# Civil Service America's Largest Newspaper for Public Employees

# **Election Process**

- See Page 8

Vol. XXXV, No. 42

Tuesday, January 14, 1975

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# **CSEA Begins** Part-Timers' Leave Battle

ALBANY - The Civil Service Employees Assn. filed several contract grievance claims with the Public Employment Relations Board on behalf of part-time State employees who were recently stripped of their authorization to earn, accumulate, and use vacation, sick leave and personal leave.

Some State departments and agencies had allowed, as a matter of practice, part-time employees working a fixed number of hours less than five days a week to accrue and use vacation, sick and personal leave. The grievances arose when those departments and agencies late last fall issued memoranda restricting accumulation of such credits by part-time workers to those employees who worked a fixed number of hours five days per

That change was prompted by a letter in late September from Ersa H. Poston, president of the State Civil Service Commission, to all State departments and agencies. Ms. Poston said she interpreted the attendance rules for State employees to be that part-time workers, paid on an annual salary basis, must work a fixed number of hours five days a week in order to be eligible to accumulate credits. She directed department and agency heads to "take appropriate corrective measures immediately" if they were not in compliance with that interpretation, "No authority exists for the extension of such leave benefits to part-time employees who do not work five days per week," Ms. Poston

CSEA, however, does not agree. A CSEA spokesman called the State action "a unilateral change relative to past practices con-cerning employee benefits" and (Continued on Page 3)



UNOFFICIAL - Gov. Hugh Carey greets Civil Service Employees Assn. president Theodore C. Wenzl, who was on hand to offer congratulations at one of several post-inaugural events. Dr. Wenzl headed a delegation of several top-level CSEA leaders who attended the Governor's reception last week at New York City's Lincoln Center. As befitted the festivity of the occasion, the subject of negotiations for the third year of CSEA's current contract for state workers was not discussed by the two leaders.

# 'Other Solutions,' **Vows Wenzl On Carey Statement**

### Will Not Forego Salary Hikes; Will Not Tolerate Single Layoff

ALBANY-State workers have been assured by the head of the Civil Service Employees Assn. that the union will not forego salary hikes for state employees, will not tolerate the layoff of a single employee, and will enter negotiations

determined to see that the employees are compensated for the effects of past and future inflation.

Theodore C. Wenzl said he wants to dispel what he termed "an artificial atmosphere of impending doom" among many state workers concerned over the aspects of an implied threat of either accepting no pay increase or facing indiscriminate layoffs.

Discounting "scare" headlines and news stories, and even an apparent implication contained Gov. Hugh Carey's recent State of the State Message, Dr. Wenzl said, "We are confident of the Governor's intention to observe the job guarantees of the current bargaining agreements. His public commitments both before and after the campaign for improvements in vital services and his expressed de-(Continued on Page 14)



### Carey, 'The Legislator,' Knows State Of State Message Is First Step

G OVERNOR CAREY has had 14 years of experience as a Congressman and, consequently, is fully aware of the fact that he must leave some scope for modification and adjustment of his program by the Legislature. From that point

(Continued on Page 6)

# Direct Unfair Practice Charge Against Suffolk

SMITHTOWN - The Suffolk chapter, Civil Service Employees Assn., has filed unfair labor practices charges against Suffolk County charging the county with illegally withholding increments due with the start of the new year. The action was ordered by chapter president James Corbin immediately after he

had been notified by county Labor Relations Director Joseph H. Fasbach of the county's de-

Mr. Corbin declared: "If the County thinks that it can use increments as a ploy weaken our bargaining position, it is wrong. We are entitled to increments, and we will pursue the issue with all the legal remedies at our disposal.

Mr. Corbin said that federal rulings and the decisions of state courts have repeatedly upheld the right of employees to the benefits of a contract that expires during the course of negotiations.

Legal papers were served on county immediately after (Continued on Page 8)

# Inside The Leader

**Election Procedure** - See Page 8 Medicare Warning - See Page 14

# Utica Mayor Is Warned On Proposed 'Resolution'

UTICA-The Civil Service Employees Assn. has warned the Mayor of Utica he is inviting an improper practice charge if he attempts to present a so-called "resolution" for individual signing to city employees represented by CSEA.

A union spokesman labeled the plan by Mayor Edward Hanna as "reminiscent of the tactics of some early kings and most latter-day dictators," and said CSEArepresented city employees will not sign the form and CSEA will not stand for it being presented in the first place.

Mayor Hanna last week publicly announced he was going to ask every city employee to "take a stand on city government" by

being presented individually a "resolution" indicating the employee is for or against a number of proposed city projects the mayor claims are necessary for the community.

"In true dictatorial fashion, Mr. Hanna is quoted as saying, 'We can no longer afford the luxury of dissent, revolt, disorder or renunciation,'" said Joseph

(Continued on Page 14)



ADMINISTRATIVE TEAM — Members of the Administrative Services negotiating team for the Civil Service Employees Assn. pause for a coffee break during a contract planning session at CSEA Albany headquarters. From left are Libby Lorie, Resemany Smith, Leah Weinstein, Joan Tobin, Joelene Hill, Elaine Todd, Grace Fitamaurice, and Santa Orsino.

# Short-Term Collegiate Workers Are Available

WHITE PLAINS-The Westchester County Office of Planning is working with local youth employment service agencies to find work for Westchester college students home for extended mid-year college recesses, County Executive Alfred B. DelBello said.

"These able young people provide an excellent pool for em-ployers, seeking high-caliber workers to handle special assign ments for short-term projects," Mr. DelBello said, adding, that businesses seeking this help should contact the County Manpower Office.

According to the Office of Manpower Planning, local agen cies have young people available to handle such diverse jobs as preparing income tax data, processing inventory, special research projects, minor home repairs and other short-term assignments.

Prospective employers and college students interested in the program are asked to contact

### Levitt Announces Cash Distribution

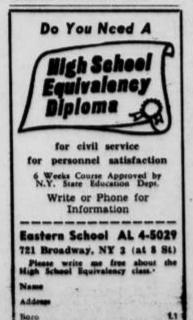
ALBANY - State Comptroller Arthur Levitt announced the distribution of \$110.987.780.73 for January 1975, to 57 social service districts in the State.

proximately 90 percent or Federal and State share of the anticipated welfare expenditures for January by the localities, as well as settlement of claims for the guarter ended Sept. 30, 1974. The Federal share amounts to

In addition, the comptroller announced the distribution of \$79,979,642.40 to the City of New York for the period Jan. 1-Jan. 15, 1975. This amount includes a settlement of claims for the quarter ended Sept. 30, 1974. A payment to New York City will be made on Jan. 15, 1975, for anticipated expenditures for the last half of January. Federal regulation requires semi-monthly payments to New York City.

#### **Rockland Members**

ORANGEBURG - Recently named members of the Board of Visitors of Rockland Children's Psychiatric Center, with expiration dates of their unsalaried terms are: Harry Seletsky of South Fallsburg, 1978; Betty Osman of Scarsdale, and John A. Murphy of Pearl River, 1977; Josephine Burke of Blauvelt, and Dixianne Penney of North Salem, 1976; Patricia A. Herbert of Spagnoli of Nanuet, 1976.



Rhoda Barr at the Westchester County Office of Manpower Planning.

The telephone number is (914) 682-3029. There is no fee for the agency service either to employee or student.

# Padavan Seeks **New School Aid Funding Scheme**

ALBANY - State Senator Frank Padavan, R.C., Jamaica, announced that he has prefiled legislation to change the current state aid ratio to school districts from a formula upon weighted average daily attendance to one based upon enrollment.

Sen. Padavan stated. passed, this legislation will distribute state aid on a more equitable basis and increase aid to districts badly in need of additional revenue."

The law in its current state provides for a loss in aid when attendance falls below a prescribed minimum, he said, adding the shortened teacher calendar jeopardizes state aid in districts hit by major storms or ill-

"It is gratifying to note that Governor Carey indicated in his earlier pronouncements that he favors this type of aid formula, the Senator said. "This bill was introduced by me in the 1973-74 session and hopefully it will be enacted into law in this coming

### W'chester Names Deputy Attorney

WHITE PLAINS-Gerald Harris. Westchester County attorney. announced the appointment of David N. Brainin, of Hastingson-Hudson, as first deputy county attorney. Mr. Brainin succeeds Harry Lott, who was reassigned to the position of legal consultant to the Department of Law Legislative Review. Brainin, whose salary will be \$36,635 a year, has been a member of the Manhattan law firm of Rubin, Wachtel, Baum and Levin from 1963 to the present.

### **Poughkeepsie Talks** Stall: Blame Placed **Upon City Officials**

POUGHKEEPSIE - Roger Kane, collective bargaining specialist for the Civil Service Employees Assn., recently rapped the Poughkeepsie City Council for what he called failure to negotiate in good faith.

CSEA negotiations with Poughkeepsie have reached an impasse and the Public Employment Relations Board has named a

Promising that CSEA will take 'whatever actions are necessary to get a fair settlement for our members," Mr. Kane added: "The city's failure to even attempt to negotiate in good faith is a blatant violation of the Taylor Law. The city has cancelled meetings with us during both negotiations and mediation and has left our people sitting at the table.

The city has made no concrete effort to resolve either the money or the non-economic issues," Mr. Kane declared. "CSEA members are not responsible for the city's economic problems. Other settlements that the city has reached have been in exce of the ones reached with our own unit, and we are simply trying to get a fair settlement. All we're doing is asking the city to live up to its responsibilities under the Taylor Law."

# Seek Mediator For W'chester

WHITE PLAINS-Negotiators for the Civil Service Employees Assn. and Westchester County jointly announced that although some progress had been made in settlement of a new contract to replace the pres ent two-year agreement which ended Dec. 31, 1974, the best interests of both sides would be served by jointly requesting the Westchester County Public Employment Relations Board to appoint a mediator to assist the parties in resolution of the outstanding economic and noneconomic issues

Spokesmen for each side stressed the hope that with such assistance, a satisfactory new agreement could be reached in the near future.

### Halpern At Maritime

FORT SCHUYLER-Joel A Halpern, of Harrison, has been named to the Council of the Maritime College of State University at Fort Schuyler for an unsalaried term ending July 1, 1979.



This is a story about the impossible conditions under which the Firefighter is forced to work and how rotten some people can be at the wrong time.

Last January 3rd, at about 11:15 p.m., somebody ran to the quarters of Ladder 17, Engine 60 and the 14th Battalion with word that a woman was "hang-ing out the 9th floor window" of the project close to the firehouse. Both companies, the Battalion and Engine 312, which had located into Engine Company 60, all responded. Seventeen truck didn't have to respond as they had just returned from a tough "all hands" job and had been given one hour's rest and rehabilitation. They were about five minutes into their "R&R" when the call came. However, as you would expect, the troops forgot the "R&R."

Upon arrival, with Ladder 17 under the command of Lieutenant Thomas Di Marchi, the situation looked very grim. He quickly order his troops to stretch the net, then get into the building as fast as possible with the necessary gear for a rescue from the inside. However, from the looks of things, there wasn't going to be time for anything except the net job.

The woman on the ninth floor was attempting suicide. Two relatives had struggled with her, but she got through the window despite their efforts and they were holding her by her wrists while she was about 12 inches below the window sill.

While the net was being stretched, two young locals came along and started to verbally abuse the firefighters. The troops were too busy to pay attention to the heckling. Then they started shouting and creating a general disturbance. It was only at this point that the two characters realized that something unusual was afoot. When they looked up at the building, they discovered the situation themselves. They then started to berate the firefighters for not placing ladders up against the building even though a 75-foot bucket would never have reached. However, all things which needed to be done in anticipation of a rope job had already been done. Getting the net into position were: Lt. Di Marchi, Piremen Isidore Lopez of Engine 60, Witkover (E. 60), Hession (L. 17), Stelg (L. 17), Lutter (L. 17), and Firemen Rinholz, Ianello, Di Palo and Lieut. Caulfield-all of En-

As the net was being positioned, and without any warning whatspever, these two suddenly yelled "Let her go!" The two women who were holding the victim, thinking that the firemen had yelled up these instructions, relaxed their grip on the woman's wrists and she came hurtling through the air, nine stories, towards the net which was there but not exactly positioned When the woman hit the net, it was off-center and she bounced out after hitting the rim. In doing so, she hit one of the idiots who had told her to jump and that character got his just reward by getting his arm broken in three places. Housing Police got to the scene at this time and

arrested the other fellow while his friend was taken to Lincoln Hospital for treatment. The woman sustained three broken ribs, and was hospitalized.

