

Civil Service LEADER

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Tuesday, June 11, 1974

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The Region Meeting

— See Pages 8, 9 & 16

Bulletin

The Civil Service Employees Assn. has won both elections for bargaining representation in Orange and Ulster Counties. At Leader presstime, employees in both counties, in separate votes, reaffirmed their choice of CSEA against challenges by SEIU.

Wenzl Discharge From Hospital Expected June 15

GENEVA—Dr. Theodore C. Wenzl, president of the statewide Civil Service Employees Assn., will end a month and one-half of hospitalization on June 15 when he is scheduled to be discharged as a patient from Geneva General Hospital. He has been a patient there since May 1 when he suffered extensive injuries in a one-car accident on an exit ramp of the New York State Thruway at the Geneva (Ontario County) interchange.

Dr. Wenzl will continue his convalescence at his home in the
(Continued on Page 14)



SMILE SAYS IT ALL — Dorothy Perkins, Erie County Health Department employee, lets CSEA field representative Robert Young know how it feels to get her job back. She had been dismissed over an alleged rules infraction on absence, but Mr. Young won a grievance at step two by showing she had met her obligations and that the personnel rules in the matter were vague. Ms. Perkins has another grievance pending, that she has been capriciously and erroneously denied an increment in pay.

CSEA Resumes Talks With Thruway After Challenge Flounders

SEIU Petitions Much Too Late With Too Little

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. was scheduled to resume negotiations here in behalf of 2,500 New York State Thruway Authority employees this week, after a one-week break in the talks caused by a rival union's abortive attempt to challenge CSEA's bargaining rights.

Top CSEA negotiators, while admitting that considerable ground remained to be covered in the negotiations, were hopeful of pushing the sessions along "at an intensive pace" with a view to concluding the coalition phase of the talks not too far from the June 30 expiration date of the current contracts.

The present coalition sessions are so-called in that both bargaining units of the Thruway negotiate with their employer at the same time on salary matters and items of common interest. CSEA is the elected negotiating representative for both units, the larger of which includes 2,200 toll, clerical and maintenance workers, while the other numbers about 300 professional and supervisory personnel.

The short-lived hiatus in the several months' old negotiations

began at the end of May when the State's Public Employment Relations Board announced receipt of a petition from the Service Employees International Union (SEIU) in which the latter claimed they had "designa-
(Continued on Page 14)

Rensselaer Unit Ballots Mailed

TROY—Ballots must be returned by June 19 in the election of officers for the Rensselaer County unit of Rensselaer County chapter, Civil Service Employees Assn.

Candidates appearing on the ballot are, president, Joseph Pastore and Joseph Lazarony; first vice-president, Carol Reedy Laepenteur and George Bayly; second vice-president, Gary
(Continued on Page 14)

Erie CSEA Wins Right Of Option On Change In County Work Hours

BUFFALO—A suit filed by the Civil Service Employees Assn. challenging Erie County's right to unilaterally change working hours for county employees was settled out of court with an agreement making such changes optional for white-collar employees, it was announced by CSEA's Erie County chapter president, George H. Clark.

The agreement is, in effect, an amendment to a contract covering the county's white-collar employees represented by CSEA, Mr. Clark explained, and reaffirms CSEA's position in its actions against the county that working hours were detailed in the contract between CSEA and the county and, therefore, can be changed only by agreement between the two parties.

CSEA filed suit in Supreme Court and an unfair labor practices charge before the Public Employment Relations Board on April 26 after the county changed working hours for some employees at the Rath County office building from 9 a.m.-5 p.m. to 8:30 a.m.-4:30 p.m.

At that time County Personnel Commissioner John V. Clark explained that the change was made to alleviate elevator congestion during peak hours.

Under the agreement, the county may establish alternate starting and quitting times, but white-collar employees have the option to choose their own starting and quitting times from the two alternatives offered. With the signing of the agreement, CSEA will discontinue its actions
(Continued on Page 14)



STATE POLICE OFFICERS — After long, hard negotiations, the commissioned officers of the New York State Police, represented by the Civil Service Employees Assn., sign a new work contract with the State Administration. Standing, watching the signing, are, from left: Captain Ronald Kulikowski; James Northrup, deputy director of the State Office of Employee Relations; Paul Burch, CSEA collective negotiating specialist and Captain George Abare. Seated, signing the contract are, from left: Joel Hodes, assistant director of OER, Lieut. Richard C. Tansl, CSEA chapter president and chairman of the negotiating committee; Thomas McDonough, CSEA statewide executive vice-president, and Melvin H. Osterman, Jr., director of OER.

