deal with the perplexing problem, however, as to why the sixty-day notice was in the statute in the first place, and why since it is in the law it was not followed, and why if it was not followed is the Board of Education's failure excused. If the provision has meaning, it should be enforced, if it has no meaning, it should not be in the law. *Brida v. Ambach*, 331 N.Y.S. 2d 467.

Grunfeld Appointed

Walter W. Grunfeld, of Marathon, has been appointed to the Council for the State University College at Cortland for a term ending July 1, 1979. There is no salary.

CIVIL SERVICE LEADER, Tuesday, July 4, 1972

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N. Syracuse School Aides Victorious On 'Snow' Grievance

NORTH SYRACUSE—Non-teaching employees of the North Syracuse School District who did not work on Feb. 4, 1972, because of heavy snow will have their lost leave benefits restored or be paid for the lost day, as a result of a grievance brought by the Civil Service Employees Assn. against the district.

The dispute originated when a conflict of interpretation of a memorandum of agreement arose following a snow storm in February. The memorandum had been agreed to by CSEA and the school district in August 1971 and involves the procedure for payment of non-teaching employees on designated "snow days," when school buildings are closed because of inclement weather.

The union maintains that the district issued a directive to principals following the snow-storm that is a violation of the memo of understanding because the employees were not properly notified whether or not to report to work. The directive said that workers who did not make it in to work on that day would not receive pay and would have to make up the day by charging it to leave credits or by working overtime.

Independent Arbitrator

CSEA filed a grievance on behalf of the non-instructional employees and a hearing was held before a representative of the American Arbitration Assn., an independent arbitrator.

The arbitrator decided that there had been a breakdown in the notification procedure and that as a result employees were unsure of whether they were expected to try to come to work.

The final decision also said that "The employer did breach the letter of understanding . . . by requiring those employees who

did not report to work to use leave benefit days or perform forms of overtime work to make up the day lost without compensation."

CSEA regional attorney Earl P. Boyle handled the case for the employees. CSEA field representative Lee Frank assisted the employees.



EXECUTIVE CHAPTER — Recently installed officers of the Executive chapter of the Civil Service Employees Assn. are, from left, president Michael Steese, secretary Dorothy Lerner, treasurer Eileen Tanner and first vice-president Charles Frisbee. At the business meeting following installation, the president appointed committees: John Gombel, Eleanor Ham and Faye Stella, membership; Lillian C. Clarke, political action; Mary Ann Kelly and Judy Collier, social. Larry Tousignant was appointed chairman for the chapter's August picnic.

Dues Increase Provides Contingency Fund

(Special To The Leader)

(Ed. Note: This is the first of six articles explaining the recently mandated CSEA dues increase.)

In approving the recent dues increase, the leadership and delegates of the Civil Service Employees Assn. saw as perhaps the most critical Association need, the creation of a permanent contingency fund, starting with at least a half-million dollars.

CSEA's leaders recognized this after last June's layoff of State employees and the most recent Easter week end contract dispute with the State.

The fund, as commended by

the CSEA's fiscal committee and adopted by union delegates on June 19, would be established at \$500,000 and accumulate over the years to reach an amount equal to one year's annual dues income and stay at that level.

Use of the money can best be described in one word—PROTECTION—protection of the organization and its chapters in membership representation activities and protection of the individual member who supports and participates in these activities.

Citing the Easter week end activities as an example, the fiscal committee noted that the organization now faces a possible loss of the right to payroll

deduction of dues, which could result in a loss of considerable dues revenue.

Several thousand employees who supported CSEA's position are also threatened with individual penalties. These last two threats to CSEA's existence are reason enough to create such a fund. Without a dues increase, it would be impossible to create and maintain this fund, the committee pointed out.

CSEA president Theodore C. Wenzl said: "CSEA has embarked into a new era where more and more challenges and demands are being thrust upon us. We are getting involved in situations regularly which threaten our very existence and we must overcome this problem as we have been doing. To continue to meet these challenges head-on, we must have the resources. All of these challenges and demands deal with service to and protection of our membership. This contingency fund is but one example, a major one."

Political Action

(Continued from Page 1)

meeting — July 25, 7:30 p.m., Bethpage Club House, Bethpage State Park, Long Island.

• Metropolitan Conference meeting — July 26, 7:30 p.m., Waldorf-Astoria Hotel, Park Ave. Suite, 4th floor, New York.

• Southern Conference meeting — July 27, 7:30 p.m., Bear Mountain Inn meeting rooms B and C—"overlook Lodge," Bear Mountain, New York (tel. (914) 786-2731).

Resolutions Comm. Seeks Ideas

ALBANY — New York State employees represented by the Civil Service Employees Assn. are being canvassed once again for their ideas and suggestions on possible items to be secured through negotiations or enactment of legislation for 1973-74.

Dorothy Rabin, chairman of the statewide CSEA resolutions committee, said that she hoped to get proposal forms out to the entire membership within a few weeks.

"This is a contract year once again," she said, "so the need to get as many proposals in as early as possible is urgent. July 20 is the deadline for submission of suggestions to the committee."

"Every employee is urged to consider his working conditions,

and think about the changes he would like made," she continued. Even though not every suggestion is feasible, the committee will give serious attention to every one."

All proposals should be sent to the CSEA Resolutions Committee, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

Transportation Directors

ROCHESTER — The names of Clayton Steffen and Leonard Vanella were unintentionally left out of the story last week about the election of officers for Transportation chapter 506, Civil Service Employees Assn. Steffen and Vanella were elected as two of the eight directors.

