Civil Service

America's Largest Weekly for Public Employees

Vol. XXXI, No. 25 Tuesday, February 17, 1970 Price Ter Cents

Southern Conference Photos

See Page 16

Suffolk Court Upholds CSEA Member's Right To Contract Benefits

(Special to The Leader)

RIVERHEAD - A recent court decision has upheld the rights of employees represented by an employee organization under the Taylor Law to receive all the benefits of a contract negotiated by their designated collective bargaining agent for

the bargaining unit they belong to. The decision came from the Sufployees Assn. went to bat for Les-

lie W. Rowland, a night shift worker who had not been receivfolk County Supreme Court last ing the special night shift differweek after the Civil Service Em- ential negotiated by CSEA for his (Continued on Page 14)

Nassau Chap. Mobilizes To Combat Drug Abuses Thru Education Drive

MINEOLA—Citing the key role of the civil service corps in the community, Nassau Civil Service Assn. chapter president Irving Flaumenbaum has arranged with the County police to mobilize County employees in the war on drugs.

"We public employees in this chapter alone represent almost 20,000 families, with probably 80, 000 people. This is a significant sector of the community a which can strike a mighty blow against the runaway problem of drug abuse and addiction," Flamenbaum asserted.

"It is in the highest tradition of public service that we concern . ourselves." Flaumenbaum, who is also State first vice-president, arranged with Nassau Police Commissioner Francis B. Looney to have a special seminar on drugs for the CSEA at the police auditorium, Franklin Ave., Mineola, at 8:30 p.m. on Tuesday, February 24.

Capacity To Assist

Looney said, "Civil service employees represent a large and influencial segment of the community and can help in the community-wide effort to eliminate the drug. problem."

Inspector James Henderson, chief of the County Police Narcotic Bureau will chair the semmar. There will also be a film, literature, and time for questions

CSEA members are invited to bring relatives and friends.

City Chapter Board To Meet Feb. 26

There will be a regular meeting Service Employees Assn., Duane St., Manhattan.

In Unit I

CSEA DECLARES IMPASSE IN THRUWAY NEGOTIATIONS; PERB MEDIATION SOUGHT

(Special to The Leader)

ALBANY-The Civil Service Employees Assn. has declared an impasse in its negotiations with the New York State Thruway Authority on behalf of more than 2,200 maintenance, toll and clerical employees, and has asked the State Public Employment Relations Board to assign a mediator to the dispute.

CSEA collective bargaining specialist Joseph P. Reedy, speaking for the CSEA bargaining team, said the impasse was reached last week over "the intransigent attitude of the Authority in refusing to provide a basic work-week for its maintenance and clerical em-

CSEA and the Authority have improvements, including provisions to any union contract."

for a guaranteed basic work-week. which would become effective in 1970, the second year of the twoyear contract.

Basic Contract

Reedy explained: "The Authority now insists that it alone has the right to arbitrarily change the work-week of all maintenance and clerical employees. CSEA cannot been negotiating for several weeks and will not accept this. Establishon salaries, retirement and other ment of a set work-week is basic

CSEA also charged the Authority with refusing to guarantee the present Monday through (Continued on Page 14)

Bulletin

ALBANY - It was learned at Leader press time that Armory employees were working in conjunction with representatives of the Civil Service Employees Assn. in drawing up a list of recommendations covering pay raises, fringe benefits and other improvements for all employees of the Division of Naval and Military Affairs.

The recommendations will be submitted today, Tuesday, Feb. 17, to Maj. Gen. A. C. O'Hara, head of the Division.

It is expected that General O'Hara will submit the employees' recommendations to Abe Lavine, director of the Office of Employee Relations tomorrow for consideration.



CONTRACT EXPLAINED -

Civil Service Employees Assn. professional staff members were the principal speakers at a special meeting of the Long Island Conference, CSEA, at of the executive board of the New Frevola's Restaurant, Smithtown, last week. The York City chapter of the Civil meeting, attended by a record crowd, was called to explain to State division members benefits of Thursday evening, Feb. 26, at 5:15 contracts recently worked out between the State p.m. at Gasner's Restaurant, 76 Administration and representatives of the four bargaining units for which CSEA holds exclusive collective bargaining rights. Shown above, left to right, seated, are: Mrs. Julia Duffy, president of the Pilgrim State Hospital chapter; Irving Flaumenbaum, second vice-president of the Statewide CSEA; Robert Guild, CSEA collective bargaining specialist and William Blom, CSEA's research director. Standing, same order, are: David Silberman, first vice-president of the conference; Walter Leubner, research specialist for the Employees Association; George Koch, conference president and Arnold Moses, su-pervisor of CSEA field services on Long Island. 65 famous columnists and cartoonists every Friday in the N. Y. Column, 20 cents on your newsstand. Koch, conference president and Arnold Moses, su-



Puerto Ricans And Blacks To Demand vem Lt. Gov. Kole

HE State Democratic Party is much like a nation which has more to fear from internal dissension and revolution than from the enemy without. Neither the strength of the Republican Party, nor even an excess of candidates for posi-(Continued on Page 15)

Hawaii Tour Set From Rochester

For the first time, members of Walkiki Beach. Civil Service Education and Recreation Assn. will be able to ing directly to and from Roch- 473-5657. ester. The dates are July 4 to 18.

Tour members will travel via American and Pan American Air-

lines to Los Angeles, Honolulu and San Francisco. The price of only \$459 includes round trip jet air fare, hotel rooms, sightseeing in Los Angeles, Hawaii and San Francisco and a special party in

Immediate application should be made to Claude E. Rowell, 64 join a tour of Hawaii and the Langslow St., Rochester, N.Y., Golden West leaving and return- 14620, After 5 p.m. telephone (716)

> To Keep Informed, Follow The Leader.



government to fill vacancies

NEW JUSTICE - Mayor John V. Lindsay, left, congratulates Justice M. Marvin Berger following the new judge's installation and appointment to the Queens County Criminal Court last week. Justice Berger retired as associate publisher of the New York Law Journal, an associate publication of The Leader, to assume the judicial post.

Trades included are: automotive mechanic, carpenter (all speci Journeymen in the skilled Entrance grades are GS-9 to 12, izations), diesel engine mechanic, trades are needed by the U.S. and pay is determined by the preelectrician (all specializations), vailing area wage rate for that electronics mechanic, elevator in the New York City area. position as established by a local mechanic, engineering equipment mechanic, general mechanic, heating equipment repairman, iron worker, and machinist (all specializations).

Also, mobile equipment body and fender repairer, office equipment mechanic, offset press operator, painter, plasterer, plumer (all specializations), power generating equipment mechanic, powered ground equipment mechanic, refrigeration and air conditioning equipment mechanic, sheetmetal worker, and welder.

To apply, obtain announcement number NY-9-09 from the Federal Job Information Center, 26 Fedéral Plaza, Manhattan. A post card applications is attached to this announcement. Return it, when a Federal Agency has an opening they will contact you. Applications are rated according to training and experience.

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Business and Editorial Office: 11 Warren St., New York, N.Y 10007 Entered as second-class matter and second-class postage paid. October 3, 1939 at the post office at Stamford, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

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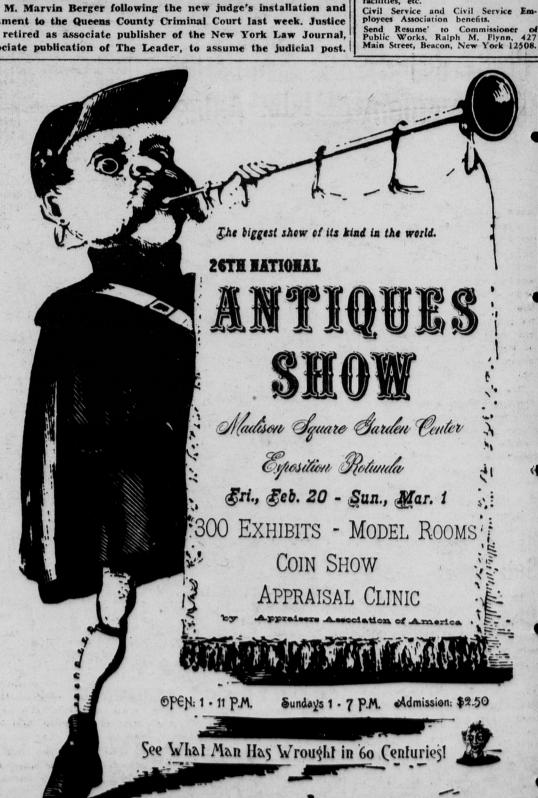
Spain — March 27 to April 4 on the Costa Del Sol. Only \$298, including hotel, breakfast, dinner and excursion to Granada. Write Miss Noni Kepner, P.O. Box 275, West Sandlake, N.Y., 12196. After 5 p.m., telephone (518) OR 4-5539.

And Coming Up

Memorial Day In London - Only \$229, including champagne jet flight, hotels, sightseeing. May 27 to 31. Air Fare Only \$169. Write Mr. Emmett.

Hawaii and the Golden West — Only \$459. San Francisco, Honolulu and Las Vegas, July 18 to Aug. 1. Write Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., N.Y. After 5 p.m., telephone (516) 273-8633.