Sullivan Chapter Voting Underway

MONTICELLO — Ballots for the election of Sullivan County chapter officers, Civil Service Employees Assn., have been mailed and must be returned by June 14.

Candidates listed on the ballot are: president, Earl Bivins; vice-president, Dolly Kelly, George Delamarter and Arthur Jersey; secretary, Thomas Schmidt and Jennie Merritt; treasurer, Eileen Wender, George Schork and Harry Parsons, and executive delegate, Alan Greenfield.



What Are Prospects Of Woman On Dems' Statewide Ticket?

THE prospective Democratic primary for Lieutenant Governor may generate more intense excitement than any other this summer.

As the contest shapes up now, there may be four entries in the
(Continued on Page 6)

The Provisional Employee Crisis



A Two-Part Study Of What Happens When One Gets Fired; What The Struggle Is Like To Survive And How The City Is Handling And Mishandling The Personnel Cuts

By RHONA RICH
(First of Two Parts)

On the matter of provisionals in this city, public outcry has been loud and clear. At public hearings indignant speakers have claimed that the provisionals were Lindsay's way of giving out "political patronage." More recently vehement protesters have spoken out against the laying off of provisionals that was begun by the Beame administration last month.



Rhona Rich

Amidst the hue and cry, there are some very private stories that go unnoticed. These are the not terribly newsworthy stories

of just people trying to make a living in this city who have found out that a provisional appointment is not the way to go about it. In Mr. Beame's effort to save the city 2.9 million dollars, there are a total of 700 ex-provisionals as of this date who have learned this lesson the hard way. These fired employees, mere numbers on the budget's ledger, find themselves embroiled in the drama of city politics. But more than that they find themselves one of the

unemployed in a depressed job market.

Most of the cut provisionals find their way to the Emergency Job Referral Center that the Mayor set up to help the ex-provisionals find jobs in the private sector. As I am an ex-provisional I decided to pose as one of the unemployed and try out the services of this center.

I called them on a Friday afternoon and was given an appointment at the Division of Employment, a Human Resources Administration agency, for Monday morning. I was impressed by the prompt action.

On the telephone I was told to bring the farewell letter the agency had sent me as notification that my services had been terminated. At the center I handed over this admissions ticket and was given a card to fill out asking a perfunctory job and education history.

An interviewer looked over the card, asked me some questions about the work on my last job, and then looked over a list of jobs that their "job-developers" had developed. After some perceptive mulling over the list she said, "If you were a typist or a clerk, or if you were maybe an accountant or quantitative analyst, we would have jobs for you, but someone with your background . . ." I seemed to fall in that "middle" ground, having too much education and too little skills.

I suggested that I could work as an administrative assistant, since I could write and type. "Unfortunately," she responded matter of factly, "the only position we have like that requires five years of experience."

"Five years of experience!" my heart sank and I forgot for the moment that I had a job. If that was the kind of experience you needed out there in the job

market, I would certainly be in bad straits.

If my experience at the referral center was not very encouraging maybe those with more definable skills could tell a better story.

I spoke to two clerks who had also been to the referral center. Both had been sent out on job interviews with private companies but nothing came of it. One said she called the center every day for a time, but has now given up trying them.

One of the clerks expressed despondency about the job market. "I have been all over. There are no jobs. I'm broke now." Having spent his final check from his HRA job, he had no other source of income at the moment. Unlike those laid off from private industry, city workers are not covered by unemployment insurance and do not receive severance pay. He did say that the city owed him money for his unused annual leave, but he had to wait for that.

He was, however, on the eligible list for Clerk and was waiting for his certification. He felt there was something absurd about having had a job as a Clerk, losing it and, on being rehired, having to "start all over again."

The other clerk I spoke with had worked at the Board of Education. She said that her firing came as a "surprise." She had just moved into a new apartment with a higher rent and her family was counting on her salary to meet these new expenses. She felt her firing had been unfair, that she was doing a good job. She feels she was let go so that others who she claims were not doing their job, namely ex-addicts, could be kept on.