Welfare Fund

(Continued from Page 3)

donation of \$1,523.50. Following closely behind were contributions from Harlem Valley State Hospital chapter — \$1,190 — and the State Insurance Fund chapter — \$1,161.75, a combination of employee contributions plus \$200 from their treasury.

Other large contributors in the last week were Sunmount State School chapter with \$375 and Fredonia/SUNY chapter with \$426.



PRODUCTIVITY — The recently appointed committee that will develop and negotiate a productivity program with the State Administration as a result of the recent contract agreements affecting most State employees represented by the Civil Service Employees Assn. had its first meeting at CSEA Headquarters. From left are John Wolff, who was elected chairman; Thomas McDon-

ough, CSEA first vice-president; Thomas J. Linden, collective negotiating specialist; William L. McGowan, fourth vice-president; Grace Fitzmaurice; Thomas M. Coyle, assistant director of research; John M. Carey, coordinator of state negotiations; Mary T. Blair, program specialist, and Patrick Timineri. Missing members are John Clark, elected vice-chairman; Eileen Gorski and Ernst Stroebel.

Rao Heads Nassau Sheriff's Unit

(From Leader Correspondent)

MINEOLA — Robert Rao was elected recently to head the Sheriff's Department unit of the Nassau chapter, Civil Service Employees Assn.

Rao was chosen by members in both the civil division and Nassau County Jail. Also chosen by the members were: Walter Twelbeck, first vice-president; Stephen Zwerling, second vice-president; Elizabeth Conlen, secretary; Michael Tramutolo, treasurer, and Patricia June, corresponding secretary.

Arrangements for the election had been made by CSEA chapter headquarters, with the aid of chapter president Irving Flaumenbaum and administrative assistant Edward Logan. The unit had failed to conduct a regularly scheduled election on time, so the new officers will serve interim terms until February 1973, when officers will be elected for a full, two-year term. A mail ballot among all members was supervised by chapter headquarters.

The new officers are to meet with Flaumenbaum and Logan shortly to map the unit program.

The Case of The Gold Wedding Band

ALBANY—If a male employee at the State Office Building campus in Albany is looking for his wedding band, he'd better read this story.

The wedding band, white gold, size 11, is in the safe keeping of Mother Marie of the Little Sisters of the Poor in Albany.

To clear up the confusion, Mother Marie reports that the wedding band wound up in the collection, taken several weeks ago at the State Campus by the Sisters.

The head nun believes that a male employee mistakenly dropped the band into the collection.

To make amends with his wife, the owner is asked to contact Mother Marie, Little Sisters of the Poor, 391 Central Avenue, Albany, or call her at 434-7039.

Easter Action

(Continued from Page 1)

The Fund has already topped \$34,000 — all from contributions from our CSEA brothers and sisters — and is still growing day by day.

Loyalty Appreciated

"I hope our members will be patient while the mechanics of this thing are worked out. You will all be paid back for your loyalty and your support." He said that CSEA's officers will meet in early July to work out the procedures.

Wenzl said that CSEA also has a law suit in the works that seeks to prevent the State from penalizing the employees whom the State claims struck during the Easter week end. "CSEA is fighting to overturn the State's action," Wenzl said.

**Super Sign-Up
Membership Drive
Extended To
July 14**

SOUTH CONF RE-ELECTS PUZZIFERRI

CIVIL SERVICE LEADER, Tuesday, July 4, 1972

(Continued from Page 3)

• A contempt-of-court case against seven statewide CSEA officers and four employees at Willowbrook and Central Islip hospitals in connection with the job action has been adjourned without date by Atty. Gen. Louis Lefkowitz.

• CSEA has brought an Article 78 proceeding against the State challenging a clause in the Taylor Law which allows heads of state departments to dismiss employees without a hearing for allegedly taking part in strikes and job actions.

Puzzifferri told the delegates that an important matter coming up at the statewide convention in Rochester in September would be the "restructuring" of the CSEA organization. Instead of six conferences, the state would be divided into six regions each having its own office and paid staff. Conference officers elected now would only serve for one year instead of two — as specified in the constitution — because of this anticipated change, he said.

Art Rosen of the Metropolitan Diagnostic Institute spoke on the Institute's annual health checkup plan. The MDI has diagnostic centers in New Jersey, Manhattan, Brooklyn and Long Island which conduct a full medical examination for each person.

Suggests Health Week

Civil service employees and their families can get these examinations free under some health insurance plans and by paying not-too-large sums of money under other plans, he said. Rosen suggested that each CSEA chapter could hold a Family Health Week and get chartered buses to take members and their families to the diagnostic centers.

At the installation, Luposello noted the number of hours put in for the CSEA and the hard work performed by the outgoing officers. He said he felt sure the new officers would pick up the challenge of leadership.

Nellie Davis, a past president of the Southern Conference, was presented with a gift in behalf of the Conference by Puzzifferri. Door prizes were awarded by Tris Schwartz of Hudson River State Hospital. The hospital chapter was host for the luncheon given before the meeting. Field representative John Deyo was master of ceremonies.



Regional field supervisor Thomas Luposello, left, swears in new officers for Southern Conference. From right, they are: president Nicholas Puzzifferri, first vice-president

James Lennon, second vice-president Lyman Connors, third vice-president Arthur Bolton, fourth vice-president Richard Snyder, treasurer Rose Marcinkowski, secretary Juanita Dunham and sgt.-at-arms Carl Garrand.

(Leader photos by Ted Kaplan)



Former Conference president Nellie Davis was presented with gift by incumbent president Puzzifferri in recognition of her services to the Conference.



Hudson River State Hospital chapter hosted the Conference meeting at Boat House on the Hospital grounds. From left are Mary Foster, second vice-president; Madeline Mackey, secretary; Tris Schwartz, president, and Martha Feifer and Mary Craig, both retired.