All tours available only to members of Civil Service Education and Recreation Assa. Travel arrangements by Knickerbocker Travel Service, Inc.



- Tables Showing Effects Of CSEA Negotiated Pay Raises

TABLE II: EFFECTS OF PAY INCREASES ON SALARIES OF STATE EMPLOYEES WHO WILL BE HIRED FROM APRIL 1, 1970. THROUGH OCTOBER 1, 1970, INCLUSIVE

THESE SALARY RATES WILL BE EFFECTIVE APRIL 1, 1970, IF THE NEGOTIATED CONTRACTS ARE APPROVED BY THE CSEA MEMBERSHIP (Rates below include annual increments to be received on April 1, 1971)

Increase from April 1, 1970 Through April 1, 1971 4-1-71 Salary Grade Percent 4-1-70 10-1-70 Dollars Clerk, typist, watchman, office machine operator \$4,265 \$4,515 \$5,901 (\$6,000)) 40.7 \$1,735 4,480 4,730 6,133 1,633 Telephone operator, launderer, cleaner, keypunch operator 36.5 4.711 4.961 6.326 34.3 1.613 Account clerk, stenographer stores clerk, elevator operator 5,241 6,589 Psychiatric attendant, janitor, laborer, housekeeper 32.0 1,598 Practical nurse, senior clerk, occupational 6.861 5.297 5.547 29.5 1.564 instructor, truck driver Maintenance man, canal structure operator, 5,870 1.537 steam fireman, engineering technician X-ray technician, baker, colony supervisor, cook 6,208 5.958 7,468 25.3 1.510 6,721 6,971 8,165 Painter, photographer, executive officer F, tax collector 21.5 1,444 Institution teacher, electrician factory inspector, 7,375 8,532 recreation instructor 7.125 19.7 1.407 Economist, employment interviewer, research 8,283 9,430 17.4 1,397 assistant statistician Bank examiner, research analyst, purchasing 10,355 11,611 10,135 14.6 1,476 agent, scientist Attorney, assistant civil engineer, parole 10,710 10.960 12,103 1,393 13.0 officer, rehabilitation counselor 19 Senior civil engineer, institution steward, youth parole supervisor, associate accountant 13,279 13,529 14,916

*An employee on the payroll on March 31, 1971, who has completed 26 bi-weekly payroll periods (approximately one year) as a full-time employee, shall receive a minimum salary of \$6,000 on April 1, 1971. An employeee who completes 26 bi-weekly payroll periods as a full-time employee on or after April 1, 1971, but before April 1, 1972, shall receive a minimum annual salary of \$6,000 upon completing that term of service.

NOTE: Rates In The Above Table Do Not Include Any Salary Differentials For Work Location Or Shift Work.

NEXT WEEK: Because of the many variations in salary, which now exist among State employees hired prior to April 1, 1969, particularly those who were affected by the minimum raises won in 1968 and 1969, it would be impossible to produce a single table such as the above to reflect their new rates. To help clarify their situation, however, a special article next week will present an explanation and illustrative examples showing the effects in general of the newly negotiated pay raises on the salaries of these longer-term employees.

PERB Rejects AFSCME Bid To Fragmentize Islip Aides

ISLIP—The State Public Employment Relations Board has turned aside efforts by Local 602 of the American Federation of State, County and Municipal Employees to fragment blue collar workers in the Town of Islip into two separate bargaining units.

PERB, while throwing out AFSCME's request, at the same time established a new bargaining unit which included all blue collar workers employed by the Town and ordered that a representation election be held to determine the bargaining agent for these workers. AFSOME had sought a unit of workers which would have excluded many blue collar employ-

The Islip unit of the Civil Service Employees Assn. which had been representing both white and blue collar workers gave strong indications last week that a new blue collars CSEA unit would be formd. "Since there are going to be two units, it is only right that blue collar workers have their own

Rochester Chapter **Sets Dinner Meeting**

ROCHESTER - A dinner meeting has been scheduled by the Rochester chapter, Civil Service Employees Assn., to be held on Thursday, Feb. 26, at the Captain's Table Restaurant.

A guest speaker has been invited to discuss the field of promotions and reallocations. The dinner will be served at 6 p.m. and the meeting is set to start at 8 p.m.

Reservations for the dinner, priced at \$3.25 per person, must be received no later than Thurslay, Feb. 19. For further information, contact Merle Schwartz at 325-2910 or Ralph Palmer, 454-4272, or your office representative.

CSEA unit, elect their own officers and negotiate their own contract," a CSEA spokesman said. "The membership and officers of the new unit would be made up strictly of blue collar employees. This would give them the right of self-determination while remaining under the CSEA banner."

In Albany, Joseph J. Dolan, Jr. director of local government affairs for CSEA, commented, "CS-EA is the strongest and largest public employee union in Suffolk County and on Long Island. We've been in business for a long time and we're getting stronger. The Johnny-come-lately unions looking for new dues money and nothing else. The poor brand of representation they have provided to other similar groups on Long Island prove that they care little about what happens to their own members." Dolan was referring to both AFSCME and the Teamsters.

Asks Air Conditioners For State-Owned Cars

Appeals Board has turned down an appeal seeking a State study of the need for installing air conditioners in State-owned automo-

Donald E. Mitchell, property manager for the State Office of General Services, has urged installation of air conditioners in cars assigned to employees who, because of the nature of their jobs must consistently drive many miles during the summer months.

For health, safety and efficiency (Continued on Pac 16)



PEOPLE'S VOICE -James Callan makes inaugural address at recent installation as president of Meadowbrook Hospital unit of Nassau chapter, Civil Service Employees Assn.

Macejka Elected After CSEA Action **President By Rotterdam Unit**

ROTTERDAM — John J. Macejka has been elected president of the Rotterdam unit, Civil Service Employees

Other officers named were: James J. O'Connor, first vice-ALBANY-The State Grievance president; Ronald Santore, second vice-president: Mrs. Bernadette Wilkie, secretary; and Mrs. Marian Abbott, treasurer.

> The new board of directors includes Mrs. Josephine Mone, Edward Shields, Pasquale DeMeo, Edward McKenna, and Mrs. Rose

> According to Macejka, the unit is preparing for negotiations of the new contract for town employees.

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Syracuse City Employees Win \$870 Pay Boost

(From Leader Correspondent)

SYRACUSE—City employees will receive increases totaling \$870 over a two-year period under a contract negotiated by the Civil Service Employees Assn.

The contract ends more than four months of negotiations

for the white collar workers unit of Onondaga chapter, CSEA.

Another chapter City unit has agreed upon a 1970 contract, but the pact has not been formalized. A third unit is still stalled on talks with the City.

Andrew C. Placito Jr., chapter president, and a City employee. said that the white collar unit con-

Sick Leave Granted To Health Dept. Aide

ALBANY - A grievance action by the Civil Service Employees Assn. has resulted in an award of sick leave at halfpay to a long-term employee at the State Department of Health who was previously refused this benefit by her supervisors.

Robert W. Russom, president of CSEA's James E. Christian Memorial chapter in the Health Department, represented the employee in a hearing before Deputy Commissioner of Health Daniel Klepak. He was assisted by Ernst Stroebel, CSEA representative for the Health Department, and CSEA field representative John Naughter Jr.

The employee a file clerk in the Bureau of Medical Rehabilitation for more than 19 years, filed her grievance though the chapter

Russom hailed the decision to award the pay as a victory for his (Continued on Paeg 14)

tract basically also retains all the fringe benefits the employees have now - with only minor changes.

The unit ratified the contract by a vote of 72 to 10. There are about 350 employees in the unit.

The City's Common Council is expected to approve the contract

Placito said a contract has been agreed upon between the City and the Syracuse Housing Authority. which also has been in negotiations more than four months. Talks between the City and Syracuse Public Library unit are continuing.

John R. Corcoran, CSEA field representative supervisor, headed the CSEA negotiating team that reached agreement on the white collar and SHA contracts.

E. Rockaway Aides Wins 5-Day Week

(From Leader Correspondent) EAST ROCKAWAY-A fivelay week has been negotiated for the East Rockaway Village Department of Public Works.

The village unit of the Nassau chapter, Civil Service Employees Assn., gained the Monday through Friday work-week effective Jan. 12 through the efforts of the unit negotiating committee and Nassau field representative Frank Jaquin-

"We were told it was impossible . . . unheard of, But, believe us. it can be done. We're doing it," proclaimed unit secretary M. Hall.



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NEW YORK CITY—The Application Section of the New York City Department of Personnel 10 located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. '2 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Complete application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

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

STATE

STATE — Department of Civil Service, 1350 Ave. of the Americas, N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genessee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

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

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

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

Monday through Friday hours are 8:30 a.m. to 5 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Application are also obtainable at main post office except the New York, N.Y., Post Office, Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

1 Michael J Giasi, Carmelo Congemi, Arthur L Starr, Edwin E Hampker, Ben Silver, Rudolf W Nanke, Alfred A Bafumi, James E Thornton, Robert J Smulin, Michael Wallace, James C Falango, Nicholass A Pitre, Jame Turturro, Benjamin Belchinsky, Joseph Guarnicri, George J Parente, William Kiecka Sr, Amil D Fornatora, Thomas M Wallace, Murray S Lieberson, Carl W Hen-Salvatore Amorello, Louis Mannarino, Larry F Dalessandro, Michael Famelli, Philip N Bellomo. Meyer Giniger, Carl C Dalessandro, Louis J Kilinski.