The net was demolished. The troops, who had to absorb the shock, were pretty badly shaken up. One man was hospitalized with a serious back injury.

Why the news media didn't get in on-this story I'll never know. but there wasn't one word about it in the daily press.

Congratulations to all the troops involved, along with Chief Molahan and the gang from Eng. 312. It would have been even better if Ladder 17-2 had been present to help. But what would have happened if Ladder 17 had not been there? A death for want of a Ladder Company perhaps? Give it some thought down at 110 Church St.

It seems that the ERS box at Ryder Ave. and 136 St. in the Bronx came in 13 out of 16 days prior to New Year's Day. In each case, Eng. Co. 60 was assigned to check it out, and, in each case, there was no one at the box! The time span was approximately between 7:45 and 8:30 a.m. Thirteen "false alarms" in 16 days!

So . . . having gotten sick of this nonsense, Lt. Wm. Koehler, along with a fireman from 60 Eng., came in very early on New Year's Day and at about 6:30 a.m., went to Ryder Ave. & 136th St. and parked where they could see, but not be seen. They waited . . . and exactly at 8:16 a.m., Eng. 60 came roaring upon the scene in response to a Dispatcher's special call to check out a "no voice contact" from the box.

The Lieut, and the fireman from 60 Engine, working on their own time, came out of their car, and at the same time, two detectives from the anti-crime unit of the N.Y.P.D. appeared. After exchanging identifications, they agreed no one had gone near that box. It had simply sent ittelf in and had been doing so for all those many finstances during the last 16 days. Further checks showed that at that time the dispatcher in Bronx Telegraph was testing the system and due to some kind of crossed-wire. when the test was made, the box transmitted itself. NORELCO says it can't happen. So what else is new?

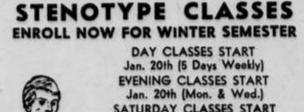
#### Finger Lakes College

CANANDAIGUA - Albert M. Learned, of Geneva, has been appointed a trustee of the Community College of the Finger Lakes at Canandaigua for a term ending June 30, 1977. There is no

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STENOTYPE ACADEMY

Exlusively at 259 BROADWAY (Opposite City Hall)



HE'S APPRECIATED - Thomas H. McDonough, left, execuresident of the Civil Service Employees Assn., and president of CSEA's Department of Motor Vehicle chapter in Albany, presents a certificate of appreciation to Alford Tunis, a chapter retiree, for being "the most faithful retiree" in "traveling the longest distance, from New London, N. H. to Albany" to attend the chapter's Christmas Party in Cohoes. In rear, from left, are Cathy Grande, delegate; State Motor Vehicle Commissioner Arnold Fisher; Jean Book, second vice-president; Margaret Dittrich, first vice-president, and Tom Pritchard, chapter treasurer.

# **Putnam County Unit Wins Improper Practice Suit**

CARMEL-The Town of Kent must stop discriminating against its employees because of their union activities, according to terms of a settlement between Civil Service Employees Assn. and the town, following resolution of an improper practice suit the union

filed last month. The settlement specified that the town must transfer highway worker Calvert Williams back to Town Garage 301, where he had worked for more than 25 years before being transferred to Garage 311 on Nov. 7. The settle-

### Part-Timers

(Continued from Page 1)

said the union is determined to push the issue through the grievance procedure.

Grievances filed to date are mainly on behalf of part-time employees in the Mental Hygiene Department, which employs a sizable number of part-time workers. But CSEA has put out a call for all part-time employin every department or agency, who formerly received accumulation of leave credits before the recent stoppage to contact a CSEA representative. Since the initial filing of grievances, new complaints have been re-ceived by CSEA headquarters and are being evaluated for possible grievance treatment, the

ment also ordered the town to stop discriminating against Mr. Williams, a shop steward and past unit president, because of his union activities.

The CSEA contended that Mr. Williams' transfer deprived employees of their union representation. The unit has 40 members. It is part of the Putnam County

"We are very pleased with this settlement, and we expect that, in the future, town officials will live up to the contract so that all employees may exercise their rights to participate in union activities without being harassed," said CSEA field representative Larry Scanlon.

The settlement of the improper practice suit obviated a grievance CSEA had filed concerning the same matter, whose object was to have Mr. Williams transferred back to Garage 301. Mr. Scanlon praised the efforts of CSEA attorney Arthur Grae, who worked out the settlement with the town's attorney. The settlement was reached at a hearing at the York City offices of the Employment Relations

# Monroe Talks Move Past **Contract Expiration Date**

ROCHESTER-For the first time, negotiations for a new contract between the Civil Service Employees Assn. and Monroe County will continue past the expiration date of an existing contract.

Martin Koenig, president of the Monroe County CSEA chapter, said he was certain would be no settlement

until sometime in January, at the earliest.

The county had declared an se in the bargaining talks in mid-November and asked the Public Employment Relations Board for a mediator. Under the Taylor Law, either side can call an impasse when talks fail to

"The main problem is wages," Mr. Koenig said.

The county has offered its wage increase in the contract's first year and a 61/2 percent in its second year. CSEA chapter negotiators are seeking 14 percent in the first year and from 10 to 15 percent the second year, depending upon the cost-ofliving increase, in the second

"We're willing to compromise if they will provide better health or other benefits," Mr. Koenig said. "We hope to reach an agreement as soon as possible, but we can't be expected to accept an 8 percent increase when the cost-of-living increase is 13 percent, unless we get other benefits to compensate for it." Mr. Koenig said overtime also has become a stumbling block.

### Saratoga Hwy. Unit Pact Has 15% Hike

MOREAU - Representatives from the Town of Moreau highway unit, Saratoga County chapter, Civil Service Employees Assn. have reached agreement with town officials on a two-year contract calling for a first year increase of 15 percent and a costof-living hike the second year.

Benefits in the agreement, which were effective on Jan. 1, 1975, include an increased longevity payment, clothing allowance for mechanics, double time on Sunday, increased meal allowance, sick leave extended from 12 to 15 days per year, accumulation of sick leave to 120 days, additional personal leave from three to four days and expanded bereavement leave.

Participants in the negotiations included Roger Whiting, CSEA unit president; R. Gardner Condon, town supervisor, and Aaron Wagner, CSEA field repre-

The county, he said, wants to impose federal standards which any days not worked during a 40-hour period-such as absences for sickness, holidays, personal leave or compensatory time-do not count when overtime pay is calculated.

But, Mr. Koenig said, CSEA won an arbitration case last year involving a Department of Public Works employee who was permitted to receive time-and-a-half overtime pay following a 40-hour week which included a holiday.

In the past three sessions with

the mediator, some progress was made, Mr. Koenig said, but this concerned issues of interest only to particular units within the

"We're not talking job action yet and we won't be until we see how far we can get in mediation." he said.

Mr. Koenig said he doubts if negotiations will remain deadlocked so long that a recommendation will have to be made by the county manager and sent to the county legislature for ac-

# Two-Day Meet For Region 6

BUFFALO-Western Region 6 of Civil Service Employees Assn. will hold a two-day meeting Friday and Saturday, Jan. 24-25, at the Statler Hilton Hotel, Delaware Ave. at Niagara Square, Buffalo.

The session will be hosted by the Buffalo chapter. Priday's meeting, which will begin at 7 p.m., will deal with the CSEA constitution. Saturday's meeting, which will begin at 10 a.m., will include a workshop and general business meeting and will be capped by a cocktail party and dinner that evening.

The Saturday evening banquet fee is \$12 which includes cost of the cocktail party. Reservations and checks should be sent, not later than Jan. 18, to Marian Trippe, 183 Riverside Ave., Buffalo, N. Y. 14207; checks should be payable to the Buffalo chap-ter, CSEA. There will be free parking at the Statler garage.

# NYC Region To Discuss Carey Message

MANHATTAN — A special meeting of the Civil Service Employees Assn.'s New York City Region 2 has been called by regional president Solomon Bendet to discuss matters raised by Gov. Hugh Carey's State of the State message to the State Legislature last week.

Chapter presidents and region-

al standing committee chairmen will meet at 5:15 p.m. in the regional office, 11 Park Place, in downtown Manhattan.

Purpose of the meeting, Mr. Bendet explained, is to reach a consensus, so that the region can take a unified stand on proposals made by the Governor on issues affecting public employees.

# 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.

#### JANUARY

14-Pilgrim Psychiatric Center chapter: general meeting.

15-Buffalo chapter dinner meeting: 6 p.m., Plaza Suite, 1 WT&T

Oswald D. Heck Developmental Center chapter general meeting: 5:30 p.m., Building No. 1 library, developmental center, Schenec-

15-New York City Region 2 executive council meeting: 5:15 p.m., Regional headquarters, 11 Park Place, Manhattan.

16—Orange County general meeting: 7:30 p.m., Orange Inn, Main St., Goshen. Refreshments.

17-18-Non-instructional school district employees Regional meeting, Long Island Region I office, 740 Broadway, North Amityville.

20-Albany Region 4 meeting: 5:30 p.m., Silo Restaurant, Ramada Inn, Western Avenue, Albany.

-Division of Laboratories and Research chapter annual meeting: 6:30 p.m., Daddyo's, 130 Washington Ave., Albany.

24-25-Western Region 6 meeting: Statler Hotel, Buffalo.

27-Pilgrim Psychiatric Center chapter: shop stewards' meeting.

27-Binghamton Area Retirees' chapter meeting: 2 p.m., Garden Village, West, 50 Front St., Binghamton.

SUNY at Albany chapter executive meeting: 5:30 p.m., Son's Restaurant, Western Ave., Albany.

### FEBRUARY

-West Seneca Developmental Center chapter: general meeting. 7-8-Syracuse Region 5 meeting: Syracuse Sheraton (formerly Coun-

try House), Syracuse.

13-CSEA Board of Directors meeting: CSEA headquarters, 33 Elk St., Albany.

# **Albany's Social Services Pact Brings More Hours, More Pay**

ALBANY-Members of the Albany County Social Services unit of Civil Service Employees Assn. ratified a new two-year contract by a seven-to-one margin. The new agreement provides four salary increases over the life of the contract and will gradually increase the work week from 30 to 35 hours per week over the next 18 months.

As an illustration, with increments, the new contract increased the minimum case worker salary of \$7,700 to \$8,216 on Jan. 1. On July 1, 1975, the basic salary will move to \$8,901. On Jan. 1, 1976, wages will increase to \$9,494 and on July 1, 1976, they will peak to \$10,225.

CSEA and Albany County began contract negotiations in July

1974, and after several non-productive sessions, impasse was declared. The Public Employment Relations Board then appointed Paul B. Curry to the impasse and after resolving various problems, productive negotiations resumed.

Patrick Monachino, CSEA collective negotiating specialist, explained that while the money package was considerable, numerous improvements in working conditions, contract language, union activity and job responsibility clauses of the agreement were also very beneficial to the employees.