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Putnam Co.



ANTHONY FATTARINO
Kingston



VIOLA SVENSSON
W. Haverstraw



Heads of five county delegations put their heads together to go over plans to increase local government units' participation in the Conference. From left are Ellis Adams of Dutchess, John Mauro of Rockland, Arthur Bolton of Sullivan, John Haack of Westchester and Harold DeGrath of Ulster.



Tallying ballots are, from right, former Conference president William Hoffman, who served as election chairman, and Wayne Grant of Orange Cnty., Mary Browne of New Platz, Seymour Katz of Mid-Hudson (partially hidden) and Rubella Eufemio of Rockland Children's Psychiatric Hospital.

This Week's City Eligible Lists

EXAM NO. 1163 CLAIM EXAMINER

This list of 843 eligibles, established June 8, was derived from training and experience evaluations of 1,066 open competitive candidates who filed in April. Salary is \$8,200.

(Continued From Last Week)

521 James T Doyle, Jason M Zeides, Steven H Moskowitz, Arthur A Samuelson, Ilan Namber, Ivan E Esterman, Annebeth Lesser, Murray Schefflin, Aaron D Liebowitz, Daniel J Zito, Paul A Cohen, Victor J Morel, Lawrence E Kaplowitz, Bernadette Pascucci, Robert Garmise, Frank E Taylor, John G Biangasso, Ira

L Turkfeld, Albert L Williams, Michael Chalik.

541 Renee Beck, Victor Ciuffo, Charles Eichler, Sam Diagrosa, Peter F Sheehan, Sam Weiss, Glenn Galloway, Edmund W Lohse, Michelle S Feldman, Theodore H Hinnenkamp, Mark G Spector, Warren Breiterman, Ronni Golofarb, Morris J oRsenzweig, Randall J Donadio, Richard G Fromewick, Susan H Saxey, Albert A Lombardi, Hatim H Kanel.

561 Stanley J Lewis, Paul R Neidig, Marvin J Aronson, Joyce Giordano, Robert J O'Keefe, John P Ledonne, Shelia L Cherry, Alice S Svenosen, Judy C Lee, Harold E Shiffrin, Claudia

Aminrinade, Jay R Glasser, Edwin J Benson, Edward H Odeser, Renee Vichinsky, Roger J Thompson, Robert J Munk, Helene J Gladstein, Ezra Y Fleischmann, Robert W Chuck.

581 Stella A Savino, John C Begley, Steven Earbash, Jess E Morgenstern, Joseph Lewis, Betty N Mike, Bernard Seeman, Antoinette Almone, Sheldon Bender, Linda L Samuelson, Paul S Sarnell, Matthew J Christie, Henry Silberman, Pierre M Edme, Phyllis M Richter, Wilfrid N Reissner, James P McDermott, Ronald I Lebenson, Madeline Cohen, Maria A Lanattina.

601 Irene Lazarus, Martin F Roth, Joseph L Castrovinci, Mic-

hael P Leary, Lewis Ertel, Adrienne Bishop, William Brown, Marc E Schwarz, Lawrence Steinhorn, Mildred Roth, Andrew Alimonda, Monte A Groden, Allan Yonks, Mary N Elias, Bruce A Werner, Eugene J Connors, Martin Riesa, Eve Dunkelmann, Jeremiah D Foley, Donald J Judge.

621 Bruce H Mednick, Faye C Smith, Stephanie Sacks, Bernard S Smolowitz, Robert J Davis, David J Kenny, Louis A Lacroix, E Margit eRiner, Merrill F Bernstein, Abigail J Saut, Anne M Greaney, Lerval H Pryce, Edward M Tenkin, Mario V Benionetti, Larry C Icard, Carol S Stern, Ofelia Rosenberg, Louis Kaufman, John S Enlook, Harry Rubinstein.

641 Ann E Felona, Marcla Dershowitz, John R Arnato, Steven Goldenberg, Murray Pfeffer, Milton J Alschuler, Herminio Gonzalez, Irls C Daniels, Susan M Yarnall, Howard M Krivein, James P Giordano, Trudie Katz, Daisy R Ames, Mary E Jones, Rae Vogel, Fred E Gundy, Sultanall Hasni, Alan S Forman, Abraham Z Fromm, Dennis L McDonald.

661 Julius Kaminetsky, Ronald N Karp, Peter D Hillen, Arthur H Isler, Daphne Morris, Francine Buchanan, Peter A Holland, Mary C Sellers, Matthew A Devito, Sanira A Tanuos, Iver L Renert, William Markowitz, Perry G Arostle, Eileen Daly, Irwin A Salpeter, Norman H Light, alman Rubin, Michael Gerchick, Bruce I Silverman, Alan Weiner.

681 Ronald N Muller, Anthony G Anniratti, Herbert A Marvin, Gary C Helfand, Victor R Longtin, Almeta T Howell, Wagih L Messina, Toby A Spindel, Frances Rosenbaum, Dorothy J Lee, Charles H Netzer, Mohannad Afzal, Jerry A Nussenblatt, Robert Pollack, Fay A Smith, Vincent Sergi, Howard A Goldberg, Marc E Hyman, Albert Lech, Sylvia J Pate.

701 David Chuk, Philip J Marsala, Gene F Vascotto, Jacqueline Sager, Robin Wright, Louis C Orifo, Robin Curtis, Marjory Friedlander, Stanley Rothberg, Eugene J Kasper, Robert Hershkowitz, Jane E Wagnan, Soterios G Paitakis, Patrick M Giordano, Betarice E Keshner, Diane Payne, Israel Greenberg, Bruno J Selliste, J Barry Merchant, Mark S Mendes.