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Labor Dept. Deputy

The appointment of Edward J. Lange, as executive deputy in the New York State Depatrment of Labor has been announced by State Industrial Commissioner M. P. Catherwood. A career State em-

ployee, Lange has been director of the Labor Department's Division of Labor and Management Practices.

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Published every Tuesday by LEADER PUBLICATIONS, INC.

11 Warren Street, New York, N.Y. 10007

Bronx, N.Y. 10455

Bronx Office: 406 East 149th Street

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10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, FEBRUARY 17, 1970

More Transit Police Are Needed Desperately

THERE is a desperate need for 1,800 new men to staff the City's Transit Police Force," John Maye, president of the Transit Authority Patrolmen's Benevolent Assn., warned last week.

Maye pointed out that crime continues to rise along the routes operated by the TA when the Police Saturation Program is not in effect—from 4 a.m. to 8 p.m. While the plan is operational, crime has been kept at a minimum.

We agree with Maye's testimony before the Joint Legislative Committee on Transportation. So, too, to a point at least, does the Metropolitan Transportation Authority which, last year, urged Mayor Lindsay to approve the appointment of 775 new men for the 3,200 member department. But no action has yet been taken on the MTA's request.

It has been shown that the saturation program—putting a policeman on every train and many subway platforms from 8 p.m. to 4 a.m.—has resulted in an almost crime-free atmosphere on the rapid transit system. But, where do the men come from to staff this plan? From the other tours. This is just 'robbing Peter to pay Paul.'

Subway riders are now paying 30 cents a trip on buses and subways during all hours and the public complains that the rise in fare was caused by the employees' salary and fringe benefit package, to which they were richly entitled. This is an invalid premise. The increase was based on all factors of operation costs met daily by the Transit Authority.

There would be no fiscal burden on the TA to appoint additional policemen to patrol the subway and bus lines. These costs are borne by the City in general from funds set aside for public protection.

We urge the Mayor and the Board of Estimate to heed the warnings of the TA PBA and stop the increase in subway crime-during all hours-before it reaches a point of no return.

Transit Authority customers-no matter where or what time they ride—are entitled to equal protection from the City. Our dedicated Transit Patrolmen are ready and willing to provide this service.

But they will only be able to when the City provides them with the additional staffing they need to do the job.

Your Public Relations IQ

By LEO J. MARGOLIN



Robert Moses

ROBERT MOSES was and is his own best public relations man, and he proves it in a 931-page book, "Public Works: A Dangerous Trade," (McGraw-Hill, \$14.50).

HE WAS A master builder of public works, but he was a master public relations technician. This unique combination of talents contributed mightily to his success as a public offi- playgrounds, power plants, airline cial who did get things done -

things like bridges, tunnels, parkways, expressways, seaways, parks, (Continued on Page 13)

LETTERS TO THE EDITOR Seeks Support For **Veterans' Bill**

Editor, The Leader:

Pending in the New York State Assembly after passage by the Senate is a bill introduced by Senator William T. Conklin that will benefit certain veterans in civil service. Senate No. 1381 seeks to amend the military law to grant service credit for time spent in the armed forces.

Conditions for such a benefit include, in addition to honorable discharge and membership in a city or state retirement system, at least 15 years membership in the system and residence in the city at the time of induction. Eligibles, of course, will be called on to make the appropriate contribution for the time gained.

Passage by the Assembly and approval by the Governor may well depend on your readers writing to their Assemblymen. Since the City of New York has, obviously, a large stake in this matter, letters to Mayor John V. Lindsay would help.

EMANUEL FINKEL, Manhattan

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC. Channel 31. Next week's programs are listed below.

Sunday, February 22

10:30 p.m.-With Mayor Lindsay -Weekly report by the Mayor and guests.

Monday, February 23

3:00 p.m.-Return to Nursing . "The Patient With Diabetes." Diagnosis and treatment. Nurses role in teaching the patient. Refresher course for nurses, lesson

4:00 p.m. (color) - Around the Clock - "Accident Scene Tactics." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Search." New York City Fire Department training series.

9:00 p.m. (color)—New York Report-Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, February 24

3:00 p.m.-Return to Nursing -"The Patient With Diabetes." Diagnosis and treatment. Nurses role in teaching the patient. Refresher course for nurses, lesson

4:00 p.m. (color) - Around the Clock - "Accident Scene Tactics." New York Police Academy series for in-service training.

Wednesday, February 25

3:00 p.m.—Return to Nursing "The Patient With CVA, Part I." Explanation of cerebral vascular accident.. Refresher course for nurses, lesson 16.

4:00 p.m. (color - Around the Accident Scene tics." New York Police Academy series for in-service training. 7:30 p.m. (color)—On the Job

"Search." New York City Fire Department training series.

Thursday, February 26

3:00 p.m. — Return to Nursing-"The Patient With CVA, Part I." Explanation of cerebral vascular accident. Refresher course for nurses, lesson 16.

4:00 p.m. (color) - Around the Clock - "Accident Scene Tac-

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Employee Misconduct

SPECIAL INVESTIGATORS in the Department of Social Services of the City of New York questioned a Caseworker about a complaint by a client of the Department. Her complaint was threefold: (1) that the Caseworker had invited her to have dinner with him and after she refused he gave her \$10: (2) that several days later he gave her a bottle of perfume; and (3) that he told her he authorized a grant of \$465 for furniture and expected her to go to bed with him if the grant was issued.

THE CASEWORKER asserted that the accusations were false. The client had told him that the building superintendent objected to the numerous visitors to her apartment. With the client's permission, the Caseworker spoke to the superintendent who said the client was misbehaving with many men and that his young daughter was learning "dirty language" and observing the client's sexual promiscuity. The client was furious with the Caseworker after the interview with the superintendent and threatened that she would have her revenge.

THE CLIENT'S friend, who was also a recipient of public assistance, joined in the complaint to the Division of Special Investigations. She charged the Caseworker with putting his hand upon her knee and attempting to kiss her during an interview. This client received from the Department supplementation of her income as an employee of the Chase Manhattan Bank.

SHE WAS ANGRY at the Caseworker because he insisted upon seeing her pay stubs to ascertain whether she had received a raise in salary warranting reduced public assistance. Also, she resented being asked the address of the father of her baby from whom she had been receiving \$25 per week according to her building superintendent.

AFTER THE VISIT to the Division of Special Investigation, the Caseworker acted intelligently to protect his reputation. He promptly visited female clients who had been part of his caseload at the time of the two complaints. They signed for him statements attesting to his proper professional conduct. This proved to be an excellent precaution because after the unsolicited complaints, the Special Investigators procured complaints along similar lines from four other recipients of public assistance after informing them that complaints had been made against the Caseworker for his conduct with women clients. All of them made the complaints despite their signed statements confirming that the Caseworker had conducted himself in a proper and professional manner. All four, moreover, evidently resented the Caseworker because he necessarily delved for information they preferred to withhold.

THUS, ONE of the clients was angry because the Caseworker inquired concerning the source of the money she used to pay a grossly excessive rental. Another was unfriendly to the Caseworker because he insisted that her husband contribute to her support.

IN SUPPORT of the Caseworker five supervisors testified. They all commended him for being a better than average worker. They confirmed that his behavior toward his coworkers, male and female, was exemplary. His telephone conversations were respectful and cordial.

JOHN H. LEWIS, Hearings Officer, properly observed that the determination of the facts depended upon the credibility of the witnesses for both sides. After scrutinizing the testimony of the witnesses and giving due weight to the impressions gained from his observation of the witnesses, he concluded that the issue of credibility, on balance, favored the witnesses for the Department. Mr. Lewis thus applied the substantial evidence rule applicable to quasi-judicial determ inations of fact, considering the evidence both for and against the Department's position. Having come to the conclusion that the respondent was guilty as charged, Mr. Lewis recommended as a suitable measure of punishment the maximum penalty of dismissal.

tics." New York Police Academy series for in-service training. :30 p.m. (color)—On the Job -"Fittings." New York City Fire Department training series.

Friday, February 27 4:00 p.m. (color) - Around the

Clock - "Accident Scene Tactics." New York Police Academy series for in-service training.

Saturday, February 28 7:30 p.m. (colcr)-On the Job-"Fittings." New York City Fire Department training series.

Donors' Names Brawn In NYC Blood Program

Twenty-four City employees have gained security for themselves and their immediate families plus a night-onthe town by donating blood in the Employee Blood Credit Program.

Their names were picked at randon from the pool of February donors, and their prize will be dinner for two plus tickets to either the theater, ballet, or the opera.

Housing Authority winners are: Kenneth Bush, Sheldon Forman, Ruth Gaskins, Dock Harvey, John McShea, William Moore, John Panettieri, and Frederick Ruff. Transit donors are: Walter Lasky, Frank Lopez, Eugene Lorch, James Over, Thomas Pyatt, and Lloyd Washington.