SAVE A WATT

# **Open Continuous** State Job Calendar

State Job G	пепаа	
Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life) Supervising Actuary (Life)	\$26.516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$14.142	20-418
Senior Actuary (Life)	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker Chief Physical Therapist	\$5,2225 & up	various 27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36.352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125 20-107
Dental Hygienist	\$10.714	20-124
Dietician Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker		20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer		20-135
Senior Hydraulic Engineer		20-136
Industrial Foreman		20-558
Junior Engineer		20-166
Laboratory Technician		20-121
Public Librarians		20-339
Licensed Practical Nurse		20-108
Medical Specialist II		20-407
Medical Specialist I Mental Hygiene Asst. Therapy Aide	\$ 7 204	20-394
Mental Hygiene Therapy Aide (TBS)		20-394
Nurses Services Consultant		20-405
Nurse I		20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist		20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator		20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified		20-411
Pathologist III		20-412
Pharmacist		20-194
Senior Pharmacist		20-194
Physical Therapist		20-177
Senior Physical Therapist		20-551
Principal Actuary (Casualty)		20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II )Board Eligible)		20-391
Psychiatrist III (Board Certified	\$35,373 (67,430,60,004)	20-391
Radiology Technologist	(\$0,032-\$7,004)	20-334
Radiology Technologist (T.B. Service) Senior Recreation Therapist		20-553
Senior Recreation Therapist		20-553
Rehabilitation Counselor		20-155
Rehabilitation Counselor Trainee	\$11.983	20-155
Asst. Sanitary Engineer		20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Varitype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV\$9		20-131/134
Additional information on require	ed qualifying expe	rience and

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

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

# Sandifer Named Federal News **EEO Officer For State Courts**

MANHATTAN - Supreme Court Justice Jawn Sandifer was appointed Equal Employment Opportunity Officer for the New York State Court System last week, Judge Sandifer now serves as Deputy Administrative Judge, Criminal Branch, Supreme Court, New York City, and will continue to hold this position.

As EEO Officer for the State Court System, Judge Sandifer will oversee the development and implementation of EEO programs throughout the State Court System. These programs will be designed to provide fair and equal opportunity for all persons seeking employment or presently employed in the Court System in New York State.

State Administrative Judge Richard S. Bartlett, who announced the appointment, indicated that staff support for this would be provided by the Office of Court Administration and that appropriate staff will be hired or assigned from elsewhere with-

Judge Bartlett said: "With a work force of almost 11,000 employees, the New York State Courts are a major employer. It is essential that employment opportunities within the Court System be available on a fair and equal basis. I believe that this can be done within the framework of the Civil Service System, and I know that Judge Sandifer has the experience, ability, and concern to bring it about."

Judge Sandifer was elected to the Civil Court of the City of New York in 1964. He was elected a justice of the Supreme Court of the State of New York in 1968. He has also served as general counsel for the New York State Conference of Branches of the National Association for the Advancement of Colored People and is a former president of the New York branch of the NAACP

# Blaggi Urges Passage

# Of Death Benefits Bill

WASHINGTON-U. S. Representative Mario Biaggi (Dem., New York) said last week that "shocking and deplorable" killing of Patrolman Michael Mc-Connon dictates the urgent need for the passage of legislation to provide a \$50,000 death benefit payment to the widows and survivors of policemen killed in the line of duty.

"This tragedy comes on the heals of the completion of 1974, a year when officially 132 law enforcement personnel were killed in the line of duty-the second highest total on record. In New York alone, four policemen were killed," Mr. Biaggi stated.

Congressman Biaggi, who is a 23-year veteran of the New York City police force, continued: "These startling figures point up clearly the need to enact not only the Death Benefits Bill, but also legislation which I will introduce to restore the death penalty for the killing of law enforcement personnel.'

The killing of patrolman Mc-Connon represented the first New York City policeman to be killed in 1975.

### **Apply For Nurse** Until Jan. 21

BROOKLYN - The United States Postal Service in Brooklyn is accepting applications until Jan. 21 for the position of nurse, at a starting salary of \$11,866 per year.

The minimum requirements for this position is graduation from an accredited college with a B.A. or higher degree in nursing (from a school of professional nursing), or graduation from a three year (at least 30 months) diploma program of professional nursing. Graduation with an associates degree (or other program of at least two years duration), from any accredited school of professional nursing, will also suffice.

Applications may be obtained at the General Post Office, 271 Cadman Plaza East, room 601, in Brooklyn from 8:30 to 5 p.m., or call 624-1000, Ext. 256.

MANHATTAN — Thomas M. Laura, former Assistant Director of the New York City Office of Labor Relations (OLR), was appointed Deputy Chairman-Director of Disputes of the Office of Collective Bargaining last week.

Laura Appointed **Disputes Chairman** 

Beginning as a union representative and negotiator in the newspaper industry, Mr. Laura has been active in labor relations, both public and private, for the past 20 years.

As Assistant Director of the OLR for the past 8 years, Mr. Laura contributed importantly to the development of labor relations and personnel policies affecting almost 300,000 city employees. He had direct responsibility for negotiations, mediation and impasse proceedings involving in particular policemen, firefighters and other members of the city's uniformed services.

City, labor and impartial members of the OCB unanimously greeted the appointment with approval.

#### **Harold Brown Named New Head of COBA**

MANHATTAN-Harold Brown was sworn in last week as president of the 3,500-member Correction Officers Benevolent Association, filling the unexpired two-year term of Leo C. Zeferetti, who was elected as Congressman from the 15th Congressional District in Brooklyn, Mr. Brown had been the First Vice President of COBA, and a member of the NYC Department of Correction since 1953.

Active in the labor movement. Mr. Brown has been a member of the Executive Board of the Correction Officers Benevolent Asen, for the last 18 years, and is presently a Vice Chairman of the Municipal Labor Committee, which represents most of the labor organizations dealing with the city.

# BUY U.S. BONDS!

LEGAL NOTICE

STEWART HOUSE — Substance of Certificate of Limited Partnership signed and acknowledged by all the partners and filed in the New York County Clerk's Office on December 31, 1974. Name and principal office of the partnership is STEWART HOUSE, 745 Fifth Avenue, New York, New York. Its business is to hold, operate, improve and lease the real property known as Stewart House, located at 15 Stewart Place. White Plains, New York, to be acquired by the partnership pursuant to the terms of the Contract of Sale daed December 18, 1974. The term for which the partnership is to exist is from December 31, 1974 to the close of business on December 31, 2014. The names and residences of the General Partners and of the Limited Partners and the cash contribution (no other property being contributed by the partners and the cash contribution (no other property being contributed by the partners and the between the partners and the pa

ited Partners and the cash con (no other property being contri-any Limited Partner) and the profits and income of each of ited Partners are as follows General Resources Associates, Incorporated a New York Corporation with its prin-cipal office at 745 Fifth Avenue, New York, New York Irving J. Alter Limited

York
Irving J. Alter Limited Partner
70 Magnolia Avenue
Larchmont, New York
Betty Garcia Limited Partner
R.D. #2
Box 700B
Sussex, New Jersey
No Limited Partner has agreed
take any additional contributions.
The contribution of the Limited Partners has price the other Limited Partners has price the contribution of the partners have been contributed to the partners have been co to demand ameritan cash in return ribution. Upon the dis-eral Partner, the Partner smatically dissolved as-consticulty dissolved as-

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NAME		The state of the s
ADDRESS	Contract of the last	All the second
		Zip Code

# Junior Federal Assistant, Jobs In Computer Field **U.S. Office Assistant Job** Testing Continuously

Each year between 200 and 300 Junior Federal Assistants at GS-4 (\$7,596) and about the same number of Office Assistants at GS-2 (\$5,996) and GS-3 (\$6,764) are appointed to Federal departments and agencies in the New York City metropolitan area, a source at the U.S. Civil Service Commission's New York area office report-

With the city's recently instituted freeze on hiring, those seeking clerical positions might consider applying for one or both of these titles. Applicants can file now for the next competitive examination(s) which will be given sometime in February.

Junior Federal Assistants An applicant may qualify for the junior federal assistant position if he (or she) holds a high school diploma plus two years of office work experience. Credit for

#### **New Meeting Place** For JSEA Members

MANHATTAN - Rose Feurman, president of the Jewish State Employers Association of announced recently that, as of Jan. 22 at 5:30 p.m., the association will begin using room 5890, in the World Trade Center, Bldg. 2, as the association's new meeting place.

This new location will best suit the majority of members friends of JSEA who are now working in the World Trade Center, where most of New York State's business activities are now located.

Senior Capital Police Officer

Account-Audit Clerk, Principal

Business Officer, Assistant
Cable TV Municipal Consultant, Assistant
Cable TV Municipal Consultant, Associate
Cable TV Municipal Consultant, Senior

Director of Correctional Dental Services

Cable Television Specialist, Senior Canal Shop Supervisor

(New York Area only) Business Officer

\*Caseworker Mathematician, Senior

Director of Nursing

work experience will only be given if it is "responsible" exthat is, experience which has demonstrated the applicant's ability to learn and apply detailed regulations and procedures.

An applicant who has two years of college (30 credits), business or technical courses will also fulfill the requirement for the position. An aceptable combination of education and experience that totals two years will also qualify an applicant. In addition, appropriate equivalent training under manpower development and antipoverty programs will be credited.

Candidates will be rated on the basis of their score on a competitive test and an evaluation of their education and ex-

Junior federal assistants hold a wide variety of jobs in the federal service; they may serve as accounting assistants, purchasing & supply assistants, statistiassistants, tax examiners, legal aids, etc.

#### Office Assistants

High School graduation or six months of clerical or office work will fulfill the requirement for the office assistant at GS-2. With one year of clerical or office experience or one academic year of study at a business or secretarial school, junior college or college after graduation from high school, the candidate can qualify for appointment at the GS-3 level.

High School graduates may apply at 16 years of age, non-high school graduates at 18. Exceptions may be made for those

23-998

24-187 24-062 24-216 24-218 24-217 24-215 24-215

24-219

\$21,545 \$17,429 \$13,404 \$21,545

\$17,429

\$14,142

\$11,983

\$13,404

\$36,000

\$17,429

under 18 who have completed a training program preparing them work such as those provided in the Job Corps, providing the appropriate school authorities certify agreement with the candidates' preference for work over additional schooling.

All candidates must pass a written test covering verbal and clerical abilities. To qualify for the GS-3 level appointment, a higher than passing score (above 70%) on the examination is required.

Office assistants perform many kinds of clerical duties, such as maintaining financial, personnel, and payroll records; receiving, reviewing or verifying docu-ments; and sorting and filing claims and correspondence.

More information on these jobs may be obtained from the Federal Job Information Center (see page 15 of The Leader). For the junior federal assistant position, applicants should request Announcement No. 411; for the office assistant position, Announcement No. NY-3-06.

#### Named At Purchase

PURCHASE-Mrs. James J. Beha, of Rye, and Daniel Gaglardi, of Croton-on-Hudson, have been appointed to the Council of State University College at Purchase for unpaid terms ending July 1, 1980, and 1978, respectively.

#### LEGAL NOTICE

LEGAL NOTICE

ORLANWARD ASSOCIATES, 1 William St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on December 30, 1974. Business: Own and operate resiproperty. General Partners: Brookson Corporation, 1 William St., NYC; Alan R. Batkin, 163 Wood Hollow Lane, New Rochelle, NY. Limited Partner, Contribution and Share of Profits: Alan R. Batkin, 165 Wood Hollow Lane, New Rochelle, NY \$100. cash, \$800. note, 90%. Term: December 27, 1974 to December 31, 2010 unless sooner terminated, Limited partner has agreed to make additional contributions not to exceed \$1,000. per annum. No time agreed on for return of contributions except upon dissolution. Limited partner may assign his interest as provided in agreement. The General Partners shall have the right to admit additional limited partners with consent of limied partner. Upon death of a general partner, the remaining general partner has the right to continue the business as provided in agreement. Limited partner has no right to demand property other than cash in return for contribution.

#### LEGAL NOTICE

COVE TANKERS ASSOCIATES—Substance of Certificate of Limited Partnership signed and acknowledged by all of the partners and filed in the office of the County Clerk of the County of New York on December 9, 1974. The name and principal office of the partnership is Cove Tankers Associates, c/o Mount Shipping Incorporated 88 Pine Street, New York, New York 10005. Its business is to engage in the ownership and operation of occun-going vessels and other activities relating to the shipping business. The term for which the partnership is to exist is from November 18, 1974 to November 17, 1975 and thereafter from year to year, unless sooner terminated pursuant to the terms of the Partnership Agreement. The names and residences of the General Partner and the Limited Partner, their cash contribution and the share of profit and income of the Limited Partner are as follows:

# Available With Fed Gov't

The Syracuse Area Office of the U.S. Civil Service Commission is now accepting applications for Computer Operator and Computer Technician, at starting salaries of GS-5 (\$,500) through GS-7 (\$10,520). These-positions exist at federal agencies and installation in New York, New Jersey and Puerto Rico.