721 Phyllis M Richter, Maryann C Constantino, Andrew Noguee, Antonio E Juanillo, Patrick J O'Neill, Peter J Lagnena, George H Proulx, Connie Freeman, Howard Pludwin, Jacob D Gold, Ronald A Neekins, Robert N Hamlect, George C Frankel, Phyllis L Feinberg, Martin Hunger, Irwin B Sakowitz, T Jane Kapphahn, Leona Stinburis, John T Cashman, Elfrieda C Riordan.

741 Vasant Vora, Narwelle Carter, Florence G Baden, Howard R Reenberg, Valdemars Bite, Michael L Gottschalm, Shirley M Payne, Jacqueline Phillips, Rosemary Duca, Curtis R Fox, Ronna Ashendorf, Gerard T McCadden, Lawrence A Aberback, Richard E Dowling, Kathy Sanger, Andrew J Levy, Francis J Rand, Patricia Lima, Richard L Devito, Hermenegil Marcelino.

761 Stuart Levy, Laura A Fleischer, Sidney R Hoffman, Dorann C Mitchell, Carol A Plotkin, Linda S Filleerti, Amy E Richman, John G Bird, Martin C Hirst, Gordon F Genet, Michael A Griffin, Theodore Howard, Gregory F Schluer, Rose Kaplan, Pamela J Kekich, Frank J Zuckerman, Sharon Thompson,

Maurice Bocelli, Helen G Hopkins, Richard A Groog.

781 Matthew C Feingold, Evelyn J Brown, Fa H Chen, Rebecca L Smith, Joseph Rosenblum, Ann R Ealich, Margaret T Park, Alan H Caar, Susan E Bongirne, Gary P Leventhal, Livingston Kyeyune, Thomas J McCarthy, Harvey G Roman, Ellen L O'Brien, Hilda Brody, Sydel S Shaw, Anita Y Dougherty, Carole S Ungar, Hiram A Golden, Richard A Derector.

801 Michael Giammarella, Nel Grabina, Ellen R Levine, Frank J Sanacore, Audrey H Milgrom, Dennis L Goldstein, John L Riedel, Harvey Wolpoff, Narain K Waohwan, Martin Matsil, Ruth W Bennett, James S Byrne, Jack P Newman, Phillip R Flincus, Hillary S Brender, Terrence O'Connor, Eva Miller, Barbara Iwler, Abraham Z Fromm, Jeffrey Engelson.

821 Om F Singhal, Leonard Kitchell, Carri I Fogel, Meryl Brownstein, Alexander Kalcenko, Sherwin K Golden, Irwin Gantz, Abraham Ashenberg, Susan C Perry, John J Bautz, Rachel Steinharter, Dorothy Lipson, Adrienne A Williams, Anderson Parker, Robert J Grana, Anne E Iken, George A Haas, Samuel Greenwald, Selwyn R Valmont, Anthony J Laurie Jr, Marvin E Brooks, Robert P Mauro, Frederick Danerosio, man.

EXAM NO. 1159 AUDITOR OF ACCOUNTS

This list of 545 eligibles, established June 22, was drawn from training and experience evaluation of 702 open competitive applicants, who filed in April. Salary is \$10,100.

(Continued From Last Week)

41 Joseph Mullaney, Albert F Mickahail, Barbara Prince, Robert J Sperling, Farid E Botros, M Anwar Farag, Harold K Carter, Theresa D Sanguedolice, Herbert Signer, Anne L Plotkin, Gertrude Shapiro, Vito S Accettura, Arthur A Schneider, Christophe Coleman, Charles J Levy, Morris Bregman, Lily Russianoff, Ewen M Robertson, William C Silvey, Vincent N Caggiano.

61 Louis Tussman, Lawrence M Bloom, Wagih L Messiha, William E Price, Cosmo H Defalzio, Irving Grover, Sol Cohen, Miriam Marcus, Mollie Smith, Orlando R Fernandez, Charles I Dorla, Joseph Cohen, David H Wolff, Raymond E Birstler, Salvatore Ammirati, Ethel D Angel, Donald M Sullivan, Stephen Parubchak, Martin Goldstein, Kenneth P Dapice.

81 Jacob Cooper, Julius Washinsky, Shirley Kler, David S Popper, Walter G Darbin, Evelyn Mandel, Miriam L Welskoff, Hector E Gautier, Milad S Eskalis, Samuel Barish, William Elkin, Cresencio Mascarenas, David L Grobgeld, Samuel Lichtenthal, M Anwar Farag, Joseph A Scognamiglio, Murray Saphirstein, Rosario J Casambre, John P Dineen, Charles Sruber.

101 Warren J O'Brien, Walter B Smith, Benjamin Wyse, Fathy A Mohsen, Gabriel J Brown, Ohrendra Patel, John G Kosman, Joseph M Guida, James E Major, Alfred Monhaj, Omar M Soliman, William C Wharton, John F Maltese, Celia R Orbeta, John T Melloy, Bernard Verona, Fernando I Cuellar, Montaser Soliman, Mark T Speiser, David Lerner.

121 Edward Katzman, Ragaa F Benyamin, Ram C Mohan, Ram C O'Hara, Frances Wetzstein, Arthur Gendelman, Naim L Michall, Soukar H George, (Continued on Page 13)

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Recruit Food Workers At Military Academy

Availability of food service worker jobs has been announced by the U.S. Military Academy at West Point. Persons hired will be required to work rotating shifts, including Saturday and Sunday. Pay is \$2.93 hourly plus numerous fringe benefits.