A typist who had worked pro-

BULLETIN

At presstime Friday The Leader learned that 1,800 more provisionals were to be laid off in the next two weeks. The cuts hit the Human Resources Administration the hardest where \$35 provisionals were laid off, more than had been cut to date throughout the city. The employees were getting the unofficial word from their superiors on Friday afternoon but can expect the official letter in the mail shortly (see picture below) informing them that June 21 will be their last day on the city payroll.

visionally in two agencies, the last being for 9 months with the Parks Dept., was confused about how one got to be a permanent employee. About the civil service system she said, "I'm in a fog about it. So many things are a mystery to me." But expressed a cheerfulness and eagerness, "I do work hard. I am very willing. I would pay union dues. My boss wanted me to join." And then she laughed at a bitter irony, "I just got my union card and even the union paper, but no job."

In the past she had taken typing tests, but they never led to permanent jobs. Recently the referral center had sent her to 49 Thomas St., the city's Application Bureau, but she found that Typist was not open, or as she saw it, "no typing test was being given."

However, they had also sent her to the federal government, where she took a typing test and she was optimistically waiting for the results.

The clerical personnel did not seem to be having as easy a time as my interviewer at the referral center intimated. Perhaps, the provisionals who were fired were faring better.

The first professional I spoke to soon straightened me out on this score. "The labor market is quiet. It's tough finding a job." And about the center, "If you're

(Continued on Page 12)

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221 CHURCH STREET, NEW YORK, N. Y. 10013

In Reply Refer To
551-
Telephone No.

Dear

It is with the deepest regret that I must inform you that your employment with the Human Resources Administration will be terminated at the close of business on May 10, 1974.

As you know, the fiscal outlook for the City of New York is extremely bleak. In order to help bridge an extraordinarily large budget gap, the Mayor has been forced to reduce the city payroll by releasing a number of provisional employees. It is for this reason, and this reason alone, that your employment is being terminated.

You may work up until May 10th. You will receive a cash payment for unused annual leave or compensatory-time-off credits you have accumulated as of that date. This final payment will be mailed to your home address.

On behalf of Administrator/Commissioner Dumpeon I wish to thank you for the services you have provided to the City. I am very sorry that your employment with the City had to end in this way. I wish you success in the future.

Sincerely,

Herb Rosenzweig
Director of Personnel

This is a letter sent to notify a provisional that his services are terminated. Over two thousand have already been mailed. Provisionals live with the apprehension of finding one waiting for them at their local post office.

C. S. E. & R. A.
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'Turnover is high because qualified, professional people become discouraged when they have to deal with so many cases. They find they can't meet the human need.'—Harold Fanning



CSEA's statewide probation committee in a Rochester hearing pounded away at the excessive caseload of probation officers. Shown above, from left, are committee members: Eulis Cathey, James Frisina, Peter Grieco and Harold Fanning, who represents the Monroe area.



Nels Carlson, committee staff coordinator, makes a point, and committee members listening, from left, are: James Brady, chairman, and Joseph Gilligan and James Mattel.



The probation session at the Flagship Hotel covered probation officers in Monroe, Orleans, Ontario, Steuben and Livingston Counties. Shown here in the audience, from left, are: Ralph Schell, Florence Moogan, Joseph Foreman and David Truscott, all from Steuben County.

Probation Load Under Fire In Rochester Area

(From Leader Correspondent)

ROCHESTER—Caseload sizes are beyond the capability of probation officers to handle, some 40 probation officers from five Rochester area counties agreed here May 20.

They told members of the CSEA's statewide probation committee that caseloads range from 50 to 95 persons in Monroe, Orleans, Ontario, Steuben and Livingston counties.

The hearing at the Flagship Hotel was one of a series, with previous hearings held in Syracuse and on Long Island and another scheduled for next month in Buffalo.

To Meet Director

Harold Fanning, who represents Monroe County on the committee, said committee members will meet in July or August with State Probation Director Walter Dunbar to explore ways of improving working conditions of probation officers.

The probation committee, which recommends a maximum caseload of 40 for probation officers, has found that conditions are similar in every county it has investigated so far.

"They're particularly bad in

Monroe County," Mr. Fanning said.

Turnover High

In Onondaga County, the committee found that one probation officer resigns every 24 days.