From the Board of Education are: Lee Brooks, Francis Maloney, and Bernard Weiss. Public Works: Henry Kletter and Robert Sanchezgomez. Licenses: Murray Guest. District Attorney, New York: Bernard Dolgin. Criminal Court of New York: Gerard Weisberg. Marine and Aviation: Charles McCleary. And Water Referces: Martin Fay.

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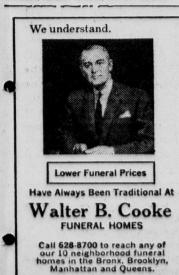
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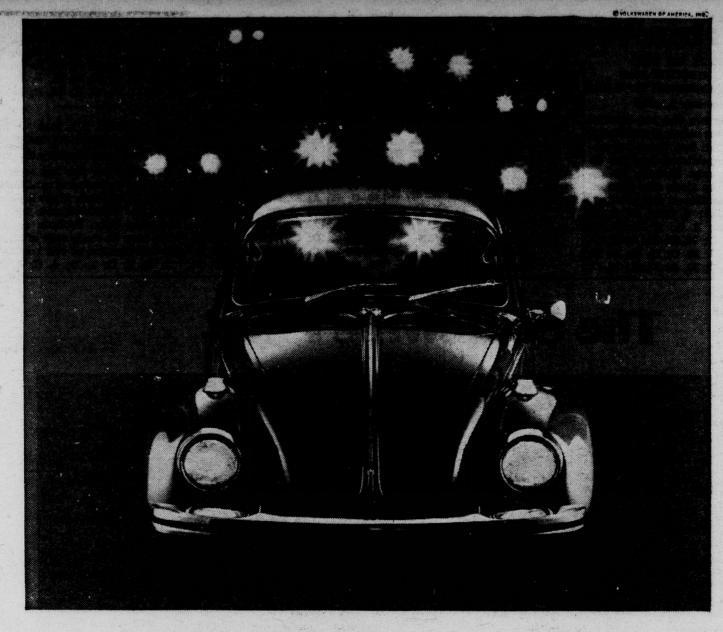
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Sometimes we get the feeling we're being followed.

Everybody's getting into the act.

Everybody's making a small car.

And since we've made more of them than anyone else, we thought we'd pass along some things we've learned about the business over the years:

First off, there's no doubt about it, the only way to make an economy car is expensively.

So Rule No. 1, don't scrimp.

Get yourself the best engineers in the business and then hire 9,000 or so top inspectors to keep them on their toes.

Next, try to develop an engine that's not a gas-guzzler. If you can get it to run on pints of oil instead of quarts, great. If you can get it to run on air instead of water, fantastic.

Work on things to make your car last longer. Like giving it 45 pounds of paint to protect its top and a steel bottom to protect its bottom.

Important: Make sure you can service any year car you make. There's nothing worse than having someone find out that a part they need to make their car go is no longer available.

Finally, spend less time worrying about what your car looks like and more time worrying about how it works.

Perfecting a good economy car is a time-consuming business. So far it has consumed 25 years of our time.

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This Week's Key Answers

for SANITATION MAN SABBATH OBSERVER TEST held February 2, 1970

Following are the key answers to be used for rating of candidates' papers in this test. These key anwers are published now for information only. Protests or appeals may be made only after official notification of test results.

1, D; 2, A; 3, C; 4, B; 5, B; 6, C; 7, D; 8, A; 9, A; 10, C; 11, D; 12, C; 13, D; 14, A; 15, C; 16, B; 17, B; 18, C; 19, D; 20, B; 21, B; 22, C; 23, A; 24, D; 25, C;

31, D; 32, A; 33, B; 34, B; 35, C; 36, C; 37, D; 38, C; 39, B; 40, D; 41, D; 42, D; 43 D; 44 C; 45, C; 46, A; 47, D; 48, C; 49, D; 50, D; 51, B; 52, C; 53, D; 54, C; 55, B; 56, A; 57, A; 58 B; 9, B; 60, C; 61, B; 62, C; 63, C; 64, B! 65, B; 66, D; 67, A; 68, C; 69, A; 70, A; 71, C; 72, D; 73, A; 74, C; 75, B; 76, C; 77, C; 78, B; 79, A; 80, B.

> EXAM. NO. 9110 For SANITATION MAN P.M. Test Held January 31, 1970

to be used for rating of candidates' papers in this test. These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

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

66, A; 67, C; 68, A; 69, B; 70, D; 71, A; 72, C; 73, B; 74, A; 75, C;

EXAM. NO. 9110. For SANITATION MAN

A.M. Test Held January 31, 1970 Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. Protests or appeals may be made only after official notification of test results. 1, A; 2, C; 3, D; 4, C; 5, A;

_51, A; 52, D; 53, B; 54, A; 55, B; 11, B; 12, C; 13, D; 14, B; 15, B; 56, C; 57, B; 58, B; 59, C; 60, C; 16, D; 17, A; 18, C; 19, B; 20, B; 61, A; 62, D; 63 B; 64, C; 6, D; 21, C; 22, C; 23, A; 24, B; 25, B; 26, C; 27, A; 28, D; 29, D; 30, C; 31, C; 32, B; 33, D; 34, A; 35, B; 76, C; 77, B; 78, A; 79, B; 80, C. 36, D; 37, D; 38, D; 39, C; 40, D; 41, A; 42, B; 43, B; 44, C; 45, D; 46, C; 57, C; 48, A; 49, C; 50, D; 51, D; 52, B; 53, C; 54, B; 55, D; 56, B; 57, C; 58, C; 59, A; 60, B; 61, C; 62, B; 63, A; 64, B; 6, A; 66, C; 67, D; 68, A; 69, C; 70, B; 71, D; 72, A; 73, B; 74, C; 75, A; 76, C; 77, A; 78, C; 79, B; 80, B.

EXAMINATION NO. 9139 FIRE ALARM DISPATCHER (SABBATH OBSERVER) Rating Key Answers For Written

Test Held February 2, 1970 Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. Protests or appeals may be made only after of-

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

51, C; 52, C; 53, B; 54, D; 55, A; 56, C; 57, B; 58, A; 9, B; 60, B; 61, A; 62, B; 63, B; 64, C; 65, A; 66, D; 67, A; 68, D; 69, A; 70, B; (Continued on Page 8)

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, COUNTY OF NEW YORK,—KING NGAN CHOW WONG, Plaintiff against JEN KENT WONG, Defendant. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's residence. SUMMONS WITH NOTICE. Plaintiff resides at 54 Catherine Street, County of New York, ACTION FOR A DIVORCE. To the above named Defendant: YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Concilation Bureau, whichever is sooner. Dated, January 14, 1970. THOMAS SUNG, Attorney(s) for Plaintiff, Office and Post Office Address, 217 Park Row, New York, New York 10038. NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds of abandonment for a continuous period in excess of two years pursuant to Section 170(2) of the Domestic Relations Law. The relief sought is; A judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action. Custody of three children: CAROL WONG; BETTY WONG and ALBERT WONG, NOTICE TO JEN KENT WONG—The foregoing summons with notice is served upon you by publication pursuant to the order of Hon. Irving H. Saypol, a justice of the Supreme Court of the State of the Courthouse, 60 Centre St. New York, at the Courthouse, 60 Centre St. New York, N.Y. THOMAS SUNG, Attorney for Plainatiff.

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If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

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If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reach his 18th birthday.

LOOK AT THESE LOW PREMIUM RATES PER \$5,000 OF INSURANCE

	Semi-Monthly*	Bi-Weekly*
Under 30	\$.55	\$.50
. 30-34	.85	.80
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40-44	1.40	1.30
45-49	1.90	1.75
50-54	2.80	2.60
55-59	3.95	3.65
60-64	5.75	5.30
65-69	8.25	7.60

*Convenient payroll deduction of premiums for state employees, and most political sub-divisions.

Premiums increase as insured attains a new age bracket.

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Member's	Age		Member's	Age	
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30-34		.60	50-54		2.05
35-39		.66	. 55-59		3.18
40-44		.89	60-64		4.93
			65-69		7.39

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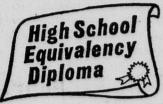
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City Housing Caretaker Titles On Retiring Slating Cutoff Date Next Week

Cutoff date comes next week for prospective candidates interested in the exam for housing caretaker, the City Personnel Dept. reminded eligibles. A considerable number of applicants is expected to file before the Feb. 24 deadline, in

view of the few requirements involved.

Neither experience nor education are among the qualifying criteria, which spotlight mainly the candidate's medical and physical state. Moreover, no age limitation was indicated in the job bulletin.

These varied duty positions, which will entail outdoor work like gardening as well as the general upkeep of public buildings, now offer a beginning pay of \$5,500 and the many extras forthcoming in the form of employee fringes. By annual increments, the salary can climb to \$7,320; also, promotional opportunity permits eligibles to seek advancement to the post of foreman of housing caretakers, a supervisory title which starts at \$6,300 per annum. Candidates for caretaker will be selected from those who do well on the coming written exam in March.