The best opportunities for computer operators exist in New York City and northern New Jersey. Vacancies occasionally occur in other federal agencies in New York State, New Jersey and Puerto Rico. Vacancies for computer technicians occur less frequently than computer operator, and most exist in the State of New York and New Jersey.

The minimum requirements for either position is the operation of such machines as electric accounting machines, sorters, calculators, tabulators, punch and other wired equipment. General office work, or experience operating office business machines can also be in-

Specialized experience for computer operators is experience in the operation of a computer sys tem or peripheral device used in support of computer operations. Specialized experience for computer technicians is experience which requires proficiency in translating actions required into computer languages, in reading and interpreting program and system charts and instructions, or in other work requiring comparable knowledge of computer techniques.

Two years of computer training in a school above the high

for two years of general experience for either positions.

Candidates will be rated on their training and experience only, and no written exam will be

For more information and to obtain applications write the Syracuse Area Office, U.S. Civil Service Commission, 301 Erie Boulevard West, Syracuse, N. Y. 13202. Those who wish to work inNew Jersey should contact the Federal Building, 970 Broad St., in Newark 07102, telephone (201) 645-3673. Candidates can also contact the San Juan Area Office, 255 Ponce de Leon Avenue, Hato Rey, Puerto Rico

#### Therapist Jobs Closing This Week

MANHATTAN - The Department of Personnel announced last week that the positions of physical therapist, exam 4161, and occupational therapist, exam 4060 is now open for filing through January 17.

These are rapid refferal jobs, and candidates must file in person only.

Westbury SUNY Council WESTBURY — Robert Mitchell, of Lloyd Harbor, has been appointed, and Ruth Gleason, of Old Westbury, has been reappointed to the Council of SUNY College at Old Westbury for terms ending July 1, 1975, and 1977, respectively. Members of the council serve without pay.

Make a miracle. Donate Blood today. Call UN 1-7200. The Greater New York Blood Program.

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# Hosp. Nursg. Services Consultant (Psychiatry) Psychiatric Social Worker I Psychiatric Social Worker II Public Health Physician, Senior \*Contact the County Civil Service Commission where position is desired. No exam will be held for New York City Social Services Dept.

Oral Exam In March

Training And Experience Only

**Open Competitive** 

State Job Calendar

Applications Accepted To January 20

Written Exam February 22

Applications Accepted To January 27

Written Exam March 1

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TUESDAY, JANUARY 14, 1975



# **High Expectations**

<sup>66</sup>O UR civil servants (are) the most highly trained and paid," said Governor Carey in his State of the State Message last week before members of the Legislature in Albany.

To which we say, "Thank Goodness." It certainly seems to us that the most highly trained should be the most highly paid. What's more, the citizens of New York expect their civil servants to be efficient and dedicated to their jobs—and they will expect to keep receiving the same services that they are accustomed to.

New Yorkers take pride in being the best and expecting the best—whether it is the latest musical comedy aiming for approval of the New York City critics or as the source for national leadership (of which Vice President Rockefeller is but the latest example in a long line of New York State Governors who have gone on to become President or Vice President of the nation).

It should be noted that the Governors, as well as the rank-and-file of the state's civil servants, receive pay commensurate with the greater duties that are required by and for New Yorkers. A New York Governor's salary is greater than the combined salaries of the Governors of Maryland, Kansas, Maine and North Dakota. Not only that, but each member of the Legislature receives more than the annual salary of the Governor of Arkansas.

Frankly, we admit that it is unfair to make these comparisons, because New York is just not any other state. It is, after all, the Empire State.

But then, it is unfair to imply that civil servants here are living in the lap of luxury. A minimum wage of \$6,000 is certainly not an extravagance, especially in the big cities. While most civil servants do earn more than this minimum, most of them fall within the salary range that used to be regarded as middle class. Again we remind the public that the high-salaried "jobs" that receive so much notoriety are, for the most part, political appointments.

Governor Carey himself, we are glad to note, expressed his awareness of this when he said: "I intend to eliminate entirely the plague of no-show commissions and bodies, simply and directly. Unnecessary commissions will be eliminated from the budget. Those that perform a needed function will be maintained, but under new circumstances. Their members will be paid for work actually performed. No longer will anyone receive full-time pay for part-time work."

The Governor's purpose, though, has been served in alerting public employees that negotiations this year are going to be tough. He has, at the same time, indicated his willingness to seek solutions to the problems in concert with the unions.

Civil Service Employees Assn. president Theodore C. Wenzl has already reacted to the Governor's statement by saying that he, too, is determined to find other solutions so that employees will get salary hikes to cope with inflation, but without sacrificing other employees to layoffs.

A strong statement by the CSEA president would be anticipated in response to the Governor's Message. Yet, both Carey and Wenzl have been careful to make it known that they are looking for ways to work things out.

Civil servants throughout the state must be prepared, nevertheless, to show the Administration that they will be reasonable in their demands, but, that as citizens of the state, they have the expectation that certain basic bargaining demands be met.

# Don't Repeat This!

(Continued from Page 1)
of view, he has no doubt shadowed the picture somewhat in
his State of the State Message
to permit the Legislature to let
in some ray of light.

Nevertheless, "austere" is the word for the message delivered to the Legislature last week. Clearly the tone of the message was shaped by Carey's fiscal and economic advisers.

Its tone gives voice to the same alarm and pessimism about the economy that has been the recurring theme of statements emanating from the White House and the nation's business, industry and labor leaders.

#### Sense Of Urgency

There was an urgent quality about the Governor's address that points up its somber tone. Borrowing an approach from Winston Churchill, who said that he did not become England's Prime Minister to manage the dismemberment of the British Empire, Governor Carey said: "I did not become Governor of this state to preside over the dismantling of its government or of all the programs to help those in need for which we have struggled these last 15 years and more."

He expressed the hope that the "unquenchable energy and fire, the creativity and quick intelligence" of the people of New York will overcome the adversity of economic conditions.

In terms of the state, the Governor noted that the quality and character of public services here are higher and more extensive than those in other states. Consequently, taxes here are higher than elsewhere. In view of the sharp rise in unemployment and the sharp decline of business activity, Carey said, "the government of New York State is in need of strong action to avert financial crisis."

The grim note sounded by the Governor will obviously have wide-spread impact upon public employees, both of the state and of its local governments. Part of that impact will be the further erosion of the sense of employment security that has long been one of the primary incentives people to enter the publicemployment field. This sense of security was badly damaged in 1972, when a tough-minded Legislature forced the Rockefeller Administration to impose a freeze on state hiring, and even to close certain institutions and to curtail some services. There is an ominous ring, therefore, to his warning that "wage and benefit increases requested by state employees could add hundreds of millions" to the budget.

#### Details In Budget

The Governor delivered his message to a Legislature that was organized with dispatch. Assemblyman Stanley Steingut achieved his life-long ambition upon his selection as Speaker, and Senator Warren M. Anderson was re-elected as the Majority Leader of the Senate. It is clear from comments made by both that they were somewhat surprised by the grim picture painted by the Governor and the broad spectrum of retrenchment he spelled out.

In truth, though, there were certain qualifications and exceptions to the general rules laid



# Civil Service Law & You

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.

### **Arbitration Proceedings**

Article 75 of the Civil Practice Law and Rules controls arbitration proceedings in the State of New York. In a proceeding commenced pursuant to Article 75 to vacate an arbitration award made between the Board of Education of the Harrison Central School District and the Harrison Association of Teachers, the Westchester County Supreme Court granted the petition to vacate the award and denied the cross petition of the Teachers Association to confirm the award. The case was appealed to the Appellate Division, Second Department. The Appellate Division reversed and dismissed the petition to vacate the award and confirmed the award which had been rendered by the arbitrator.

IN THAT ARBITRATION, the arbitrator was called upon to decide whether the refusal by the Board of Education to reappoint a certain school teacher for the 1972-73 school year violated the terms of the collective bargaining agreement between the Association and the Board of Education. If the arbitrator so found, he was to decide what the remedy should be. The arbitrator concluded that the complainant's services had been improperly terminated and that she should be reappointed and recompensed for lost earnings.

AN ARBITRATION AWARD may be vacated solely upon the grounds set forth in CPLR, Section 7511. The petition in this case asserted that the arbitrator had exceeded his power. It was up to the petitioner, therefore, to demonstrate to the court either that the arbitrator dealt with matters beyond the scope of what had been submitted to him or that he gave a completely irrational construction to the provisions of collective bargaining agreement which was involved in the dispute. The Board of Education also raised the often discussed point that a Board of Education cannot agree to a term or condition of employment which is explicitly and definitively prohibited by statute, relying for its position on the Town of Huntington case which has been previously discussed in this column. The Appellate Division held that Special Term should not have vacated the award. The arbitrator merely rendered a decision upon a matter submitted to him under the collective bargaining agreement. There was nothing irrational about his construction of the agree-

THE COURT ALSO pointed out that the Board of Education was not prohibited by any explicit or definite statutory provision from bargaining as to notice of termination and tenure. An arbitration award may not be set aside because an arbitrator allegedly made errors of law or fact in his determination. Board of Education, Central School District, Harrison v. Harrison Association of Teachers, 360 NYS 2d 49.

down by the Governor. For example, his call for a 10 percent reduction from the budget of the previous Administration was in reference to "those activities and programs over which I have control." There are, of course, many areas that are mandated by law, and which would, for the immediate future at least, not be affected.

He offered to work with union leaders so that "it may be that we can together find other solutions" to the alternatives of dismissals and wage freezes.

He also stated that efforts would be made to improve the standards of care for the mentally ill and retarded, and said that his budget "will include a greater increase for the Department of Mental Hygiene than for any other department or agency." Other state responsibilities,

such as Agriculture and Markets and Health, were also singled out for special mention.

The precise details of the Governor's fiscal program will be unveiled shortly when he submits the proposed budget to the Legislature. It appears unlikely that the budget will be slashed as deeply as the Governor suggested after the Senate Finance Committee and the Assembly Ways and Means Committee have concluded public hearings on the budget.

Clearly the Governor will be engaged in active negotiations with the legislative leaders, New York City Mayor Abraham D. Beame and the heads of local governments and school boards, and with the leadership of the Civil Service Employees Assn. with regard to civil service employee policies.