These benefits include room and board privileges at reduced cost at the Academy. Special civilian dormitories house West Point employees, and they receive meals similar to those served cadets.

Food service aides will not need a specific amount of experience in that field.

The criteria for rating applicants will include: reliability and dependability; ability to handle weights; following oral directions; dexterity and safety; motivation and readiness to do simple work.

No deadline exists for these jobs. Interested persons should write: W. E. Finnegan, Chief of Recruitment and Placement, Civilian Personnel Division, West Point 10966.

Forecast Vast Response For Laundry Jobs

Waiving formal education and experience requirements, the City Personnel Department is expecting a large influx of applications for laundry worker, which opens Wednesday, July 5.

The \$6,000 post is mainly with the Health and Hospitals Corp., although a few vacancies exist with the Board of Education. Appointment is based entirely on a physical, planned tentatively for mid-August.

The physical involves the lifting of dumbbells and dexterity involving the picking up of pins.

Medical qualifications are outlined in Exam Notice No. 1185, and permit 20/50 vision with both eyes and hearing a conversational voice. Hearing aids may be used.

See "Where to Apply" on page 15 for follow-through details.

Program Specialists

The City Civil Service Commission last week approved a resolution to classify the title of program specialist (Correction) in the Competitive Class, Rule XI, in the program research analyst occupational group. Salary range is set at \$12,450 to \$15,300.

Fire Lieutenants

The Department of Personnel reports that the eligible list for promotion to Lieutenant, New York City Fire Department, should be ready "in a few weeks."

The exam, held on June 5 and July 31, was taken by 7,850 candidates. The previous eligible list expired in February, leaving the Department with no Lieutenant list until the list from Exam 0720 is established.

Because of many appointments made before the termination of

Supv. Income Clerk, Housing Asst. Keys

Key answers to written tests held June 23 and 24, including open competitive and promotional tests for supervising clerk (income maintenance), and housing assistant, will appear in next week's issue of The Leader.

the old list, however, the Fire Department still has an overflow of lieutenants, with no vacancies in company positions.

Phone Posts Require Technical Training

The State Department of Public Service notes openings in two titles in phone communications — senior telephone inspector, \$9,535, and communication service supervisor, \$15,512. Both are subject to an Aug. 14 cutoff.

Senior phone operators must had three years either in phone plant construction and operation or telephone commercial or traffic operation. A satisfactory equivalent combination may satisfy the requirement.

Communications service supervisor entrants will need eight years of relevant experience in a plant or traffic functions of a telephone operation. Half of that period should have been in a

supervisory role. College training in a technical field may be substituted for a portion of the experience. Announcement No. 23-628 explains this further.

Both these titles require candidates to take a written test in mid-September. Subject matter will include the operation and maintenance of phone equipment; methods of testing equipment and circuits; conducting inspections; interpretation of the Public Service Law and the regulations of the PSC. Job duties deal generally with investigating findings.

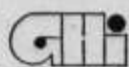
Page 15 of The Leader outlines complaints and analyzing the lines steps for applying.

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(Continued from Page 10)

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4 Soper H Wantagh74.9

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Upstate Assemblyman Tells St. Lawrence Officers That Legislature Is 'Out Of The Dark Ages'

(From Leader Correspondent)

OGDENSBURG — Procedures of the New York State Assembly were typified by Assemblyman K. Daniel Haley, Waddington, as "something out of the dark ages" compared to what is being done in California and other countries.

The assemblyman made his remarks in an address before the St. Lawrence State Hospital chapter of the Civil Service Employees Assn. at its installation of officers June 24 in the Knights of Columbus hall here. He asserted that the California legislature is "trying to make a democratic system work," adding that "all too often in our state today a small oligarchy of leaders and over-powerful committee chairmen prefer to leave aside difficult issues, and, all too often, the bills which are not brought up for consideration in the New York State legislature are more significant than those that are."

Assemblyman Haley said the difference between California's legislature, which was reformed about ten years ago, and New York's is "the difference between night and day, the difference between one legislature in California, which takes seriously



Officers of the St. Lawrence State Hospital chapter of the Civil Service Employees Assn. were installed at a dinner on June 24 in the Knights of Columbus hall, Ogdensburg. Front row, left to right, are Mary Bush, delegate; William Gagnon, president; Jacqueline Williams, secretary. Back

row, Walter A. LaRue, treasurer; Thomas McDonough, statewide CSEA first vice-president; Fred Kotz, delegate; Donald Brouse, field representative; Edward Knight, vice-president, and Assemblyman K. Daniel Haley, guest speaker.

its role as a co-equal third of the state government, and another legislature which, in New York, rushes blindly through hundreds of mostly insignificant

bills and then closes with two thirds of the year to go and at least two thirds of the problems of the state left unsolved."

Assemblyman Haley, who has

devoted considerable time to a study of legislative bodies in travels to Britain, Sweden, Canada, Massachusetts and California, termed the California legis-

lature as "mature, professional, well-equipped and well-staffed," which, he said, "makes the New York State legislature look like a farce."

Erie Chapter President Clark Hails PERB Decision



Newly installed officers of Erie County chapter are, from left, seated—first vice-president Robert Dobstaff, recording secretary Betty Brown, president George H. Clark, Sr., treasurer Adele Hanavan, financial secretary Al Neri; standing—fourth vice-president Griff Pritchard, third vice-president Harold Dobstaff, second vice-president Victor Marr, fifth vice-president Al Shanks and sergeant-at-arms Harry Brown.

BUFFALO — George H. Clark Sr., president of the 6,400-member Erie chapter of the Civil Service Employees Assn., today hailed the state Public Employment Relations Board for ruling illegal the maintenance membership clause of the rival American Federation of State, County and Municipal Employees.