Fundamental job tasks call for custodians to sweep and mop public spaces and stair halls; clean grounds and vacant apartments; wash windows and walls of apartments; light and clean incinerators; collect garbage; clean ramps, drains, roofs and canopies; and polish and wax as required. Additional duties may ask the appointee to perform general gardening work, including cutting lawns. trimming hedges, transplanting, reseeding, and spreading

West Point Needs Tailor, Chemist: Other Titles Open

Among other openings now existing at West Point, announces J. J. Stapleton, civilian personnel officer, are jobs for tailor, chemist and dental hygienist. Rounding out the vacant titles is that of research psychologist.

The chemist title will be within classroom setting while the others are non-academic. Salaries and requirements vary with the post, but generally ask for two or three years of background and the appropriate degree. More information is available by writing the U.S. Military Academy at West Point, N.Y. 10966. Address all inquiries to W. E. Finnigan, chief of employment at the Academy. He may be telephoned at 914-938-2115.

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If you plan to be a candidate, make sure you file at the City Personnel Dept. in person by the deadline date-Feb. 24-or via the mails by that cutoff point, one week earlier. General filing procedures as well as standard application hours are described in the column called "Where to Apply for Public Jobs," found each week in this newspaper Specific questions may be posed to the department in person or by telephone.

Bricklayer Exam

A written test was taken by 38 candidates for promotion to foreman of bricklayers in New York City recently.

Chief Engineer Sills Honored

Allan Sills, chief engineer of the Manhattan office of the City Licenses Dept., will be given a retirenent dinner tomorrow, Feb. 18, at Gasner's Restaurant in lower Manhattan. The occasion will mark his departure following 38 consecutive years of City service.

Sills was noted for his ability to fathom the intricate building and zoning codes, often said to be so outmoded that literally tarnslation of them would have made building in the City completely impossible.

Judge Named
ALBANY—Washington County Attorney Julian V.D. Orton has been named Washington County judge by Governor Rockefeller, succeeding John J. O'Brien who has been named to the Supreme Court.

Steno Promotions

A qualifying practical exam was given to 261 candidates for promotion to supervising stenographer recently.

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WED & SAT TILL 6 PM



April 7 Marks Deadline For 'Alternative B' Teacher Tests

Last week, The Leader published a listing of teaching license examinations under Alternative A requirement. Those exams are for persons who will not meet all Board of Education requirements by September 1, 1970, but are lower seniors in a college preparatory program for teaching.

Following are exams under Alternative B requirement for candidates who on September 1, 1970 jects (textiles), *sheet metal es for the blind, classes for chilwill have a bachelor's degree, a specified number of credits in the professional study of education, and in addition, in certain subjects a specified number of credits in the subject matter of the license.

(Exams preceded by an asterik are included under Alternative B filing, but have slightly different requirements.)

All applications must be received by the Board of Education by April 7 for the next set of exam-

Tests will be given for teacher of common branch subjects and teacher of early childhood classes for elementary school teachers.

Day High Schools

Prospective high school teachers may take the following exams: accounting and business practice. *aviation mechanics, biology and general science, chemistry and general science, *costume design and illustration, *commercial and domestic refrigeration, Chinese, distributive education, earth science and general science, *electrical installation and practice, English, fine arts, French, *garment pattern making, grading and cutting, health, health and physical education, home economics, and industrial arts.

Also, *interior decorating, Italian, *mechanical drafting, music, *nursing, orchestral music, physics and general science, *related technical subjects (biological and chemical), *related technical subiects (mechanical, structural and

Non-Teaching Exams Include Lab, Secretary

In addition to exams for teaching licenses under Alternatives A and B, the Board of Education will conduct tests for non-teaching substitute licenses through May 15. It is advisable to apply as early as possible as filing has already begun.

In day high schools tests will be for laboratory specialist (biology and general science), and laboratory specialist (physical and general science). Lab specialists are also needed in the City's junior high schools. Laboratory technicians are needed for secondary schools, and there will be an examination for school secretaries for all level schools.

Exams will be held on an emergency basis for the following: attendance teacher, attendance teacher (Spanish sepaking), bilingual teacher in school and comlingual teacher in school and community relations (Chinese), bilingual teacher in school and community relations (Spanish), school psychiatrist, school psychologist, and school social worker.

For information on any of the above and applications write to the Board of Examiners, Room 422, 110 Livingston St., Brooklyn 11201; or the Bureau of Educational Staff Recruitment, Office of Personnel, same address. Phone

work, social studies, Spanish, speech, stenography and typewriting (Gregg), stenography and typewriting (Pitman), swimming and health instruction, and *trade dressmaking.

Junior High Schools

Junior high school teachers are needed for these subjects: English, fine arts, French, general science, German, health, health and physical education, home economics, *industrial arts, Italian, mathematics, music, orchestral music, social studies, Spanish, swimming and physical education, and typewriting.

Other Licenses

Exams will be given for special the same address.

electrical), *related technical sub- | services teacher: as follows: classdren with limited vision, classes for children with retarded mental development, classes for the deaf and hard of hearing, health conservation classes, and speech im-

> Other licenses tested under Alternative B are: library in elementary schools, and library in secondary schools.

For applications and further information contact the Bureau of the Board of Education, 110 Livingston St., Brooklyn 11201 (phone 596-8060); or write to the

News Of The Schools

Grants Given

Teachers Apply For Summer Courses In International Studies

Teachers in New York State will be able to apply for Summer Institutes in International Education until April, the State Education Department has announced.

The courses are in Afro-American history, comparative development of India and China, and African studies. Columbia University, State University of New Educational Staff Recruitment of York at Albany, and Alfred University, respectively will conduct the institutes.

The Columbia course, with six Board of Examiners, Room 422, at hours of graduate credit, will run from June 29 to August 14. It is

designed for curriculum coordinators and teachers of social studies. District superintendents are invited to nominate a team of two professionals, including a coordinator and a teacher of Black or Afro-American studies. Individual applications are also welcomed.

There will be no tuition or fees for the program and participants will receive stipends of \$450. The deadline for filing is April 1. Applications should be sent to the Center for International Programs and Comparative Studies, New York State Education Department, Albany 12224, and marked to the attention of the Columbia University Institute.

The Albany program on China and India will run for seven weeks and also carry six hours of graduate economics credit. Course dates are the same as the Columbia course. Social studies teachers and supervisors are invited to apply. Selected participants living outside of Albany. Schenectady and Rensselaer Counties or Saratoga County north of Saratoga Springs will be granted a stipend of \$225 to help defray campus living expenses. There are no fees or tuition.

Deadline for applications is April 15 and they should be made to Dr. Louis R. Salkever, Chairman, Department of Economics, State University of New York at Albany, Albany 12203.

Six graduate credits will be granted in political science in the Alfred program in African studies. The course runs from June 29 to August 7. It is designed for teachers of ninth grade social studies. There will be no fees or tuition and participants will receive a living stipend of \$210. Applications, which must be received by April 1, should be sent to Professor Robert S. Peckham, Box, 458, Alfred University, Alfred

TEACHER ELIGIBLE

JUNIOR HIGH SCHOOLS TR. OF HEALTH (WOMEN)
Regina M Hambsch, 7902; Rosalind A
Barnes, 7702; Garolyn West, 7661; Aileen S Silverman, 6739; Feli Lilyan M Ward, 7296. Felicitas Glaser, 6342;

TR. OF GENERAL SCIENCE

TR. OF GENERAL SCIENCE
(Alternative B)
JUNIOR HIGH SCHOOLS
Martin M Glaer, 8680; John Lucania,
7800; Maureen B Carroll, 7690; Lawis
M Lampert, 7670; Gary L Brafman, 7600;
Howard S Goldner, 7300; Howard B
Baskind, 7240; Martin Rappaport, 7140;
Edward L Abrams, 7130; Dana F Gross,
7030; Saul Eagle, 6650; Murray Ginsberg,
6190; Steven M Becker, 6120.

TR. OF LABORATORY SPECIALIST

JUNIOR HIGH SCHOOL
Barbara H Hecht, 8333; Victor R Amoroso, 8200; Melvin S Freedman, 7590;
Helen R Manley, 6983.

OF INDUSTRIAL ARTS JUNIOR HIGH SCHOOLS (Alternative B)

(Alternative B)

Fred L Pate, 7280; Thelma A Bauer, 7100; Michael A Kopun, 7080; James M McMahon, 6920; Leon D Smith, 6800; Allyn H Singer, 6720; Charles T Garrin, 6540; Donald F Pace, 6470; Nathan Friedman, 6330; Mario Soio, 6230; Martin Roth, 6030; Asaman B Byron, 6020; Philip J Basile, 5970.

TR. OF FINE ARTS JUNIOR HIGH SCHOOLS

Barbara N Bailine, 7300; Walter C Trotman, 7250; Albert G Drogin, 7201; Dorothy M Clarke, 6916.

AS TEACHER OF HEALTH AND PHYSICAL EDUCATION IN
DAY HIGH SCHOOLS

Kenneth T King, 7666; Barney M Davis, 7586; Robert S Weinberg, 7584; Carl R Fisher, 7546; Steven A Sherman, 7423; David A Gherman, 7384; Stuart M Manhein, 7384; Larry L Weiner, 7344; Nicholas A Cuccia, 7303; Marc M Goldberg, 7143; Christopher M Zook, 7102; Stephen O Maletz, 7102; Harold K Siegel, 7062; Mark S DeSantes, 7022; Mark D Jonas, 6982; David B Gershon, 6942; Matthew J Kaufman, 6782; Steven M Kaplan, 6742; Alan S Egenthal, 6662; Harvey J Golub, 6622; Michael L Latzer, 6541; Steven I Jacobs, 6540; Clarence P McGhie, 6539; Martin F Simnowitz, 6463; McGhie, 6539; Martin F Simnowitz, 6463; Alan M Davies, 6423; David Wilk, 6421.