# **Employment Standards Information**

CLIP AND SAVE: If you need information on employment standards or believe that your employer is not obeying federal guidelines concerning employment standards, the Civil Service Employees Assn. advises you to contact one of the following area offices of the U.S. Department of Labor Employment Standards Administration:

#### AREA OFFICES

Bronx, N.Y. 10452 Abraham Klainbard, Area Director 881 Gerard Ave Tel: (212) 992-1235 Brooklyn, N.Y. 11201 Joseph Shaffer, Area Director 271 Cadman Plaza E. (Rm 631) Tel: (212) 596-3160 Hempstead, N.Y. 11559 Joseph F. Gorga, Area Director 159 No. Franklin St. Tel: (516) 481-0582 Manhattan, N.Y. 10007

Alfred S. Bell, Area Director 26 Federal Plaza (Rm 2946) Tel: (212) 264-8185 Albany, N.Y. 12207 Julius R. Chenu, Area Director 41 State St. Tel: (518) 472-3596

Buffalo, N.Y. 14202 Edward J. McNamara, Area Director Federal Office Bldg. (Rm. 617) 111 W. Huron St. Tel: (716) 842-3210

#### AREA COVERED

Manhattan (West 92nd St. and above; East 97th St. and above)

Bronx Orange Putnam Rockland Sullivan Westchester

Kings

Queens (West of Van Wyck Blvd. & Grand Central Parkway)

Nassau Suffolk

Queens (East of Van Wyck Blyd, and Grand Central Parkway including Rockaway & JFK areas)

Manhattan (Below West 92nd St. and below East 97th) Richmond

Ontario

Orleans

Schuyler

Seneca

Dutchess Albany Broome Essex Cayuga Franklin Chemung Pulton Chenango Greene Clinton Hamilton Columbia Herkimer Cortland Jefferson Delaware Allegany

Lewis Genesee Cattaraugus Livingston Monroe Chautauqua Niagara

Madison Schoharie St. Lawrence Montgomery Oneida Tioga Onondage Tompkins Ulster Oswego Otsego Washington Rensselaer Saratoga Schenectady

> Steuben Wayne Wyoming Yates

ALBANY - The New York State Department of Civil Service announced last week that the following changes are to be made for applicants to Promotion to Director of Agency Manpower Management D-G/29 and E-G/27, Exam 35-705; Director of Institution Manpower Management A-G/27, Exam 35-705; Director of Personnel B-G/29 and C-G/27, Exam 35-706; Director of Personnel B-G/29 and C-G/27, Exam 35-685, and Assistant Director of Personnel

**Amendment To Current** 

Promotional Job Exams

The changes are that candidates for any of the former titles must be permanently employed in any of the following titles as of Jan. 16, 1975:

Associate Personnel Adminis-trator, Assistant Director of Personnel. Director of Personnel C or D. Director of Institution Manpower Management, Associate or Principal Labor Relations Representative, Supervising Correctional Services Labor Relations Representative, or Institution Personnel Officer, be employed in a position allocated to Grade 23 or higher in personnel, budgeting, methods and procedures or institution management, or as an Administrative Officer or a Senior Administrative Assistant.

# POUGHKEEPSIE - The

Civil Service Employees Assn. negotiations with the New York State Bridge Authority reached an impasse last week. John Deyo, negotiator for the

120-member CSEA bargaining unit, declared the impasse after a bargaining session reportedly left the two sides still apart on salary and fringe benefits. Negotiations began early last month.

Mr. Deyo sent a letter to the state Public Employment Relations Board asking the agency to assign a mediator to the car The next meeting will be held after a mediator has been chosen.

The CSEA unit includes toll collectors and maintenance workers. Bargaining for the Authority is Edward J. Burns, a administrative officer, presently a consultant for the Authority.

#### MS. LANE APPOINTED

FARMINGDALE-Ms. Edythe Lane, of Roslyn Heights, has been appointed to the Council of SUNY Agricultural and Technical College at Farmingdale for a term ending July 1, 1979. There is no salary.



The \$4,000 Dasher. It's a completely different kind of car from Volkswagen. The test reviews say it all.

"This new Dasher is more than a car. It's a 7-point Richter shock wave..."(CAR AND DRIVER) "The family car of the future ... the car for the next 25 years!" (POPU-

"VW has achieved the almost unheard of—excellent performance, fuel economy, and driveability..." (GUIDE TO CAR ECONOMY) "The body is a perfect combination of styling and engineering." (POPULAR MECHANICS)

"The Dasher is small on the outside and big on the inside, with uncramped seating ... " (ROAD TEST) "You can stack every seat full of passengers with no complaints about lack of room...The trunk is bigger than some Manhattan apartments." (CAR AND DRIVER)

"Excellent performance and fuel economy..." (POPULAR MECHANICS) "The cheapest performance that 91 octane will buy..." (CAR AND DRIVER) "It is not hard to justify giving Dasher the title of Top Economy Car.'" (GUIDE TO CAR ECONOMY) "Dasher's engine is part of the fun...driven hard it sounds virile and provides lots of performance. (ROAD AND TRACK) "You can fairly well leap your way through traffic ... the ride

is outstanding." (ROAD TEST)
"Dasher...has a level of performance and handling that few drivers have the skill to exploit..." (ROAD AND TRACK) "The agility and ease with which the car can be made to negotiate an obstacle course...is nothing short of amazing." (ROAD TEST)

\$4,000 for a Volkswagen? No! \$4,000

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Visit your local authorized Volkswagen dealer and find out why there are over 41/2 million Volkswagens on the American road today.

# CSEA's Election Process Begins; Further Procedures Are Detailed

Supplementing the Civil Service Employees Assn.'s constitution and by-laws concerning procedures to be followed in the union's statewide elections this spring are several provisions adopted recently by CSEA's Board of Directors.

These rules and regulations are operative for the first time in this year's elections.

The Leader is printing these provisions to expand upon and clarify the regulations outlined in the constitution and by-laws that were printed in last week's edition of the paper.

#### SECTION A: NOMINATIONS

1. Any member desiring to run for an office in the Association shall submit on a form to be provided by the Chairman of the Nominating Committee and the Executive Director of the Association his qualifications for the office he is seeking. Such a form should be returned to the Chairman of the Nominating Committee by certified mail to CSEA Headquarters, 33 Elk Street, Albany, New York. The form must be received after January 1 and on or before March 20 in the year of the election.

2. Any candidate who submits a form pursuant to No. 1 above and who is ultimately not nominated to the office he seeks shall be notified in writing by the Chairman of the Nominating Committee the reason or reasons for the Committee's action.

3. A member in good standing as of June 1 in the year preceding the election may secure a place on the ballot through the independent petition procedure as enumerated in Article IV, Section 4 and Article V. Section 3 of the CSEA Constitution. In all cases, the Executive Director of the Association shall provide nominating petition forms to those qualified members who submit a written request for same. In addition, the petition forms will be available at the reception desk at headquarters and at regional offices.

#### SECTION B: INDEPENDENT **ELECTION AGENCY**

1. The independent election agency shall be selected by the Board of Directors of the Association prior to February 1 in the year of the election. Such agency must adhere to the specifications contained in its proposal unless the Board of Directors by majority vote agrees to modifications.

2. The agency shall keep all envelopes and ballots it receives in a safe and secure place until September 1 in the year of the election.

3. The agency shall permit any candidate or authorized agent to review said envelopes and ballots upon 24-hours notice to the agency and during the regular business hours of

#### SECTION C: BALLOT

1. In order to be counted, all regular ballots must be received by the independent election agency by June 21 in the year of the election.

2. A galley proof of the name of the candidate as it will appear on the ballot shall be sent to the candidate by certified mail, return receipt requested on or before May 1. The Executive Director and

the independent election agency must be notified by May 10 of any change that a candidate wishes to make in relation to the use of his name on the ballot.

3. Replacement ballots may be requested after June 7 by completing a membership affidavit blank which may be obtained from the Chapter President or the Regional Of-

(a) The affidavit must be mailed to the Chairman of the Special Election Procedures Committee at 33 Elk Street, Albany, New York.

(b) Upon receipt of said affidavit, the Chairman of the Special Election Procedures Committee shall then authorize the independent election agency to send a replacement ballot.

(c) The replacement ballot and envelope shall be distinguishable from the regular ballots and envelopes.

(d) Replacement ballots shall be counted as valid provided they are received on or before June 26.

(e) All replacement ballots and envelopes shall be kept separate and apart from the regular ballots.

#### SECTION D: COUNTING OF BALLOTS

1. The independent election agency shall verify a sufficient number of return ballots

in a random manner so as to assure a ninety-five (95%) percent confidence interval.

2. During the period June 22 through June 26, the agency may remove the ballots from the return envelopes and take whatever steps are necessary to prepare the ballots prior to counting.

3. On June 27 the ballots shall be counted and the results made known to the candidates as soon thereafter as practicable.

#### SECTION E: MISCELLANEOUS

1. On or before May 1, each Chapter President shall receive a computer printout indicating the names of those persons in his chapter who shall receive official ballots. Simultaneously, the chapter president shall receive affidavits for replacement ballots in an amount equal to approximately five (5%) percent of the membership listed on the computer printout.

2. The independent election agency shall mail the official ballots on or before May 25. The agency should mail them from the largest postal service facility in the six (6) regions or receive assurance from the U.S. Postal Service that upon receipt of the ballots at one facility they will be promptly distributed to each region by the U.S. Postal Service.

# **CSEA Publicity Aid Available** For Region Nominating Bodies

ALBANY-Regional presidents of the Civil Service Employees Assn. have been notified of the availability of headquarters assistance in publicizing activities of their nominating committees prior to elections coming up early next

In a recent memo, CSEA Executive Director Joseph D. Lochner advised that regions seeking assistance should get in touch with the public relations staff at the union's Albany headquarters and make known their needs.

#### Information Available

"Our CSEA public relations department will seek to keep our members advised through the Civil Service Leader, and otherwise, as to the nominating and election procedures, and as to the nominations when made, and the various deadlines contained procedures," Lochner said.

The union official pointed out that a guide to the nominating and election process at the regional level is contained in the model constitution for regions and copies may be obtained at regional and CSEA headquarters.

#### Independent Nominations

Mr. Lochner noted also that forms will shortly be available for the filing of independent nominations by aspirants to regional offices. These will be sent to regional headquarters where they may be picked up by interested parties.

Under Article II of the model regional constitution, nominating committees are to be selected by each of the six regional executive boards by Jan. 1 in the year of the election. Each committee then nominates at least two candidates for each position on the regional slate on or before March 1. Candidates are then notified and will have until March 20 to decline. In the event a candidate declines and leaves only one person remaining in a given contest. the committee must then nominate another so as to satisfy the required minimum number of

Independent nominations require a petition signed by at least 4 percent of a region's members and must be filed by

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# **Monroe Water Authority** Scores A 20% Increase Plus Larger Medical Plan

ROCHESTER-Wage increases totaling 20 percent over the next two years have been won by the Civil Service Employees Assn. for employees of the Monroe County Water

Only the second contract between the CSEA and the Water Authority, it covers about 150 water distribution and maintenance workers.

Thomas Pomidoro, CSEA field representative who headed the CSEA negotiating team, said the settlement was reached after four and a half months of negotiations and the threat of a strike Jan. 1.

Under its terms, an 11 percent pay hike became effective Jan. 1 of this year, another 6 percent increase will take effect Jan. 1, 1976, and an additional 3 percent hike will be paid Oct.

In the contract's second year, the 75-I retirement plan will go into effect. Also provided will be two more personal leave days: all riders in the Blue Cross and Blue Shield plans; the \$2 co-pay prescription drug program; two additional vacation days and triple time for working holidays.

Working with Mr. Pomidoro on

### Monroe - Woodbury **Obtains Settlement**

GOSHEN-After nine months of collective bargaining, during which an impasse was declared and mediation was instituted, the Monroe-Woodbury non-teaching school employees unit of the Civil Service Employees Assn. has reached a contract settlement with the school district.

The retroactive contract is for one year and provides the employees with a 9.1 percent pay increase, plus increment, if due. The employees also gained an improved dental plan, overtime benefits grievance procedure and the contract established a labormanagement committee to resolve

Members of the CSEA negotiating committee were Andrew Hill, unit president; Delores Canfield; Donald Tuthill; Leo Wolf; Frank LaMacchia; Sharleen Dolly, and Rosemary Thompson.

the negotiating team were William Nauratil, unit president; Ralph Henning, unit vice-president, and Frank Lentine, Cliff Tiffany, Angelo Marrocco, Erik Brinkerhoff, Theodore Z. Theodore and Ralph Taccone, all stewards.

Unit membership approved the contract 98 to 10.

Talks became deadlocked a few weeks ago. The authority called an impasse and the Public Employment Relations Board assigned a mediator to the negotiations.

### **Leonard Coullier**

WATERTOWN - Leonard J. Coullier, a past president and charter member of the Black River Valley chapter (formerly Watertown chapter) of the Civil Service Employees Assn., died last month after an illness of several months.

Mr. Coullier was a highway general maintenance foreman with the Jefferson Residency of Region 7. Department of Transportation, joining the Department in 1946. Prior to being named a general maintenance foreman in August 1973. Mr. Coullier worked as a painter and painter foreman with Regional bridge crews.