Clark said the decision was a victory for CSEA, which had brought action against the clause that forbids members to leave Council 82 while a contract is in effect.

Council 82, with a membership of about 800, represents 1,806 blue-collar employees in Erie County.

Clark reported it was "significant" that, following the decision, 52 AFSCME members dropped their membership. The PERB ruling, he said, means the County no longer can withhold dues from AFSCME members who want out of the labor organization.

Non-Teaching Aides In Waterville Dist. Call For Mediator

WATERVILLE — A fact-finder has been called for by the Civil Service Employees Assn. in its continuing impasse with the Waterville School District, CSEA field representative Roger Kane told the Leader last week.

Kane charged "bad faith negotiations" on the part of the School Board and said that mediation had only "worsened" the situation. "Things have gone from bad to worse. I feel the school has not made any effort to reach accord. It seems as if the School Board couldn't care less about the non-teaching employees at Waterville."

The CSEA aide said that CSEA members employed at the school were extremely discouraged about the outcome of bargaining talks. "If the Board's attitude does not change, we are afraid that fact-finding, like mediation, will be a waste of time," Kane said.

"We are hoping that the Board will take a look at the salaries and fringe benefits in other school districts and make an honest attempt to negotiate with us."

Pact Okayed

COLONIE — The South Colonie Board of Education has ratified a new contract with the Civil Service Employees Assn. which gives pay hikes up to a total of 14.5 percent over two years to non-instructional employees.

Office, maintenance, kitchen and transportation employees are covered by the pact. The CSEA unit ratified the contract last month.

The contract covers two years.

Ⓛ CSEA calendar Ⓛ

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

July

- 7—Super Sign-Up Membership prize drawing.
- 8—Nassau County chapter picnic, Hempstead Town Park at Lido Beach.
- 9—Madison County chapter clambake, 1 p.m., Johnnie's Clam Shed, Route 31, Sylvan Beach on Oneida Lake.
- 9-11—Mental Hygiene Employees Assn. meeting, Syracuse Country House, Syracuse.
- 12—Statewide restructuring committee meeting, 9:30 a.m., CSEA Headquarters, 33 Elk St., Albany.
- 13—Western Conference regional political action meeting, 7:30 p.m., Treadway Inn, Batavia.

Ask Waiver For Flood Victims

(Continued from Page 3)

sociation has approved a donation that will go to the "flood disaster fund" of the American Red Cross to aid flood victims and will call on its 280 chapters and individual members across the State to contribute to the fund.

Many CSEA Members

"There is no way of telling," Wenzl said, "exactly how many CSEA members are affected by the floods, but we are sure there are many."

Wenzl called on all CSEA members to pause for a moment and put themselves in the place of the flood victims. "This is truly a calamity. We must open

up our hearts and help these people."

Wenzl, who was in contact with Red Cross officials, said the contributions would be used to supply food, bedding, temporary shelter and other essentials including household utensils and clothing. The union leader said that most of the victims lost their homes, but there are also those things in the home which must be replaced, "and they are many." He said the Red Cross would use the funds to purchase these items and give them to the victims with no strings attached.

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

Eligibles On State and County Lists

(Continued from Page 13)

282 Flanagan D Little Neck	75.2
283 Reamsnyder G Camillus	75.1
284 Glifford M Troy	75.0
285 Laurino C Bklyn	75.0
286 Fruscella A Bay Shore	75.0
287 Stern B NY	75.0
288 Henderson H Horacell	75.0
289 Klein G Rego Pg	74.8
290 Quatrone R New Rochelle	74.7
291 Muscarella S Buffalo	74.7
292 Smith S Buffalo	74.7
293 Birnbaum R NY	74.6
294 Dankberg L NY	74.5
295 Pingitore J Tonawanda	74.5
296 Beltinger W Flushing	74.5
297 Shea E Glen Head	74.4
298 Boberg J Val Stream	74.4
299 Israel L Bklyn	74.4
300 Sharpe N Liverpool	74.3
301 Locke S Belle Harbor	74.3
302 Baron N Lackawanna	74.1
303 Hamilton B NY	74.0
304 McBay R NY	74.0
305 Welicka P Herkimer	74.0
306 Lipito B Bx	74.0
307 Schwartz M Bx	74.0
308 Jackson W Batavia	73.8
309 Bleich D Buffalo	73.8
310 Siwiec L West Seneca	73.7
311 McGill C Monticello	73.6
312 Paige G Flushing	73.5
313 Wasserman E Bklyn	73.4
314 Taus S Bx	73.4
315 Mullady F Kings Pk	73.3
316 Lattimer R Buffalo	73.3
317 Diamond T Bayside	73.3
318 Nelson G Rorschards	73.2
319 McDonagh H Woodhaven	73.1
320 Archer P Fredonia	72.9
321 Michalet B Syracuse	72.8
322 Larkin R Troy	72.6
323 Giambroze M Rochester	72.5
324 Handschuh L Brentwood	72.4
325 Weiss L Hempstead	72.4
326 Newman S Yonkers	72.4
327 Borneman S Bx	72.3
328 Bushinger H Utica	72.3
329 Magee N Danville	72.3
330 Schwartz R Bx	72.3
331 Donahue D Bklyn	72.2
332 Yentzen V Cortland	72.1
333 Ringgold W Bklyn	71.9
334 Ferguson W Boston	71.5
335 Thompson O NY	71.5
336 Brooks H Bx	71.5
337 Herold J Lake Grove	71.5
338 Bassett J NY	71.3
339 Peneis J Yonkers	71.3
340 Perry H Warsaw	71.2
341 Fried H Buffalo	71.2
342 Bing V Woodmere	71.1
343 Lohr Farmingdale	71.1
344 McCall J Syracuse	71.0
345 Clark E Beechhurst	70.8
346 Gleason R Oswego	70.8
347 Rogers J Kingston	70.7
348 Faulk R NY	70.5
349 Morse N Schenectady	70.2