Melvin E Goldstein, 6381; Jeffrey H Brown, 6301; Steven A Jarecki, 6262; Irwin C Handburger, 6142; John J

Paula L Weiss, 8443; Mitchell Sacks, 8403; Barbara G Hess, 8283; Maria L Civetta, 8243; Marilyn Apelson, 8163; Sylvia Schulman, 8163; Madelsône J Kinney, 8122; Ruth Schreiber, 8122; Bina S Garcia, 8083; Carmen A Pere, 8083; Esther Gitterman, 8082; Lince K Rosenblum, 8042; Beatrice Jaffe, 8003; London License As TEACHER OF HEALTH Delication of the company of the co Esther Gitterman, 8082; Lince K Rosenblum, 8042; Beatrice Jaffe, 8003; Leonor J Watson, 8003; Alan H Krinsky, 7923; Gaspar J Lasala, 7882; Elma M Ford, 7843; Francine Motola, 7843; Jane A Johnson, 7843; Elizabeth A Flores, 7842; Margaret M Donnelly, 7803; Janice C Jacoby, 7803; Harry Lent, 7763; Sylvia Orenstein, 7722; Miriam M Rosenstein, 7722; Nancy D Garcia, 7683; Constance G Weinstein, 7683. Weinstein, 7683.

Anita Z Winograd, 7643; Beatrice B

Snyder, 7643; Vera Melendez, 7642; Rose M Scarangella, 7603; Barbara Goldberg, 7603; Melvin Greaves, 7602; Celestina G Levine, 7602; Iris Horowitz, 7563; Rose M Hurley, 7563; Pauine S Deitchman, 7523; Sylvia Kalish, 7482; Michael Petrik M 7402; George L Fener, 7402; Marcelle London, 7402; Leathea Vanadore, 7363; Miriam K Witlin, 7363; Maria A Pateas, 7363; Janet D Berntsen, 7363; Roberta Becchi, 7362; April Lou, 7362; Florence Bailin, 7322; Bertha S Wiener, 7322; Milton Lefkowitz, 7322; Nathan Drut, 17283; Mary P Gallucci, 7283; Aurora McDonald, 7283; Helene K Cooper, 7282; Esther K Stitz, 7243; James G Albano, 7243; Blanca A Ortiz, 7243.

Doris M Stahr, 7242; Teresa P Gauge, 1

Doris M Stahr, 7242; Teresa P Gauge, 7242; Daisy R Segal, 7203; Grace V Ferrante 7203; Ludmila Osolsobe, 7203; Mabel B Williams, 7203; Laura A Edelstein, 7202; Pearl B Michaels, 7163; Ellen S Silbowitz, 7163; Dorothie F Richberg, 7163; Mariluz C Mermelstein, 7162; Gertrude R Einstein, 7123; Shirley C Galuskin, Laura Terracciano, 7122; Marion iner, 7083; Eva Ingram, 7083; Ad-J Weiner, 7083; Eva Ingram, 7083; Adrianne F Kesten, 7082; Margaret C Burgess, 7043; Lillian Raphael, 7043; Charlotte H Abramowit, 7042; Mary F Lang, 7003; Mary A Harley, 7003; Josephine Seitel, 7003; Robert J Kenler, 7003; Rose M Armato, 7003; Frances D Young, 6963; Margaret G King, 6962; Jeccisa Kerr, 6923; Anita Z Lind, 6923.

Judith A Jaffe, 6922; Ethel L Wilmer, 6883; Elaine Bromfield, 6843; Pearl Goren, 6843; Dolores Shampaner, 6842; Stev-en J Gottlieb, 6842; Grace D Gonzalez, 6803; Paul I Rooney, 6803; Lorraine A Berk, 6802; Miriam Krawit, 6763; Ma-Berk, 6802; Miriam Krawit, 6/65; Madeline V Nardone, 6762; Rose B Arenal, 6723; Charlotte A Barrett, 6723; Estelle Schaff, 6722; Carol Kinzelberg, 6722; Dorothy E Williams, 6683; Esther Rubin, 6683; William Prato, 6643; Maria Holmen, 6643; Jennie D Wolff, 6603; Evelyn D Jacobson, 6602; Joseph B Sullivan, 6562; Rlanche E Bennett, 6523; Karl C 6562; Blanche F Bennett, 6523; Karl C Folkes, 6523; Miriam Kravitz, 6483; Julia M Pollack, 6483; Ruth Brachfeld, 6483; Lucille R Kavanagh, 6442; Phy ner, 6442; Beatrice Trubin, 6403. Phyllis Ros-

Robert A. Bandel, 6403; Angeline J Laccone, 6283; Julia A Ciano, 6203; Marie J Maida, 6203; Josefina M Garcia, 6203; Mary M Parks, 6203; Hilda H Dia, 6202; Nancy A Spataro, 6163; Jack J Gursky, 6083; Ruby N Norman, 6043; Madeline F Jerry, 6043.

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Helen Abrams, 8865; Pearl R Waler-

LICENSE AS TEACHER OF HEALTH IN DAY HIGH SCHOOLS

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Snyder, 7643; Vera Melendez, 7642; Rose | berg, 7505; Michael Lawsky, 7384; Jerry A Shaw, 7339; Theodore F Riter, 7224; Lawrence Herman, 7222; Stuart Singer, 7059; James M Corry, 6860; Thomas G Murphy, 6580; Richard F Pero, 6177; Marc E Meyer, 6177.

MATHEMATICS IN DAY HIGH SCHOOLS 628B

Eugene M Theuman, 9680; Barry M Katz, 9560; Simon Fellner, 9320; David L Schwinger, 9240; Richard B Nathan, 8240; Linda R Landau, 8760; Mark E Saul, 8760; Sanford E Haber, 8720; William A Charet, 8720; Lynn J Baskin, 8720; am A Charet, 8720; Lynn J Baskin, 8720; Mary E Burke, 8720; Eileen T McGinnes, 8680; Gregory I Greene, 8600; David E Kaplan, 8560; Robert R Cohen, 8520; Jonathan C Jankus, 8480; Frederic S Wildman, 8480; Jerrold H Uretky, 8480; Richard A Sheftman, 8440; Jerry H Ostrover, 8400; David H Feder, 8400; Carol F Ugelow, 8320; Gisele Weiss, 8320; Sandra P Peskin, 8320; William J Meehan, 8280. 8280.

Judith R Okolica, 8240; Shirley Yee, 8160; Charles A Zoeller, 8120; Jeffrey Vanbri &, 8120; Theodore Bronsnick, 8120; Judith P Friedman, 8120; Peter D Leighton, 8000; Diane L Hinderstein, Leighton, 8000; Diane L Hinderste 7920; Barbara G Levy, 7880; Joanne Godlstein, 7880; Chester Singer, 788 7920; Barbara G Levy, 7880; Joanne G Godlstein, 7880; Chester Singer, 7880; Barry G Cohen, 7840; Michael E Wynn, 7840; George H Lee, 7840; Harvey M Wilensky, 7800; Seth M Goldstein, 7800; Louis Kelsh, 7800; William Bookspan, 7720; Stephen J Silver, 7720; Helen R Jacoby, 7680; Marilyn Ortsman, 7600; Margaret Sheehan, 7520; Hyman Sanders, 7480; Orlando A Oliva, 7440; Rita G Manning, 7400; Carmelita Reid, 7400; Leon W Taub, 7360; Beverly Hochheimer, 7320; Robert B Weiss, 7320; Frank D Cicero, 7320. Cicero, 7320.

Donald J Hamburg, 7320; Howard N Zuckerman, 7320; Eileen F Silverman, 7280; Arnold M Abramowit, 7280; Leon-7280; Arnold M Abramowit, 7280; Leonard Heisler, 7240; John D Boyle, 7200; Paul V Goldstein, 7200; Gail Schindelheim, 7120; Myrna H Weiss, 7080; Fredric S Cohen, 7000; Jerome R Tranes, 7000: Angelina Kailas, 6960; Patrick W Burke, 6960; Steven L Weiss, 6920; Louis V Savarese, 6880; Emily S Weiss, 6840; Steven L Shapiro, 6800; Richard V Zerilli, 6760; Ruth A Sebastian, 6760; Carlo P Curiale, 6720; Norman Maryles, 6720; Catherine M Vaglio, 6680; Leonard H Cohen, 6640; Jay L Sacks, 6600; Sharyn M Blau, 6600; David B Shatzer, 6600; Robert M Scher, 6600; Ira J Schloss, 6600; Hyman Housman, 6560; Charles 6600; Hyman Housman, 6560; Charles Secolsky, 6440.