Elected second vice-president of the Watertown chapter in 1957, Mr. Coullier served as president of the chapter in 1958-59 and was often a delegate to annual CSEA statewide meetings. He was born in Malone, N. Y., Feb. 18, 1920, the son of Frank and Mary A. O'Connor Coullier. He served with the U. S. Border Patrol from 1943 to 1946. He was also a founder and member of the Watertown Beagle Club and a Fourth Degree member of the Bishop Conray Council, Knights of Columbus.

Besides his widow, Mary E., he leaves a son, James L., also a DOT employee; a daughter, Mrs. John T. (Barbara) Dufresne; three grandchildren; his mother; a brother; two sisters, and nieces and nephews.

# Unfair Practice Charged

(Continued from Page 1) New Year's by CSEA regional attorney Warren F. X. Smith. They require the county to defend the action before the Public Employment Relations Board.

Meanwhile, the quest for a new contract for Suffolk County workers was in the hands of a fact-finder following the presentation of evidence. The CSEA chapter provided evidence that county workers' purchasing pow-

er has declined in the face of a better-than-12 percent inflation rate.

The chapter was continuing efforts to negotiate a direct settlement. A report from the factfinder is expected by early next month.

Mr. Corbin noted that the county had acknowledged that all provisions of the old contract except increments will be hon-

# Rotterdam Wins 15% Wage Hike And Dental Plan

ROTTERDAM - Members of the Town of Rotterdam unit of the Civil Service Employees Assn. signed a twoyear pact with the town that provides a 15 percent pay increase over the life of the agreement.

There will be an 8 percent in-

crease in 1975, and a 7 percent boost in 1976 with increments to be paid to all eligible.

The contract contains nine newly negotiated items which the working environment of the Rotterdam employ-

Highlights of the contract.

other than the salary improvements, include the town's providing a fully paid dental plan for individuals and their families; employees may add unused personal leave time to accumulated sick leave credits to a 150day total, and employees will

now earn 13 sick days a year.

The sessions, Friday evening-Saturday day, organized by the Civil Service Employees Assn.'s statewide non-teaching school employees committee, will take place here at CSEA's Long Island Region 1 headquarters at

# **Albany Region's Meeting Is Set**

ALBANY-The January meeting of the Albany Region 4 of the Civil Service Employees Assn. will be held Monday, Jan. 20, at the Ramada Inn, Western Avenue, Albany. The meeting will begin at 5:30 p.m., according to Region president Joseph McDer-

The meeting's proposed agenda includes a mini-workshop by the Regional education committee on "What Is CSEA"; a discussion on CSEA's involvement in management / confidential designation; an update on state contract negotiations; a discussion on how to cope with representation challenges on a local level, and committee reports, including a report of the nominating com-

### Fulton Cnty. Unit Has \$1,825 Boost

JOHNSTOWN - Members of the Gloversville-Johnstown Joint Waste Treatment Facility unit of the Fulton County chapter of Civil Service Employees Assn. have ratified a new two-year contract which includes a \$900 across-the-board raise in the first year and \$925 hike in the second.

Other highlights of the agreement, which covers operators, maintenance men, chemists and laborers employed by the facility. include three-hour minimum call-back time; increased clothing allowance; payment for higher classification work, and payment for time while serving on a jury.

Unit president Jack Delyser took part in the negotiations for the union, assisted by Aaron Wagner, CSEA field representa-



TWENTY-THREE-POINT PACT SIGNED - Members of the departmental negotiations team of the Audit and Control chapter of the Civil Service Employees Assn. sign a 23-point departmental agreement with Department of Audit and Control representatives following six months of negotiations. In the photo, from left, are Stanley Winter, employee relations officer, Department of Audit

and Control; Edna Claughsey, vice-chairman, CSEA Audit and Control negotiating committee; Frieda Contento, CSEA; Blanche Wright, CSEA; Dow McLaughlin, CSEA; Thomas Linden, CSEA collective bargaining specialist; Jerry Lipfeld, CSEA; and Robert Summer; Joseph Cohen; John Berry, and Dave Silver, all of Audit and Control. Missing from this photo is Harold Ryan of CSEA.

# **PERB Official: Recommend 6%**

NORTH ELBA - A state fact-finder has recommended a 6 percent across-theboard salary increase for employees of the Town of North Elba Park District in Essex Coun-

Garnar V. Walsh, of Potsdam. is the fact finder named by the State Public Employment Relations Board in a contract dispute between the Town and the North Elba Park District employees unit of Civil Service Employees

The sole issue at impasse between the parties is salary; the increase for the employees would cover fiscal 1975. Other items, such as contract length and a change in retirement plan, were settled during negotiations.

COBLESKILL Spartacus De-Lia, of New Hartford, is a new member of the Council of SUNY Agricultural and Technical College at Cobleskill for a term ending July 1, 1983.

BUY U.S.

# Nassau Chapter Challenges Essex Unit Hike State's Disciplinary Rules

MINEOLA-The Nassau chapter, Civil Service Employees Assn. is pressing a federal court case challenging the Section 75 disciplinary rules of the state Civil Service law on Constitutional grounds.

The case could have statewide implications. A favorable decision could force the

state legislature to rewrite the law to provide for impartial hearing officers and pay for any employees suspended from duty pending a hearing.

These issues have long been a source of irritation to public

The Nassau chapter has gained a ruling in Federal Court in Brooklyn establishing a special three-judge panel to hear the case. The three-judge panel will be composed of one Federal District Court judge and two judges of the Circuit Court, a judicial tribunal ranking directly below the U.S. Supreme Court.

The Nassau chapter acted after a CSEA unit leader had allegedly been harassed by his superiors and repeatedly given illegal orders to set him up for suspension. At latest count, the CSEA leader had been suspended three times. All the suspensions are under legal appeal by CSEA.

The repeated legal clashes led

Nassau chapter president Irving Flaumenbaum to authorize an all-out attack on the law itself. The case is being handled by David Stein, A member of the firm of CSEA regional attorney Richard C. Gaba.

Mr. Stein, in arguing for the appointment of the judicial panel, said the case involved the Constitutional right of employees to a fair hearing before an impartial hearing oficer. Under the current law, the employer is empowered to appoint a member of management to hear and determine management charges against an employee.

In addition, Mr. Stein said the state law violates the right to due process because the law allows an employer to suspend an employee without pay before a hearing and without presenting any evidence against the employee

### NOTIFICATION TO PARTICIPANTS IN CSEA **GROUP HEALTH INSURANCE PLAN FOR MEMBERS**

### BASIC GROUP LIFE INSURANCE PLAN GI76800

NOTIFICATION TO PARTICIPANTS in CSEA Group Health Insurance Plan for members and/or Basic Group Life

In accordance with regulations issued by the U.S. Department of Labor, an application has been made for postponement until June 30, 1975, of the effective date of certain provisions

1. Sections affected. Certain provisions dealing with fiduciary responsibility as follows:

a. Section 402-Concerning the establishment of a plan, named plan fiduciaries and their responsibilities under the plan, payments to and from the plan, and plan amend-

c. Section 405-Concerning responsibilities when two or more fiduciaries or trustees are utilized.

ies of plan responsibilities. 2.) The postponement is necessary to amend the instruments

3. Benefits under the plan are presently provided through group insurance policy (ies) issued by The Travelers Insurance Companies. The postponement will not be adverse to the interest of participants and beneficiaries since bene-

4. Plan participants and beneficiaries may comment on the

# and / or

# Insurance Plan G176800.

of the Employee Retirement Income Security Act of 1974.

b. Section 403-Concerning when a trust must be utilized and provisions as to plan termination.

d. Section 410(a)—Concerning provisions relieving fiduciar-

under which the plan is maintained.

fits will continue to be paid in acordance with these policies.

requested postponement by writing to the Office of Employee Benefits Security, Labor-Management Services Administration, U.S. Department of Labor, P.O. Box 176, Washington, D.C. 20044.

# Alden Impasse Is Declared; Allege Town Board 'Politics

ALDEN-Declaring an impasse in contract negotiations, Robert Young, a Civil Service Employees Assn. field representative, described the attitude of the Town of Alden board as "unrealistic, bordering on the ridiculous and playing politics with its employees."

Mr. Young, who is chief negotiator for the town's CSEA unit members and an Alden sident, asked the Public Employment Relations Board to assign a mediator for future talks.

Mr. Young said that the board offer of about 6 percent is equivalent to asking employees to take a pay cut, in light of the inflationary pressures of the past two years and projections of economists for future price increases.

"With prices having gone up 12 to 15 percent during the last year and more than 20 percent over the last two years, the workers are already suffering where it hurts most, buying necessities and let's face it, when you're low man on the totem pole, that's where you get hurt most," he said.

"Although CSEA has scaled down its requests from a level which would compensate for these increases, the town board has not moved, with politics apparently the reason," Mr. Young alleged. His reference to politics entering the negotiations apparently stems from the three-two Democrat-Republican split on the town board.

"Politics has no place at the bargaining tabel for the necessities of life," Mr. Young concluded. Elbert Kwiatkowski is the unit president.

### 2 TBTA Shomrim Picks Officers

MANHATTAN - The newly formed Triboro Bridge and Tunnel Authority Shomrim Society has selected the third Wednesday of each month as its regular meeting date. The next meeting of the group will be held Jan. 15 at 7 p.m. at Queens Midtown Tunnel offices.

New offices of the TBTA Shomrim are: Ed Hornicter, president; Albert Levy, vicepresident; Jay Einhorn, recording secretary; Ronald Rosenberg, treasurer; Hank Reilly, sergeantat-arms, and Max Wexler, membership chairman. Membership in the organization is open to all officers of the Jewish faith of the TBTA.

#### Architecture Council

ALBANY-Michael Sotirhos, a New York City interior designer, and former Assemblyman Vito P. Battista, of Brooklyn, have been named to the State Council on Architecture for terms ending in October of 1975, and 1979, re-Members receive \$1,000 per year and expenses.

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#### Mario A. Anglada To MABSTOA Board

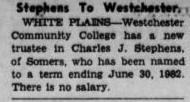
BROOKLYN - The appointment of Mario A. Anglada, an educator and specialist in minority problems, to the Examining Board of the Manhattan and Bronx Surface Transit Operating Authority, nounced last week by David L. Yunich, chairman and chief executive officer of the Metropolitan Transportation Authori-

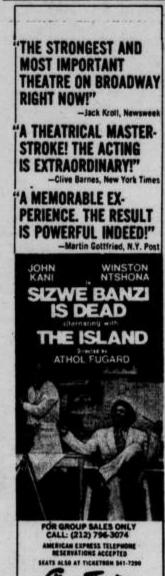
The addition of Mr. Anglada, who is 46 years old, will expand the Board to four members.

The MABSTOA Examining Board which serves on a parttime basis, and whose function is similar to the Civil Service Commission, helps the Operating Authority to select qualified candidates for employment and promotion. MABSTOA employees are not covered by Civil Service.

#### Mental Hygiene Council

ALBANY-Former Budget Dictor Richard L. Dunham, and Off-Track Betting Commission-er Ronald Majorana have been named to the State Mental Hygiene Council for terms ending Dec. 31, 1976. Council members receive \$1,500 per year and expenses and are eligible for the State Retirement System.







### Labor Act Covers U.S. Workers In Fire and Enforcement Jobs

Federal employees in fire protection and law enforcement activities were brought under the Fair Labor Standards Act as of Jan. 1. The Civil Service Commission had issued instructions for paying other Federal employees under the Act back in May.

The FLSA has special overtime provisions for employees in fire protection and law enforcement. Under the Act they will be compensated at an overtime rate for 'tours of duty" in excess of 240 hours in a 28-day work period or 60 hours in a 7-day work period, or the same ratio for work periods between 7 and 28 days.