SR U 1 INVSTGR

Test Held Feb. 26, '72
List Est. May 26, '72

1 Newman R Brentwood	100.9
2 Ferrell J Tonawanda	96.2
3 Brooks H Bx	85.5
4 Reamsnyder G Camillus	93.2
5 Jones G Wantagh	93.1
6 Childs R Saranac Lake	90.0
7 Victory J Wantagh	89.5
8 Monty W Nassau	89.2
9 Collins L Ozone Pk	88.8
10 Levy D Flushing	88.7
11 Campbell J West Seneca	87.5
12 Davison R Batavia	87.2
13 Pittinsky M NY	87.0
14 Nocotny J Bx	86.7
15 Shulman A Bklyn	85.5
16 Wiegert W Elmhurst	85.4
17 McGuire J Cambria Hs	85.2
18 Bennetti R Bx	84.5
19 Berlan R NY	84.0
20 Julius W Elma	84.0
21 Thorpe R Mohawk	82.9
22 Bernstein H Bklyn	82.4
23 Ringer W Bklyn	82.2
24 Kalmar J Bx	81.6
25 Faulk R NY	81.5
26 Hurley K Greene Isl	81.5
27 Wyckoff S Whitestone	79.0
28 Handweiler A Bklyn	78.9
29 Edwards F Bx	78.8
30 Schneiderman J Bklyn	77.7
31 Loomis D Albany	77.1
32 Sanchez J NY	76.5
33 Alexander C Wellsville	76.4
34 MacLennan M Pecksvill	76.0
35 Stern B Bay Shore	76.0
37 Bird C Penfield	75.6
36 Gindin A Bklyn	75.8
38 Holmes L Holland Patnt	75.1
39 Jackson W Batavia	74.8
40 Paige G Flushing	74.5
41 Fazio T Syosset	74.2
42 Katzman S NY	74.2
43 Kaiserman I Bklyn	74.0
44 Shaiman I Bklyn	73.7
45 Duell J Port Byron	73.3

CHF GAS TECH

Test Held March 25, '72
List Est. May 25, '72

1 Cross C Baldwinsvil	83.0
2 Sornberger J Rexford	78.9
3 Zadarlik P Rensselaer	77.0
4 Roesch R Staten Is	75.9
5 Polonski S Ozone Park	70.5

OPTION A — ASSOC ADMIN ANALYST

Test Held Jan. 29, '72
List Est. May 8, '72

1 Sactela D Albany	88.2
2 Mishop J Schenectady	87.2
3 Lasher C Albany	84.7
4 Woodard S Slingerlands	81.8
5 Forrester D Hartsdale	81.4
6 McManus T Coxsackie	81.2
7 Preece S Albany	81.2
8 Derry M Schenectady	80.6
9 Donahue M Holtsville	79.9
10 Brown R Rexford	79.4
11 Clarke V Scotia	79.0

12 Sherin J Albany	78.4
13 Reynolds K Mechanicvil	78.2
14 Schreivogl G Berne	76.4
15 Morrison T Albany	74.3
16 Ward L Albany	74.2
17 Gildersleeve D Ballston Spa	73.3
18 Andersen R Scotia	72.9
19 Ginett J Selkirk	72.8

OPTION B — ASSOC ADMIN ANALYST

Test Held Jan. 29, '72

1 Stout R Latham	86.7
2 Roche M Troy	84.9
3 Tohl J Rexford	82.9
4 Mulligan R Albany	82.7
5 Maresca F Watervliet	81.7
6 Oral B Flushing	80.9
7 Hayes L St Albans	80.0
8 McCarthy J Schenectady	79.7
9 Clyne T Utica	78.8
10 Jaffe E Albany	78.4
11 Nowack R Earlville	77.8
12 Lewis P Albany	76.2
13 Peterson V Albany	75.1
14 Hart J Passaic NJ	74.4
15 Conroy J Troy	74.2
16 Szczesniak A Sartoga Spg	70.5

MOTOR EQUIPMENT FIELD INSPECTOR G-13

MOTOR EQUIPMENT TEST MECHANIC G-13

Test Held Feb. '72

List Est. May 9, '72

1 Herring S Bonckville	79.9
2 Didominich F Utica	77.6
3 Torchis E New Hartford	77.6
4 Patterson A Dolgeville	77.4
5 Smith R Utica	75.7
6 Eagles R Lirde Falls	70.2

PRIN ENGRG TECH AIR PL CN

Test Held Feb. 26, '72

List Est. May 7, '72

1 Moore K Albany	90.5
2 Foley R Williamsvil	87.6
3 Pine B Hoosick Fls	86.5
4 Wylie C Lima	83.3
5 Crawford R Elnora	82.9
6 O'Reilly D Stuyvesant	81.3
7 Steele D Rochester	80.3
8 Wozniak R Boston	77.7
9 Walker G Albany	71.6

PRINCIPAL INSURANCE FIELD SERVICES REPRESENTATIVE G-23

Test Held April '72

List Est. May 4, '72

1 Ernest C Staten Is	92.6
2 Jacobs H Bklyn	85.0
3 Schwarz E Bklyn	80.5
4 Capitelli L NYC	76.5

SR ENGR TECH STACK TESTING

Test Held Feb. 26, '72

List Est. May 4, '72

1 Pine B Hoosick Fls	94.5
2 Crawford R Elnora	91.9
3 Wylie C Lima	89.8
4 ozniak R Boston	82.7
5 Creedon J Utica	80.7
6 McCabe R Elma	79.9
7 Neddo B Watervliet	78.0
8 Tozer R Westerlo	70.5