Morton M Newman, 6360; Vivian G Sokal, 6360; Mina Wynne, 6320; Stephen G Stein, 6320; Norman L Novick, 6280; Dora S Hsu, 6280; Doris A Hirsch-horn, 6280; Sidney B Yanowit, 6280; Jer-ald Abrams, 6240; Joanne A Konopka, 6240; Darcy M Wolfsie, 6240; Richard J Berman, 6080; Albert F Quin, 6040; Lawrence H Brandwein, 5960.

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P.S. 48 Annex Site Is Changed

PS 48, at 1290 Spofford Avenue, the Bronx, has been given an alternate site for a mini-school annex through a lease approved by the Board of Education.

The location, proposed by District Superintendent Bernard Friedman and the local school board for district seven, is on the block bounded by Barretto and Manida Streets, and Lafayette and Spofford Avenues.

A previous site, approved by the Board of Education and the local school board, was found to require too high a rental.

The mini-school annex planned for this site is ore of a \$16 million group of about 60 structures announced by the Board of Education on October 2, in a drive to reduce overcrowding in the schools. These semi-permanent buildings can be erected in a period of from four to six months, compared to the 12 to 18 months for a regular school.

The pre-fabricated structures accommodate an average of 300 children and contain sanitary facilities as well as kitchens. The rooms are also air-conditioned and are equipped with modern fix-

THE BOARD OF GOVERNORS OF THE

ASSOCIATION OF THE NEW YORK STATE BANK EXAMINERS

HAS RECOMMENDED TO ITS MEMBERS

A NO VOTE ON CSEA-STATE CONTRACT

Because

INADEQUATE WAGE SETTLEMENT-Proposed wage settlement for professional, scientific, technical group does not even offset the 6.9% inflationary increase that occurred in Metropolitan New York during 1969.

NO WAGE RE-OPENER CLAUSES-In the event of more favorable settlement by other bargaining groups, or if inflation continues during the first year of the contract.

INADEQUATE EXPENSE ALLOW-ANCES-versus Federal levels.

EXCLUSIVITY CLAUSE-may eliminate present professional association representation.

GROUP LIFE INSURANCE-No provision by the State to provide group life insurance for employees.

THE ABOVE OBJECTIONS WERE REG-ISTERED WITH THE CSEA AND ITS PROFESSIONAL N E G O T I A T I N G TEAM IN A LETTER DATED 2-4-70, A COPY OF WHICH WILL BE SUPPLIED TO OTHER INTERESTED GROUPS **UPON REQUEST.**

ANSWERS

EXAMINATION NO. 9139 FIRE ALARM DISPATCHER Rating Key Answers For Written Test Held January 31, 1970

Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

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

66, D; 67, A; 68, D; 69, A; 70, B. 80, D.

SHEET METAL WORKER Rating Key Answers For Written

Test Held January 31, 1970 Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. Protests or peals may be made only after official notification of test results.

1, C; 2, B; 3, B; 4, A; 5, C; 6, A; 7, B; 8, B; 9, D; 10, A; 11, B; 12, C; 13, A; 14, D; 15, A; 16, C; 17, D; 18, B; 19, A; 20, C; 21, B; 22, D; 23, C; 24, D; 25, 26, C; 27, C; 28, D; 29, D; 30, D; 31, D; 32, A; 33, D; 34, A; 35, D; 36, A; 37, A; 38, B; 39, B; 40, B; 41, B; 42, B; 43, B; 44, D; 45, D; 46, A; 47, B; 48, D; 49, A; 50, D; 51, C; 52, D; 53, A; 54, D; 55, A; 56, B; 57, D; 58, D; 59, C; 60, B; 61, A; 62, C; 63, A; 64, A; 65, D; 51, D; 52, B; 53, B; 54, D; 55, A; 66, B; 67, C and/or D; 68, C; 69, B; 56, C; 57, B; 58, A; 59, B; 60, B; 70, B; 71, B; 72, B; 73, A; 74, D; 61, A; 62, B; 63, B; 64, C; 65, A; 75, C; 76, C; 77, D; 78, C; 79, A

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(Continued from Page 6) terminals and beaches.

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He dried off and started the wave public like to hear the man himmachine again.

IT WOULD be difficult to discover from Mr. Moses' encyclopedic book (plus 17 pages of index) that he used public relations specialists to help in his wave-mak-

BUT HE did have them, and they were of superb calibre—the late Bill Donoghue, Murray Davis and Ed O'Brien, among others.

MR. MOSES does not label his public relations battles as such, some of which he won. (Some he lost, but doesn't tell about.) But his expert technique is clearly apparent to any professional and is worth the closest study by everyone in civil service who is genuinely dedicated to getting things done.

HERE ARE a few tips in Mr Moses' own inimitable style:

• "THE SINCERE reformer is an iconoclast and almost by definition a revolutionary. He passionately wants the truth exploited, but it must be his truth, couched in his words, in the hands of his people, and achieved by his methods."

• "IT IS MY conviction that a little facility in writing practice with the retort courteous, and an instinct for the jugular help reach constructive objectives not to be reached, as so many believe, by diplomacy."

· "WHAT HAS facility in the use of English to do with all this? English is the world's best-stocked armory of battle words, words with aim, force and impact of truth. I am not alluding to glib phrasemaking, which is the wrong use for language. It is an old story, familiar since earliest biblical times, that a leader dependent on a mouthpiece is under severe handicap. The followers and

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self, not an interpreter who puts fancy duds on a mannikin."

PUTTING THIS book together must have been as monumental as some of Mr. Moses' successful projects. However, the results are as useful a the Tri-Boro Bridge, the Brooklyn-Battery Tunnel and Jones Beach State Park-just a handful of monuments to Mr. Moses' expertise in public works and public relations.

THE FACT is Mr. Moses has written a book which should be a classic on how to gouge out tunnels, span rivers and turn wasteland into homes and parks by

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RETIREES HONORED — Three members of the West Seneca unit of the Erie County chapter, Civil Service Employees Assn., receive gifts of appreciation from CSEA officials at a dinner honoring their long service. Left to right are Thom-

as Christy, CSEA field representative; retirees Mrs. Emma Lyons; Frank Olski; and Loretta Brandt; Erie County chapter president Neil Cummings; and West Seneca unit president Robert Dobstaff. The dinner was held at Werner's Restaurant, West Seneca.



NEW OFFICERS - Standing to be introduced are officers of Meadowbrook Hospital unit of Nassau chapter, Civil Service Employees Assn., at recent installation. From left are: James Callan,

president; Helen Walsh, secretary; John Remuzzi, Jr., first vice-president; Gertrude Callan, treasurer; Richard Erickson, third vice-president, and Leroy Marshall, sergeant-at-arms. Eleanor Wenz, second vice-president, was not in picture.

Suffolk Court Upholds **CSEA Contract Benefits**

(Continued from Page 1) particular bargaining unit.

Rowland contended that when the night shift differential was adopted by the County Board of Supervisors he was told by his supervisor that he would not rewhich covered the terms of his employment.

land apparently still wanted to gotiations between an employee work on the night shift even without the differential and that this constituted his waiver of his right to the differential.

In his decision, Supreme Court said that under the Taylor Law an employee organization duly selected to represent employees in a certain bargaining unit in collective negotiations on the terms and conditions of their employment has the sole right to negotiate on those terms and conditions, tance Program for its members. ment's case.

and that an individual employee may not agree to or negotiate terms of employment different from those in the negotiated contract which covers the bargaining unit he belongs to.

Joseph J. Dolan, Jr., CSEA diceive the differential. He was told rector of local government affairs, again that he would not receive had these comments: "The Court's it even after CSEA had put the act further substantiates the fact differential into the contract that since the Taylor Law provides for bilateral collective negotiations between the employee organization The County contended that Row- and the employer, individual neor group of employees with the employer, outside the recognized bargaining unit, are no longer permissible."

The Court set a hearing for Feb. Justice George F.X. McInerney 25 to determine the sum of money which would be paid to Rowland retroactively for the night differential he was denied.

> CSEA regional attorney Lester B. Lipkind represented Rowland under CSEA's free Legal Assis-

First Test Underway Of New Grievance System In Onondaga

SYRACUSE—The Onondaga County chapter of the Civil testing the new grievance pro- p.m. cedure it recently negotiated with an employee grievance which could reach the fourth step of the procedure-final and binding arbitration.

The grievance, as reported by CSEA regional field supervisor John D. Corcoran Jr., involves Carter, Jr., alternate delegate. Mrs. Joan Morse who works for

(Continued on Page 16)

Sick Leave

(Continued from Page 3)

chapter and promised other chapter member that their grievances would also be championed by

Robert L. Harder, attorney in the Department's Office of the Counsel, presented the depart-



RECORD CONTRIBUTION - Jack Dougherty, right, chairman of the recent March of Dimes campaign in the State Department of Taxation and Finance at Albany, presents check for \$1,479.95, the largest contribution recorded in any year from personnel of a State agency in the Capital District, to Thomas J. McEnaney, chairman of Albany County chapter of the March of Dimes National Foundation, Dougherty, a tax examiner with the State, is president of the Albany Tax and Finance chapter of the Civil Service Employees

Thruway Impasse

(Continued from Page 1) Friday work-week for the bulk of clerical employees, who, except in a few cases, traditionally work a 371/2 hour work week.