Martin Koenig, a senior probation officer in Family Court, is president of the Monroe County chapter, CSEA, and gives his views.

"The turnover is high because qualified, professional people become discouraged when they have to deal with so many cases. They find they can't meet the human need," he said.

Mr. Fanning also charged that the state has been a silent partner with the counties in helping to perpetuate high caseloads.

"The state sets specific standards and provides 50 percent reimbursement for county probation departments," he said.

Clinton Slate Takes Office

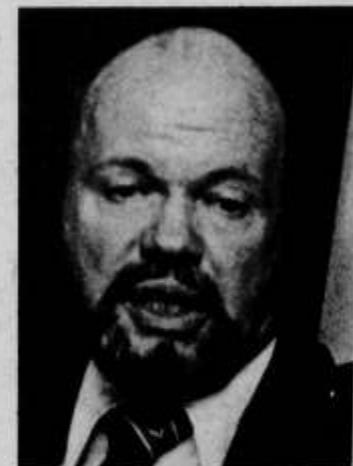
PLATTSBURGH — The Clinton County chapter, Civil Service Employees Assn., installed officers recently at Teamsters Hall, with Joseph E. McDermott, Albany Region president, officiating.

The slate includes: president, Francis Bessette; first vice-president, Gordon Duprey; second vice-president, Margaret North; third vice-president, Charles Scott; secretary, Sue Healy; treasurer, Phyllis Duval, and directors, John Venne, Blanch Busey and Jan Kelso.

Besides Mr. McDermott, guest speakers included Boyd Campbell, Region second vice-president, and John Corcoran, regional field supervisor.

Awards were given to members of the constitution and by-laws committee. Other awards went to Mr. McDermott, Mr. Corcoran and Mr. Vallee, Region third vice-president, and Jean C. Gray, Region first vice-president. Ms. Gray was unable to attend, but her award was accepted by Region secretary Nonie Kepner Johnson.

Among guests from north country chapters were Margaret Douglas and Betty Lennon.



John J. McCarthy, probation officer for Monroe County, makes a point.

"But the state doesn't appear to be enforcing the standards. If a county isn't living up to the standards, the state could withdraw its funds."

Larger Share

He said it's also past the time when probation departments received a larger share of county budgets.

"The State Division of Probation has taken over three county probation departments and has updated probation officer salaries in those counties to \$14,000, which is equivalent to those of parole officers," Mr. Fanning said.

"It's only fair because in almost every respect probation and parole officers perform the same work."

Goshen Pledges Support To Units

GOSHEN — The Goshen Central School Unit, non-instructional employees, Civil Service Employees Assn., has announced its full support to other CSEA Orange County units in repelling the challenge by the SEIU.

President Harold R. White, Sr., of the unit stated: "We hope the people of Orange County units give this serious thought. The old adage to remember is, 'the grass is always greener on the other side of the fence.' But it is not so green after one gets there."

Floyd District Fight Pledged

MIDDLE ISLAND—An impasse has been declared by the Civil Service Employees Assn. unit at the William Floyd School District in Shirley, it was announced by Rudy Scalla, unit president, and Walter Weeks, president of Suffolk Educational chapter.

Irwin Scharfeld, CSEA field representative and spokesman for the unit, said prospects for a quick settlement looked slim. He said the district is noted for paying low salaries, and CSEA is committed to breaking this pattern and reaching an agreement that provides for a living wage.

"With today's rising cost of living, we cannot settle for average increases of the past two years. Our members are looking for a wage increase to keep their heads above water. The district fails to realize our needs at this critical time," Mr. Scharfeld said.

The State Public Employment Relations Board has appointed Francis O'Connell, an attorney from Garden City, as a mediator in the dispute.

Cortland SUNY Chapter Wins Two Grievances

SYRACUSE—The State University College at Cortland chapter of the Civil Service Employees Assn. has won two grievances against the college; one concerning a five-day work week for cleaners and groundsmen and the other concerning the restoration of accrued time for the day after Thanksgiving.

In the case of the cleaners and groundsmen, Patricia Crandall, president of the CSEA chapter, grieved that the college was violating contract articles which call for full-time employees who are working shifts to work five consecutive days plus two consecutive days off where-

ever practicable and consistent with program needs, and that the college had failed to file a written statement of variances within the time limit specifications of the contracts.