Included in the Commission's instructions on the FLSA as it affects the employees in these hazardous activities are:

- · Definitions of "fire protection" and "law enforcement" activities, and the kinds of employees included or excluded:
- · Provisions of the Fair Labor Standards Act which are applicable to these employees, such as the definition of a tour of duty,

the specific rules to determine what constitutes hours of work, the treatment of sleep and meal periods, and how to compute an employee's overtime pay under the FLSA;

- The provisions of Title 5 (personnel laws) of the U. S. Code which pertain to these employees: and
- Illustrative examples for computing an employee's overtime pay under both Title 5 and the special overtime provision of the FLSA.

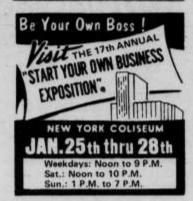
As stated in earlier commis-sion directives, when a Federal employee is covered under both the personnel laws (Title 5) and the Fair Labor Standards Act, separate computations with regard to overtime must be made under each Act, and the em-ployee is entitled to the better of the two.

Each Federal agency will be responsible for establishing the work period (at least 7 days but not more than 28 days) to be used by its respective activities for scheduling employees in these occupations.

The special overtime provision does not require Federal agencies to reduce the number of hours in a tour of duty, but requires that agencies compensate these employees at an overtime rate for any worktime in excess of the normal work period as defined

Additional information is contained in Federal Personnel Manual Letter 551-5, of which advance copies were mailed to Federal agencies on Dec. 27. Regular distribution of the letter will be completed by Jan. 15.





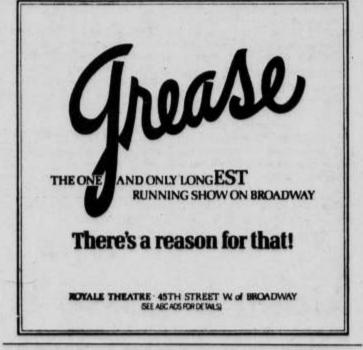
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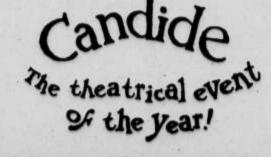


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Several career opportunities in state government, including account clerk and social workers titles, are now open for filing, the State Department of Civil Service announced.

Three years of experience in auditing or accounting, one of which is in a supervisory capacity, will qualify an applicant for the Principal Account Clerk and/ or the Principal Audit Clerk, covered under announcement No. 20-968. A diploma or associate degree from a two-year college or technical school in a twoyear accounting or business administration course will also qualify the applicant for the po-

#### New York Jobs

These clerks who earn a beginning salary of \$10,914 will all fill vacancies that now exist in the New York Metropolitan area (which includes New York City and the counties of Westchester, Rockland, Nassau and Suffolk). The salary includes a \$200 annual salary differential for appointees in this area.

The clerical work performed in these positions is considered responsible and highly difficult. principal account-audit clerk will be responsible for such tasks as preparing statistical reports.

#### **Extend Filing Date** For Business Officer

ALBANY - Filing for Business Officer G-27, Exam 35-514, and Assistant Business Officer G-23. Exam 35-515, have been extended until Feb. 10, it was announced last week by the State Civil Service Commission. The examinations for both positions have been postponed from March 1 to

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### LEGAL NOTICE

LEGAL NOTICE

MODULAR INDUSTRIES ASSOCIATES, 1375 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on December 10, 1974. Business: Market and distribute motion pictures. General Partner: Khambolee Squared, Inc., 1375 Broadway, NYC. Limited Partners: Gerald Brown, 64-12 Wetherole St. Queens, NY; Alfred Klein, 3444 Turf Rd., Oceanside, NY; Leonard Feldman, 14 Russel Park Rd., Syosses, NY. Term: December 5, 1974 to December 31. 1982. Each limited partner has contributed 550. No property other than cash is contributed. Contributions to be returned upon dissolution. Each limited partner shall receive 5% of the net profits. Limited partners shall have the right to substitute an assignce in his place. No additional limited partners admitted without written consent of all limited partners. No priority among limited partners. No priority among limited partners no priority among limited partners as to contributions or as to compensation by way of income. If the general partner (Corporation) ceases to do business, the partnership shall terminate, unless new certificate is filed within 30 days. Limited partners shall not demand property other than cash in return for their contributions.

priation acts and reconciling balances with monthly bank statements.

Applicants will compete on the basis of a written test, scheduled for March 1. The test will include questions in such areas as elementary general and governmen-tal accounting and the applicant's ability to read, understand and apply material that concerns accounting, budgeting, payroll preparation, etc.

#### Social Worker Positions

In several departments throughout the state there are vacancies for Psychiatric Social Worker I (starting salary of \$12,670) and Psychiatric Social Worker II (\$14,142), Both positions require a masters degree in social work. For the Psychi-

the applicant must also have two years of social work experience, one year of which must be professionally supervised postmaster's degree experience.

Both of these social workers will perform a wide variety of social services depending upon the facility to which they are assigned. Tasks are likely to include a casework load, therapy work (individual and/or group) and work with community resources and services. The Psychiatric Social Worker II would be expected to handle more complex work assignments with less supervision than the Social Worker I. The Social Worker II may at times be creating, organizing and/or supervising special projects and programs.

fy, file for both examinations on one application, noting the title and examination numbers: Psychiatric Social Worker I, No. 27-490: Psychiatric Social Worker II No. 27-491

No examinations will be given for these titles. Applicants will be rated on an evaluation of their training and experience in relation to the duties and requirements of the position(s).

#### Rounds To Rockland

SUFFERN PARK-Lester E. Rounds, of Suffern Park, has been reappointed to the Board of Trustees of Rockland Community College for an unsalaried term ending June 30, 1983.

..........

and the social worker titles, the application deadline is Jan. 27. For more information and/or to applications for filing, contact the State Department of Civil Service (see page 15 of The Leader for address). More open competitive state job opportunities are listed on page 5.

#### **Hudson Parkway**

ALBANY-Robert Greene, of Mamaroneck, has been named a member and chairman of the East Hudson Parkway Authority for unsalaried term ending Jan. 1, 1977. He succeeds the late Charles W. Merritt.

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# Latest State And County Eligible Lists

EXAM 35-490	1
ASSOC INTERNAL AUDITOR	- 1
Option A	- 1
Test Held April 20, 1974	
List Hst. Nov. 27, 1974	
(Continued from last week)	
6 Abatto G E Albany	
5 Temple J H Richmond HI81.5	
6 Lichtenberg W W Elmhurst81.0	
7 Tallman R Rochester XI.U	
8 Mattimore P Voorheesvil80.6	
9 Butler J J Latham80.4	
0 Conger W Voorheesvil80.2 1 Ligon H C Brooklyn80.0	
1 Ligon H C Brooklyn80.0	
2 Wadler W Bronx80.0	
2 Wadler W Bronx 80.0 3 Badillo J Amsterdam 80.0	
4 Haft M Delmar80.0	
5 Chillemi A P Albany79.8	
6 Auchbold D P Phelps79.9	
7 Spiegel D Brooklyn	
8 Slevinski S E Schenectady79.8	
9 Tucker W Schenectady79.7	
O Sorbero J M Amsterdam79.5	
1 Weinberg     J     Bayaide     79.5       2 Boyko     W     Rochester     79.4       3 Maher     H     Delmar     79.4	
2 Boyko W Rochester79.4	
3 Maher H Delmar79.4	2
4 Miller W Ballston Lk79.3	
5 Damisso L R Elnora79.2	
76 Colwell R Horseheads	
77 Nadon M Albany78.8	
8 Margolin D Troy78.5	
79 Sherman S Troy78.3	
80 Evans S L Forest Hills78.2	8
1 Leith J A Albany	
32 Zurlo P Hartsdale78.1	V.
33 Campano R E Greenbush78.0	
84 Kraut H M Forest Hills78.0	
5 Friedler R Brooklyn77.5	
86 Feldsten S A Yonkers	F: 1
7 None	
88 Coney B Woodside	<i>i</i> .
89 Solodw J J Schenectady77.2	
90 Pinkowski M J Schenectady77.3	
91 Lawior J J Brook	
92 Valk D J Brooklyn	)
93 Lowe F N Queens Vill77.0	)
94 Kerwa W Troy	9
95 Gilbride J J Bronx76.	7
96 Gardner R Schenectady76.0	5

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STEP STONE S	
97 Scannevin P Uniondale	.76.8
98 Stuhlman R Utica	.76.6
99 Casterton C E Binghamton	.70.3
100 Scharff A Brooklyn	.76.5
101 Smith R V Menands	.76.5
102 Hebert W Mechanicvil	76.4
103 Curran S Troy	76.1
102 Hebert W Mechanicvil 103 Curran S Troy 104 Berkman H S Syracuse 105 Buffolin V J Wodmere	76.0
106 Danzig J D Bronx	75.8
107 Chn J L Brooklyn	.75.8
108 Wells R L Bellston Ik	75.6
109 Sherman D Far Rockaway 110 Cordaro R Rochester	.75.6
110 Cordaro R Rochester	.75.5
111 Bukzin J E Brooklyn	.75.5
112 Maczek F S Albany	
113 Green H Hamburg	
115 Sloan F Jamaica	
116 Robinson E Schengerade	74 3
117 Tysowsk R W Babylon	75.2
117 Tysowsk R W Babylon	.75.2
119 Savoie M Albany	75.1
120 Higgins R Lindenhurst	75.1
121 Anderson W T Ballston Spa	75.0
122 Scott H R Binghamton	75.0
123 Ginsburgh W E Albany	74.9
125 McGrath W Waterford	74.5
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127 Oral B M Flushng	74.3
128 Cable H H Vorheesvil	74.3
129 Cafarellt R C Elnora	
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132 Moore P A Schenectady	73.7
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138 Law J T Latham	73.4
138A Paruolo L T Shirley	73.2
139 Hunter D Schenectady	73.2
140 Fetterly G D Batavia	72.7
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1 Coffey Joseph J Troy75.9
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1 Cohen Estelle Bellerose         87.5           2 Woodard Janic Cambria Hts         84.1           3 Woodley Alice St Albans         82.0           4 Harucki G Maspeh         76.3           5 Klein Sylvia Glendale         72.1           6 Markowski N Rosedale         70.6           Supreme Court, 1st Judicial Dist.         1 Miller Michae Brooklyn         92.3           2 Braun Eleanor NYC         88.4           3 Abarno Ronald Brooklys         87.2           4 Reid Isis Bronx         79.8           County Clerk, Bronx County           1 Berman Bernic Bronx         72.4           2 Cruz Diana Bronx         72.8           3 Fernandez C Bronx         70.4           County Clerk, Kings County         1 Handt Carole Brooklyn         83.4           2 Weijen Alice Brooklyn         78.8           3 Dais Cectlia NYC         75.3
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Department of Mental Hygiene	
Assistant Business Officer G-23	35-515
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Department of Transportation	
Canal Electrical Supervisor G-14	35-648
Department of Health	
Assistant Director, Office of Nursing	
Manpower (March Oral Exam) G-25	39-052
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6 Goldsmith Ros Brooklyn77.9 7 George Marjor Bronx71.8
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8 Schwartz B Brooklyn70.7
8 Schwartz B Brooklyn70.7 County Clerk, Queens County
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3 Winters Pearl Flushing88.7
4 Shulman Emily Flushing87.9
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# Lochner Urges Retirees To Investigate Benefits

ALBANY-Joseph D. Lochner, executive director of the Civil Service Employees Assn., urged CSEA retirees who are eligible for Medicare benefits, and who may wish to enter a nursing facility, "to seek information from reliable sources on the facility, to determine if it participates in the Medicare plan."

He cited the story of a retired public employee who entered a nursing facility for rehabilitation services following a brief period of hospitalization. The facility chosen was not approved by the federal government for Medicare and the retiree did not receive any Medicare benefits.