"CSEA has shown a willingness to give and take. We recognize that in some cases, employees, such as watchmen, must work a schedule which differs from the basic work-week and we are willing to accept such past practices. But we cannot agree to a contract which fails to guarantee a basic work week for the majority of the employees.'

He pointed to the instance of a

Tryon School Unit Sets Installation For February 20

JOHNSTOWN-New officers the Civil Service Employees Assn. will be installed at a dinner-party Friday, Feb. 20, at Service Employees Assn. is the Rainbow Restaurant at 7:30

> The new president is Robert Baird, who succeeds Lucius Talarico. Other officers are Donald Satterlee, vice-president; Mrs. Margaret Famek, secretary; Mrs. June Woodley, treasurer; Ralph Sammarco, delegate, and Oscar

Named to the board of directors were: Mrs. Jeannie Brauns; Luciues Talarico; William Lavender; Steve La Mantia; William Mac-Farland; Mrs. Evelyn Montayne; Kranz.

Richard Tarmey, CSEA Statewide fourth vice-president, will install the officers.

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group of bridge maintenance men in Syracuse who had been hired temporarily for summer bridge repair work and were laid off in the winter, and asserted that the group is now performing other maintenance duties during the winter on a Wednesday through Sunday straight-time work schedule instead of a Monday through Friday work-week.

He also cited the case of several maintenance men who were working a 371/2 hour schedule since their employment and then were transferred to another garage at the same pay rate and required to work 40 hours.

The formal declaration of impasse and request for a mediator was submitted to PERB immediately.

Impasse Ended

While things were at a standstill in unit I, negotiations on salary and retirement benefits for of the Tyron School unit of 1970 in Thruway bargaining unit II, which includes approximately 300 professional, scientific, and technical employees, are expected to reopen this week. The agreement to resume talks on certain items came about through informal mediation by the Public Employment Relations Board.

CSEA had refused to sign the two-year contract and declared an impasse over disagreement in contract language concerning the basic work day and work-week. The Authority subsequently filed unfair labor practice charges against

Both sides met last week with PERB officials, resulting in the Wilfred McCullough; and David Thruway's withdrawal of its charges and the lifting of the impasse. The Authority agreed to remove from the contract a clause giving it the right to arbitrarily fix the work-day and work-week and insert a provision continuing the present work-day and workweek for all employees.

DON'T REPEAT THIS!

tion on the State-wide Democratic ticket so much threaten the Party's victory prospects as ethnic pressures and ideological differences.

Minority group pressures are swirling in Democratic circles about the designation of a candidate for Lieutenant Governor. Candidates for Governor and Lieutenant Governor on a party ticket in New York State run in tandem, like candidates for President and Vice-President of the United States, where the voter cannot split his ticket between candidates for those offices. The Council of Elected Negro Democrats is insisting that a Black be nominated for Lieutenant Gover-

The Council of Elected Negro Democrats is essentially a caucus of Negro legislators from New York City. It consists of Harlem's State Senator Basil Patterson, Bedford-Stuyvesant Senator Waldaba Stewart and Assemblymen Hulan Jack, Mark Southall and Charles Rangel of Manhattan, Brooklyn Assemblymen Thomas Fortune and Samuel Wright and Queens Assemblyman Guy Brewer. Manhattan Borough President Percy Sutton is a member of the Council by virtue of the fact that he formerly wa an Assemblyman,

son, of Brooklyn is a member by Party persuasion last year bolted virtue of prior service as a State Senator.

Seek Lt. Gov.

The Council is pushing the candidacy for Lieutenant Governor of Rev. H. Carl McCall, a warm Lindsay supporter and a vicechairman of the New Democratic Coalition. Rev. McCall anticipates his designation for that office by the Convention of the New Democratic Coalition scheduled for February 28. While the full ticket to be endorsed by the Convention is as yet unknown. It is expected that the Convention will also designate Paul O'Dwyer as its candidate for the United States Sen-

The Council of Elected Negro Democrats plans to enlarge its organization with the inclusion of Herman Badillo and Puerto Rican State Senators and Assemblymen to increase the power of minority group representation within the Democratic Party power structure. The strategy of the Council is to meet with every declared and potential candidate for Governor and to set forth in unmistakable terms that each declare publicly his willingness to accept a Black or Puerto Rican running mate.

This demand is coupled with a flexing of the muscles. Most prominent Negro and Puerto Rican and Councilman William Thomp- public officials of Democratic

their party's nominee for Mayor, former City Comptroller Mario A. Procaccino, to support Mayor John V. Lindsay. Lindsay's huge vote in the minority group areas provided him with his margin of victory. They are prepared to bolt again if their demands for a Black or Puerto Rican candidate for Lieutenant Governor is not met. The Council met last week with Howard Samuels to make their point and are scheduling similar meetings with Nassau County Executive Eugene Nickerson, William vanden Heuvel, and three New York City District Attorneys who have participated in one or more Gubernatorial forums throughout the State - Eugene Gold of Brooklyn, Thomas J. Mackell of Queens, and Burton Roberts, of Bronx.

Hard To Evaluate

State Democratic leaders are concerned over increasing militance of the Black power group on this score. Past election returns give no clue as to whether a minority group candidate for Lieutenant Governor would be a drag on or an asset to the prospects of the candidate for Governor. Supreme Court Justice Edward R. Dudley, Manhattan's Borough President in 1962, is the only Negro ever nominated by a major party on the State-wide ticket. He was defeated for Attorney General by Louis Lefkowitz, but no one was expected to win over Lefkowitz then or now. Nor are the top Democratic leaders certain that they can push through the nomination of a minority group member for Lieutenant Governo: over the opposition of up-State County

Chairmen, who may fear a white | ment that he will receive bi-parbacklash vote against the Governor if his running mate is either Negro or Puerto Rican.

In 1968, Percy Sutton, rather than Nickerson, could have had the Party's official designation for the United States Senate. However. Sutton withdrew when the race appeared to be no more than a quixotic gesture after Alex Rose and his Liberal Party announced its support of Senator Jacob K. Javits. Sutton is too proud a man to be caught tilting at windmills.

Yet, it is that very pride to which Democratic leaders look for an escape hatch from demands of Black legislators for a Black nomination for Lieutenant Governor. The Democrats hope to induce Sutton to take up the futile campaign against Lefkowitz for Attorney General with the commit-

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tisan endorsement for Judge of the Court of Appeals in 1972-a vacancy that will be filled by a Democrat as a result of an agreement with the Republicans. The Democrats are hoping that Sutton's desire to be the first Negro to serve on the State's highest court will solve their dilemma about a place for a Negro on the State-wide ticket.

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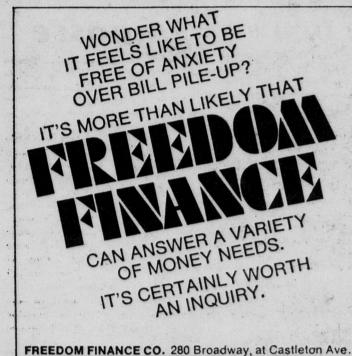
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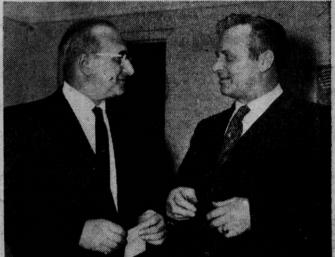












overflow crowd of 300 Civil Service Employees Assn. members from the Southern Conference area

CSEA professional staff members describe the intricacies of the CSEA-negotiated contracts in the four collective bargaining units represented by the Employees Assn. On hand for the discussions were: CSEA research direc-State University of New York at New Paltz to hear tor Thomas Coyle; and collective bargaining specialists Conference, was also in attendance.

John Conoby and Robert Guild. Moderator of the session was Nicholas Puzziferi, conference president. Robert Jones, CSEA public relations counsel for the New York City Metropolitan area which includes part of the Southern

New Grievance Setup Initiated In Onondaga County

(Continued from Page 14) the County Health Department in the grievance recently.

Corcoran said: "CSEA is seekpreviously denied salary incre-

an apology by the department the Dental Office. Andrew Pla- for acts of harrassment, and the cito, CSEA chapter president, filed County's promise that this har- ance procedure, negotiated by rassment will cease.

ing restoration of Mrs. Morse's matter on two previous occasions, ance to a Grievance Board for ployee, the grievance goes to the

Health Department's main office; ment from the Department when CSEA intervened in her case."

The third step of the new griv-CSEA and effective as of Jan. 1, "CSEA has tried to resolve this 1970, brings Mrs. Morse's grievhe continued, "only to find that resolution. If the result is not fourth step of final and binding ment; her transfer back to the Mrs. Morse suffered more harrass- satisfactory to the aggrieved em-

Enzyme Study

ALBANY-Dr. William B. Lawson of Albany will direct a study concerning enzymes under a \$35,-538 Federal grant.

His assistants are T.N. Pattabiraman and Sherman M. Yu.

arbitration.

Cooler Cars

(Continued from Page 3)

reasons, he contends air conditioners are essential.

The Office of General Service contends that allocation of funds for equipment or a study of the question is the responsibility of the Budget Division. The board upheld this contention.