The college had been scheduling certain dormitory cleaners to work six consecutive days in a calendar week and four consecutive days in the following week.

The college had also scheduled groundsmen to work Monday to Wednesday, Thursday off, work Friday and Saturday, then Sunday off.

Caesar J. Naples, assistant vice chancellor for employee relations at State University, found that the pattern of five days working with two days off as called for in the contracts was consistent with program needs and sustained CSEA's grievance. He directed the college to make the necessary changes.

He also ruled that the college's statement of variances was not timely.

The second grievance concerned the matter of the college closing down its facilities on the day after Thanksgiving last year but insisting that employees use accrued time for the day off.

10% Pay Boost Set In Cornwall

CORNWALL—The nonteaching employees of the Cornwall Central School District in Orange County will receive a 10.3 percent across-the-board wage increase, plus increments, according to Arthur DeVoe, president of the local school unit, Civil Service Employees Assn., who described the new contract.

The pact provides final and binding arbitration in the grievance procedure, two weeks of vacation after six months or 13 pay periods, and three weeks vacation after five years service. The night custodial force receives a 10 percent bonus.

Seeks Passage Of Bills Allowing Life Insurance Sales By Banks

BY LUCIO F. RUSSO
State Assemblyman



LUCIO F. RUSSO

At the present time savings banks in this state are permitted to issue life insurance policies to the extent of \$30,000, and savings and loan associations are not permitted to engage in the field of life insurance. At this session of the Legislature the Assembly Committee on Banks, of which I am Chairman, considered two measures:

1) To permit the entry of savings and loan associations into the field of life insurance to the extent of \$30,000.

2) To remove the limitation on the issuance of life insurance by savings banks.

The first bill makes sense because savings and loan associations—like the savings banks—are mutual institutions and should have the authority to participate in thrift areas. Studies have shown that savings bank life insurance is the lowest cost life insurance offered to the community.

I would like to discuss to some extent the measure which removes the limitation as far as savings banks are concerned. Various consumer groups have repeatedly sought legislative authority to increase or eliminate the maximum amounts of savings bank life insurance that can be issued by savings banks. This would not only permit savings banks more adequately to meet the needs of those for whose benefit savings bank life insurance was primarily intended but would also tend to reduce further the present low-cost of savings bank life insurance. The average size of policies is an im-

portant factor in maintaining such low net cost, since the higher the average policy, in general, the lower the net cost will be.

There is pending at the present time a suit in the United States District Court against the Superintendent of Banks in this State brought by individual consumers to compel the Superintendent to desist from enforcing the maximum amount limitations on savings bank life insurance and to obtain a ruling by the court that such maximum amount is unconstitutional. The outcome of this suit is, of course, a matter for decision by the courts, but its mere existence reveals the public interest in eliminating the present maximum.

While a limitation might have been valid in the early days of

savings bank life insurance in force, I see no reason to continue this restriction today when savings banks have been in force for 35 years and have over \$4 billion of life insurance in force. Except for the fact that savings banks have a different way of selling life insurance—over-the-counter at the bank—without the use of commissioned agents, savings bank life insurance is subject to the same rules and regulations, with minor exceptions due to the difference in their method of selling. Personnel in the banks who sell savings bank life insurance take the same state examination as life insurance agents in order to qualify to sell to the people of New York. Since they are subject to the same rules and regulations and since there is no question about their financial standing, I do not believe there is any logical reason why they still should be restricted in the face amount of life insurance that they may sell to an individual.

The removal of limits is in the best interest of the people of New York State. Savings bank life insurance has proved over the years to be able to provide quality life insurance protection at low cost. The New York Times and Daily News have pointed up the differences in the cost of savings bank life insurance for term insurance compared to some other representative life insurance in this state. Other types of policies show equally low cost when compared to other similar policies offered in this state. Why should the people of New York be required by statute to buy their needed protection over \$30,000 at a higher cost?

Below are two charts which illustrate my point.