#### Savings Disappear

"When an unfortunate situation like this occurs, emergency savings can diminish all too quickly. It's especially unfortunate when the situation could have been avoided completely with a phone call," Mr. Lochner

The CSEA official urged all eligible for Medicare benefits to seek information in advance from their Blue Cross representative or their local Social Security office when a medical condition requires daily skilled nursing or rehabilitation services which can be provided in a specially qualified nursing facility. Generally, a patient's physician must recommend admittance to the facility within a short time in most cases, 14 days-following a hospital stay for the condi-

"Ask a Blue Cross representative or Social Security personnel if the health facility is, in fact, participant in the Medicare program, Mr. Lochner advised. "This is the only way to make sure you receive Medicare benefits that are rightfully yours: way, you don't lose your benefits and you don't lose your money."

#### "Your Medicare Handbook"

He also recommended all persons eligible for Medicare become familiar with pertinent information contained in the August 1974 edition of "Your Medicare Handbook." which may be obtained from local Social Security offices. Mr. Lochner also suggested that CSEA chapters seek local Medicare and Social Security representatives to serve as

speakers at CSEA meetings. He pledged continuing concern for publicizing information on Social Security and Medicare programs, indicating that the union hopes to publish articles in The Leader periodically on various espects of these benefit plans.

# Claim Charges Are Unfounded; **CSEA Rep Explains Union Role**

ELLENVILLE—Civil Service Employees Assn. field representative John Deyo last week denied a suspended prison employee's charge that the union had failed to help him following a suspension.

Earl Schoonmaker Jr., who was suspended from duties at the Eastern Correctional last month as a result of disciplinary charges against him, "was not a member of the CSEA and therefore was not entitled to legal assistance from us," Mr. Deyo said. "It is not our policy to provide legal assistance to employees who don't pay dues."

Mr. Deyo pointed out that under the Taylor Law, a union such as CSEA must provide employees with job difficulties within the represented bargaining unit with some representation, that of a field representative, for example. It is not obliged to provide legal aid to non-union members.

Mr. Deyo said he had spoken

#### UPSTATE MED

FAYETEVILLE-Robert F. Allen, of Fayeteville, has been appointed to the Council of the Upstate Medical Center of SUNY for a term ending July 1, 1983. There is no salary.

### Utica Mayor Receives Warning

(Continued from Page 1)

J. Dolan, CSEA's assistant executive director in charge of local government affairs. "That would imply that any employee refusing to sign his resolution would be considered a traitor. That is a denouncement of the freedoms of dissent and personal opinion guaranteed under the Constitution, and that type of attitude is in itself treasonable and totally intolerable.'

Mr. Dolan added, "It is unethical, illogical and illegal to force employees to line up publicly for or against personalities programs, and we definitely will not allow our employees to be placed in such a situation. We strongly advise our city workers not to sign any such document. and have lodged the strongest possible protest to the mayor regarding his intended resolution. We are prepared to file an improper practice charge, plus appropriate charges with the State Human Rights Commission if he

to both Mr. Schoonmaker and his attorneys and had informed them that CSEA could not provide legal representation, since the former prison instructor had never paid union dues, although he was a member of the CSEA

bargaining unit at Napanoch and eligible to join the union.

"I will represent Mr. Schoonmaker at any and all hearings in his case, and I have explained this to him and his lawyers," Mr. Deyo said.

Elected to all the offices of the Buffalo chapter of CSEA, she served as president in 1964-65. Ms. Gormley served on the statewide Social Committee in 1969 and is currently her chapter's social chairman. In 1966, the Government Employees change Corp. of Buffalo selected Ms. Gormley as winner of its Public Service Achievement Award and she was honored at a special banquet.

**Buffalo Past President** 

BUFFALO-Mary Gormley,

rehabilitation counselor

with the Buffalo Office of

Vocational Rehabilitation for

the past 33 years and a Civil

Service Employees Assn. delegate

Ms. Gormley is active in the

National Rehabilitation Assn. of

Western New York and served as

the secretary of the group when

it was formed. She organized her

office's Sunshine Fund in 1943

and served as its chairman for a

since 1945, retired Dec. 31.

**Honored At Retirement** 

A lifetime resident of South Buffalo where she resides with her husband, Charles, at 1883 Seneca St., Ms. Gormley was educated at St. Teresa's Parochial School, South Park High School and received her degree from D'Youville College in 1941. She later attended the University of Buffalo and Canisius College. Ms. Gormley, active in community affairs, has been a member of the Veterans of Foreign Wars Auxiliary, D'Youville College Alumnae Assn. and several business women's groups.

Ms. Gormley was honored by her friends and co-workers at a retirement dinner party Dec. 19. Guest speaker was Francis Griffin, 146th District assemblyman; Walter Bell, district supervisor, was toastmaster.

# Different Solutions Vowed To Statement By Governor

sire to expand and improve regulatory functions of State agencies is consistent with our program.

#### 'Real Loss Suffered'

The union chief said CSEA expects the Governor "will enter negotiations with a recognition of the real loss suffered by State employees as a result of rampant inflation and the basic need for significant improvements in the terms and conditions of employment covered by the contract reopeners binding both the Governor and state employees.

Noting the State of the State Message, Dr. Wenzl commented, "The Governor suggested that CSEA might be willing to forego a pay increase for state workers, and if not, we might then be willing to help decide which State jobs would be cut. We will do neither. We are deeply committed to securing justified pay hikes for state workers, and we are just as deeply committed to preventing the layoff of even a single state employee.

"Governor Carey left ample room for movement by both sides at the negotiating table when he also said in his message, 'Or it may be that we can together find other solutions.' Rest assured we will find other solutions, because the alternatives simply intolerable and totally unacceptable."

Dr. Wenzl said "inconclusive, and sometimes incoherent, statements and comments from Carey aides have left the impression that a layoff will be necessary. and such statements are largely responsible for the creation of an artificial atmosphere of impending doom among large numbers of state workers. Some members of the news media must also be held responsible for the wave of insecurity sweeping

work locations, for it appears that many in the media are far more concerned with sensationalism

He chastised the press for failing to mention that the Governor did offer to work out solutions other than no pay hike or layoffs, and for generating "scare" headlines under the guise of analysis stories based more on speculation and interpretation than fact.

In conclusion, Dr. Wenzl said State workers can be sure that CSEA is a strong and militant labor union that will not buckle under threats, implied or real. We have justice on our side, and we will fight a determined battle to see that justice is ultimately applied to State workers."

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

## NOTICE: Not Receiving 'The Leader'

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# Not Receiving The Leader?

(Editor's note: Each member of the Civil Service Employees Assn., and CSEA retirees paying full dues, receives-subject to vagaries of the postal system-The Civil Service Leader weekly as a membership right. If you know of a member who does not receive The Leader, give the person the form at left. The completed form should be clipped, pasted to a postcard or put into an envelope, and mailed to: CSEA Headquarters, P.O. Drawer 125, Capital Station, Albany, N.Y. 12224. Allow up to six weeks for processing. This form is not to be used for change

### 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 be-tween 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

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

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

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

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

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

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

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

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

### ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:

JOSEPH T. BELLEW 303 SQ, MANNING BLVD. ALBANY 8, M.Y. Phone IV 2-5474

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

# **Practical Nurse Filing Now Open**

The State is accepting applications on a continuous basis for the position of Licensed Practical Nurse.

To qualify for the position which pays a beginning salary of \$8,051, the candidate must have a license to practice as a practical nurse in the state. Applicants may also qualify if they have a limited permit to practice as a practical nurse or, if they have recently been graduated from an approved school of practical nursing, with an application on file for a limited permit. However, all candidates must obtain the state license to practice within one year of the date

There is no examination for

SOUTH MALL TOWERS Senior Citizens Apts.

101 S. Pearl St, Albany, N.Y. 12207 Based on income; priced from Based on income; priced from \$111; closed circuit to security; sponsored by Council of Churches. Call (518) 463-0294

the position. Evaluations will be based solely on training and experience as stated on the appli-

For more information on the position, request announcement no. 20-106 from the State Dept. of Civil Service.

Other state jobs may be found on the Open Continuous State Job Calendar on page 4 and the Open Competitive State Job Calendar on page 5.

NOW - a State Rate .

\$18.00 SINGLE

(E) Allogany Hyortt House

hington Avenue Albans (518) 459-3100

# File Until Feb. 13 For Civil Engineer

sonnel is accepting applica-tions for Promotion to Civil Engineer, Exam 4684, at a starting salary of \$16,400 per year. Filing for this position officially will continue through Feb. 13.

This examination is open to employees of any of the affected agencies of the city government and the New York City Health Hospitals Corp. who have

### DEWITT CLINTON

State and Eagle Sts., Albany A KNOTT HOTEL Reopening Dec. 30th, 1974 For Transient Service

FAVORITE FOR OVER 45

SPECIAL RATES FOR N.Y.S. EMPLOYEES

BANQUET FACILITIES AVAILABLE

Call Albany 434-6111 THOMAS H. GORMAN, Gen. Mgr. title of assistant civil engineer (or rule X title equated to rule XI title) for not less than one year preceding the date of the date of filing. Candidates also need possession of a valid New York State Professional Engineer's License to apply.

Eligibles willl be evaluated on training and experience only, and qualifying oral, designed to test the applicants ability to speak and understand English. will also be given.

Applications will be accepted every Thursday from 9 a.m. to 10 a.m. at the City Department of Personnel at 40 Worth St. in Room M-9.

#### DONOVAN TO ULSTER

KINGSTON-Anne R. Donovan, of Kingston, has been named to succeed Mrs. Lloyd LeFever on the Board of Trustees of Ulster County Community College in a full term expiring June 30, 1983. Trustees serve without pay.

# Save on this magnificent Fireside Family Bible



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Civil Service Leader 11 Warren Street New York, N.Y. 10007

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MAIL TO: CIVIL SERVICE LEADER 11 Warren St., New York, N.Y. 10007 Please send me the number of Fireside Family Bibles I have indicated in the squares at right. My check (or money order) in the

Michael Steese, president of CSEA's Executive Department chapter in Albany, is one of several Capital District members who are active in local theater productions. Here Mike is pictured recently during rehearsals of a play that he directed. Another area chapter president who is active as a director of theatrical productions is Audit and Control chapter president Donald Ruggaber.

# **And CSEA Members Play Many Roles Besides That Of Public Servants**

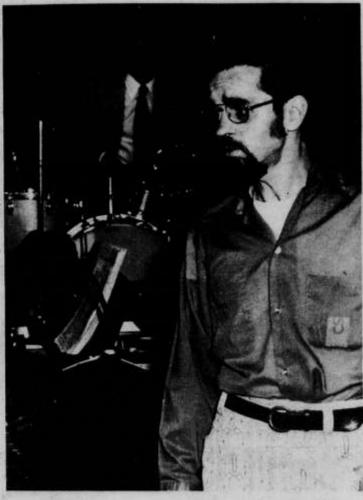


(Leader photo by Hugo Unger) Thomas Martina, executive vice-president of Meyer Memorial Hospital unit of Eric chapter, knows the secrets of mystification, and demonstrated a few of his highly developed skills to some of the par-ticipants at the County Workshop in Buffalo last summer. Mr. Martina is as skilled in evading ex-



Dorothy Moses, president of Williard Psychiatric chapter, Mental Hygiene representative to CSEA's Board of Directors and Syracuse Region 5 first vice-president, still finds time to play the organ for her church, Chapels of the Lakes. Last October. she played the piano for the Protestant services at the CSEA Delegates Meeting at the Concord. Ms. Moses also serves as a senior warden for her parish and is a frequent lay reader for other churches. as licensed by her church bishop.

# THE WORLD'S A STAGE...



Jim Viccaro, president of Industry chapter, teaches music to the residents of the state industrial school, but he has a flair for song that makes him a welcome entertainer. He has even been known to perform, with a little coaxing, at meetings of CSEA's Western Region 6.



Mary Pompeil, an active member of Broome of Syracuse Region 5, shows samples of her paintings to president Theodore C. Wenzi. Ms. Pompeii, who works in water and pastels, is an accomplished artist who paints for her pleasure. She is, also, still recuperating from her recent surgery, and is anticipating her release soon from the hospital