SR ENGRG TECH AIR POLL CN

Test Held Feb. 26, '72

List Est. May 4, '72

1 Creedon J Utica	80.7
2 McCabe R Elma	79.9
3 Neddo B Watervliet	78.0
4 Chernoff C Skaneateles	74.9
5 Tozer R Westerlo	70.5
6 House S Albany	70.4
7 Hartzell R Nassau	70.3

PAYROLL & ROSTER CLERK

Test Held Jan. 29, '72

List Est. May 8, '72

1 Leonardi C Cheektowaga	80.3
2 Kishi A Lake View	74.7

SECRETARY

Test Held Jan. 29, '72

List Est. May 8, '72

1 O'Connor K Keamore	82.8
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SECRETARIAL STENO

Test Held Jan. 29, '72

List Est. May 8, '72

1 Metz W Buffalo	81.4
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SR FIRE DISPATCHER

Test Held Feb. 26, '72

List Est. May 8, '72

1 Davis G West Seneca	82.8
2 Shoemaker I West Seneca	76.9
3 Wohlfeil R West Seneca	74.5
4 Sikorski E West Seneca	74.3

SR AIR MONITORING TECH

Test Held Feb. 26, '72

List Est. May 8, '72

1 Barbalato P Williamsvil	83.1
2 Baxter R Buffalo	77.2
3 Sciascia E Buffalo	75.5
4 Standard A Buffalo	74.1

CHIEF PAYROLL ROSTER CLK

Test Held Jan. 29, '72

List Est. May 9, '72

1 Kerc H Angola	88.5
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CORRECTION CAPT MALE

Test Held Feb. 26, '72

List Est. May 25, '72

1 Zelinski W New Paltz	82.9
2 Curtiss R Attica	82.5
3 Rober K Phillipsport	81.5
4 Sullivan J Ossining	81.4
5 Stone H Leeds	81.0
6 Harris D Albany	80.8
7 Jones E Hudson Fls	80.6
8 Sperbeck H Poughquag	80.1
9 Steinbaugh N Attica	80.0
10 Bellnier P Auburn	79.4
11 Metz P Poughkeepsie	79.2
12 Henry D Walden	79.0
13 Curoso W Schenectady	78.0
14 Higgins J Athens	78.0
15 Wooding C Auburn	77.9
16 Norton L Elmira	77.9

17 Bell R Saranac	76.0
18 Broadhead D Middletown	76.0
19 Kelso H Auburn	75.9
20 Tersigal M Danemora	75.3
21 Miles N Hudson Falls	75.0
22 Connolly A Wappingr Fls	75.0
23 Roden K Carmel	74.0
24 Conboy R Bedford Hls	74.0
25 Gorton W Middletown	73.9
26 Demakie J Napanoch	71.5

EXECUTIVE ASST

Test Held Feb. 26, '72

List Est. May 11, '72

1 Jaros G Hamburg	76.1
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SR ENGRG TECH WTR POLL CN

Test Held Feb. 26, '72

List Est. May 4, '72

1 Tozer R Westerlo	81.5
2 Miller R Gloversville	75.8
3 Neddo B Watervliet	74.5
4 Hanley P Albany	74.4
5 Klugo D Hudson	73.7
6 Chernoff C Skaneateles	73.4
7 Becker R Mechanicvil	70.5
8 House S Albany	70.4

Judge Dismisses Election Challenge

MINEOLA — Supreme Court Justice Sol Wachtler last week dismissed as "academic" a protest against the election of the Nassau chapter, Civil Service Employees Assn., filed by unsuccessful candidate James Demos.

In the vote, chapter president Irving Flaumenbaum has been re-elected by a vote of 3,339 to 139 for Demos.

Demos filed suit to block the election and the announcement of the results on May 16, but the evidence showed that the vote had been tallied May 12 and announced to the press May 13. When the situation had been pointed out to the judge by CSEA regional attorney Richard M. Gaba, Wachtler vacated a temporary restraining order and after the case came on for a hearing dismissed it as "academic."

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SR GAS INSPECTOR

Test Held March 25, '72

List Est. May 23, '72

1 Belner N Beechurst	82.7
2 Kelsey L Warsaw	74.5
3 Polonski S Ozone Pk	72.0
4 Badillo E Bklyn	70.3

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They

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Include: Board of Education (teachers only), 85 Court St., Brooklyn 11201, phone: 596-8060; Board of Higher Education, 535 E. 80th St., New York 10021, phone: 360-2141; Health & Hospitals Corp., 125 Worth St., New York 10007, phone: 566-7062, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave of Americas, New York 10019; State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

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

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Hours are similar to the New York area office. Federal titles have no deadline unless otherwise indicated.

MAYFLOWER-ROYAL COURT APARTMENTS—Furnished, Unfurnished, and Rooms. Phone HE 4-1994 (Albany).

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**Rules for CSEA Super Sign-Up/72
Membership Drive**

- (1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.
- (2) For each new member signed up during the period of April 3, 1972 through July 14, 1972, the person recruiting receives a special award check worth \$2.00 in cash.
- (3) For each new member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus if a person signs up 10 members—he has 10 chances to win a jackpot prize.)
- (4) The new member's name also goes into the jackpot drawing.
- (5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away at the final drawing, approximately July 28. The Monte Carlo will be given away at the final drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.
- (6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application forms (PDA cards) supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.
- (7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members—but not for jackpot prizes.