PREMIUMS AND NET COST FOR \$25,000 FIVE-YEAR RENEWABLE-CONVERTIBLE TERM POLICY
Sold by the largest N.Y., N.J. companies issuing such policies
(Listed according to the average of the cost indexes)

Company Participating Policies — Dividends	Male Age 35			\$1,000 20 Yr
	Annual Initial	Premium 20 Yr	Cost per 10 Yr	
1. New York Savings Bank Life Insurance Fund*	\$ 95	\$279	\$3.58	\$4.58
2. Teachers Insurance & Annuity Association of America**	143	364	3.83	5.13
3. The Prudential Insurance Company of America	146	408	5.00	6.71
4. Home Life Insurance Company	132	357	4.61	6.30
5. Mutual Benefit Life Insurance Company	136	346	4.69	6.49
6. New York Life Insurance Company	142	376	4.76	6.51
7. Mutual Life Insurance Company of New York	151	413	5.10	7.00
8. The Equitable Life Assurance Society of the United States	136	356	5.11	7.16
9. The Guardian Life Insurance Company of America	134	355	5.31	7.19
10. Metropolitan Life Insurance Company of America	172	445	6.18	7.75
Non-Participating Policies — No Dividends				
The United States Life Insurance Co. in the City of N.Y.	132	347	6.01	8.22

*Offered to persons who live or work in New York and their immediate families.
**Offered to teachers, research workers, employees of museums, foundations, libraries.

The following are the figures for a \$10,000 straight life policy for a 35-year old male:

Company (Participating policies — dividends)	Aver. Annual Premium
N.Y. Savings Bank Life Insurance	\$181
N.Y. Life Ins. Co.	233
Home Life Ins. Co.	228
Mutual Benefit Life Ins. Co.	230
Guardian Life Ins. Co. of America	210
Prudential Life Ins. Co. of America	244
Mutual Life Ins. Co. of N.Y.	234
U.S. Life Ins. Co. in N.Y.	250
Equitable Life Assur. Soc. of U.S.	230
Metropolitan Life Ins. Co.	243
John Hancock Mutual Life Ins. Co.	242

It is clear, therefore, that it is to the best interest of all consumers that the savings banks be allowed to issue unlimited amounts of life insurance. The rate of inflation has increased, and the life insurance index has gone up over 40 percent since 1967. If \$30,000 was adequate for some people in 1967, it certainly is not adequate today, and since savings bank life insurance is low-cost life insurance, I believe that the people of New York deserve the right to buy whatever amount of protection they need.

SLA Agents Sue On Pay

MANHATTAN—An Article 78 proceeding has been instituted against the State Civil Service Commission on behalf of the State Liquor Authority investigators under the auspices of the Civil Service Employees Assn.

The SLA investigators were turned down in their salary grade reallocation appeal by a 3-1 decision of the three-member Commission in January. Commission member Charles Stockmeister supported the investigators' upgrading.

CSEA SLA delegate Anthony M. Papa said, "It's disgraceful when deserving state employees must pursue litigation to obtain proper salary grading after proving the merits of their case."

Mr. Papa elaborated that the SLA agents' job description deliberately omits the full nature of their major functions, and the highest degree of peril often confronts these agents, who are not peace officers and are unarmed.

The Albany law firm of DeGraff, Foy, Conway and Holt-Harris has been retained to pursue the litigation.

Summer Working Hrs

MANHATTAN—Summer working hours for city employees will begin on June 17, and will be from 9 a.m. to 4 p.m., according to the City Department of Personnel. Hospital employees, who now work a 40-hour week, will also have their hours reduced. They will work a 37½-hour week effective July 1.

Radio Mechanics Exam

MANHATTAN—A total of 88 radio repair mechanic candidates were called to the comprehensive oral part of exam 3087 on various dates, from June 6-27, by the city Department of Personnel.

PERB Sets Mediators

ALBANY—The State Public Employment Relations Board has announced the appointment of mediators to various school district and village contract disputes involving the Civil Service Employees Assn.

Mark H. Beecher, of PERB's Buffalo office, was named to the dispute between the Village of Friendship (Allegany County) and CSEA. Appointed to the dispute between CSEA and Syosset Central Schools in Nassau County is Thomas Liese, of East Meadow.

Named as mediator to the dispute between Freeport Public Schools (Nassau County) and the Nassau chapter of CSEA (custodial) was Jack Bisco, of New York City. Stanley Aiges was appointed to the dispute between the Hicksville UPSSD No. 17 and CSEA.

Dr. D. Kline Hable, of Syracuse, was named by PERB to be mediator to the dispute between the North Syracuse School unit of CSEA (custodial) and the North Syracuse School District. Named to the dispute between the Massena Central School (St. Lawrence County) and CSEA was Garner Walsh, of Potsdam.

Many Foremen Called

MANHATTAN—A total of 371 foreman (structures) candidates were called to the comprehensive written part of their exam on June 15. There were 85 (structures-group A) candidates called to exam 3547; 111 (structures-group B) candidates called to exam 3548; 108 (structures-group C) candidates called to exam 3549; and 67 (structures-group F) candidates called to exam 3550, by the City Department of Personnel.

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FIRE FLIES

by Paul Thayer

This is written at 4 a.m. Friday, June 7th.

On my way to the office last night I listened to E.R.S. Box 2739 announcing a fire in an abandoned building at 862 Jennings St. in the Bronx. Three minutes later it was a "10-75." Five minutes later it went to "all hands" and almost immediately it was a dispatcher's fourth alarm. It was a six-story 75x75, fully involved from cellar to roof. When the thing is looked into, it will probably be determined that many fires served to weaken the structure before the big one.

If only that information could be known in advance. How many previous fires? How unstable could the building possibly be? No way of knowing now unless somebody speaks up. Nobody does. After a while, the ladder pipes and the stangs are shut down and hand lines move in to an empty building.

Suddenly the top floor pancakes into the next and then down to the next and the next and the next until a pile of rubble remains. Rescue Companies 1, 3 and 4 arrive to dig out four buried firefighters who can be seen. A total of 27 firefighters, both blueshirts and white hats, are injured. Most go to Jacoby Hospital until by 11 p.m. The hospital notifies the dispatcher not to send any more because they are full. The rest go to

Bronx Fulton. Captain Colandara of 19 Truck has a fractured spine. A total of five firefighters are in bad enough shape to be admitted.

Looking at the mess, one wonders how anybody got out alive. I suddenly remember a column I did some weeks ago about my belief that the "Big Chief" must really love the firefighter because, how else could he survive this sort of thing?

Walking away from the scene many thoughts go through my mind. My co-workers will ask me why men have to go into such buildings? I will have to say I really don't know. Others who know of my devotion to the firefighters will ask if there isn't really another way? I will tell them that I know of a man in high places who covers himself and his judgement by declaring an outside attack because of the "suspected instability of the building." It works every time and nobody gets hurt.

Looking at the mess one wonders what hand lines can accomplish that ladder pipes, stangs, satellite and super pumbers cannot accomplish. It is not criticism which makes one wonder — it's just that people ask me these questions and I have to admit I simply don't know. I wish I did. I'll bet the Captain of 19 Truck wonders too.

The question which sticks in my mind is a simple one. Is any

abandoned building worth a drop of a firefighter's blood? I know the answer to that one but when people ask "Why?" What does one say?

In a piece last week about 40 Truck, I mentioned the rescue made by Fireman Charles Tolvny. A typographical error said he was from Ladder 2. He's from Ladder 40 and proud of it.

The piece mentioning the difficulties of rear mount tillerless trucks getting through Harlem streets hit the stands on Tuesday. By coincidence, the next day Ladder 28 was notified that instead of a rear mount to replace their present rear mount truck, they would receive one of the new tractor-trailer tiller ladder trucks now on hand.

It had been "in the works" for quite some time and I don't really think last week's piece had anything to do with it but it was nice to know that "downtown" agrees there are problems which can be solved by returning to the tiller type truck. Now how about one of those new babies to Ladder 30 too? Their problem is just as bad as 28 Truck's.

On July 4th the Mayhopac Knights of Columbus and the N.Y. Road Runner's Club will sponsor their second Annual 8.5 mile road race. It will start at Mayhopac High School where the runners will change and shower. There will be a free post race luncheon. The Emerald Society of the New York Fire Department has donated a trophy to be awarded to the first firefighter to finish the race. Information about the race may be had from: Lt. Dan Caffery of

Ladder 40, Gr. 7, Fireman Bob Hansen, 5th Division, Gr. 21 or Lt. Jim McGowan, 20th Battalion covering, Group 12.

Hey Chief John O'Reagan! Are you listening?

In one twenty-four hour period not long ago, Bronx Telegraph received 359 alarms of fire of which 200 were false alarms! The way they handled the traffic on the collapse mentioned above was nothing short of tremendous. Congratulations!

Dispatchers John Walkuski and Stephen L. Klein have been promoted to Supervising Dispatcher. Good luck gentlemen and congratulations

Flag Day Ceremony

MANHATTAN—On Flag Day, June 14, the New York Fire Department, American Legion post 930, will conduct their annual flag Retirement Ceremony in cooperation with the Division of Training at Franklin D. Roosevelt Island.

Bridge Supervisor List

ALBANY—A Bridge Maintenance Supervisor eligible list, resulting from open competitive Exam 24025, was established on May 21, by the State Dept. of Civil Service. The list contains six names.

Hearing Officer Lists

ALBANY—Two hearing officer eligible lists, resulting from open competitive Exams 23965 & 23966, were established May 22, by the State Dept. of Civil Service. The lists contain 51 and 47 names.

YMCA Summer School

MANHATTAN—The West Side Branch of the YMCA, 5 West 63 St. will have 13 coed programs for adults this summer. The fees are from \$26 to \$98, and you can take up Belly Dance, Jazz Dance, Modern Dance, Indoor Gardening or Bridge. All classes begin during the ninth of June, and include free swimming, gym and shower privileges. For information call (787-4400 Ext. 1535).



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"Substance of Limited Partnership Certificate filed N. Y. County Clerk's Office, March 22, 1974. Purpose: to conduct grain brokerage business as brokers for buys and sellers thereof, Place of Business: Rm. 2403, 50 Broadway, N. Y. N. Y. General Partners: Alexander I. Bopp, 1238 Curtis Place, Baldwin, N. Y.; Wm. A. Quain, 3260 Maplewood Rd., Waysata, Minn. Limited Partner: Bette Quain, 3260 Maplewood Rd., Waysata, Minn., cash contribution of \$500 and 10% share of profits. Contribution of Limited Partner to be returned on happening of any of the following: (a) death or withdrawal of Limited Partner; (b) dissolution of the partnership. Limited Partner has no right to assign her interest in partnership. Remaining General Partners have right to continue business on death or adjudication of incompetency of a General Partner."

LEGAL NOTICE

File No. 2870, 1974. — CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: The Heirs at Law, Next of Kin and Distributees of SZE C. YANG, deceased, if living and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors and administrators, assignees, and successors in interest, whose names are unknown and cannot be ascertained after due diligence.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 16, 1974 at 10 A.M. why a certain writing dated September 24, 1966 which has been offered for probate by SAUL A. FINKEL residing at 333 East 69th Street, New York, New York should not be probated as the last Will and Testament, relating to real and personal property, of SZE C. YANG, Deceased, who was at the time of his death a resident of 35 Bedford Street, in the County of New York.
Dated, Attested and Sealed, May 21, 1974. (L.S.) HON. MILLARD L. MIDONICK, Surrogate, New York County. DAVID L. SHEEHAN, JR., Clerk. Name of Attorney, David R. Finkel, Tel. No. 371-0687; Address of Attorney, 350 Park Avenue, New York, N.Y. 10022.

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Your C.S.E.A. is happy to announce that *Medi-Screening Centers* has merged with the *Health Maintenance Center* located at 1370 Avenue of the Americas (corner of W. 56th St.) for our members and their families to use their facilities for their all important annual physical examination. Therefore, we now have two convenient locations for our members to use:

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C.S.E.A. members can make use of the special clinics that are located at the Health Maintenance Center: The Weight Reduction Clinic, Smoking Withdrawal Clinic, Physical fitness Clinic, and the High Blood Pressure Clinic. *There is no charge for C.S.E.A. members.*

You may also continue to use, for those that may find it more convenient, the *Medi-Screening Center's* facility which is located at 175 Jericho Turnpike, Syosset, New York.

This thorough examination, which is free to GHI subscribers, is available to all C.S.E.A. members and their families at a reduced rate.



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TUESDAY, JUNE 11, 1974



Half The Battle

THERE'S good reason to assume that the general public can be considered a friend of the public employee if the public is kept informed of the problems faced by the employees in their efforts to serve the public.

All too often, though, disputes between management and employees are carried on with management having greater access to the news media. After all, an elected official has more news-making influence than a union official.

Despite their prominence, Civil Service Employees Assn. president Theodore C. Wenzl and Uniformed Firefighters Assn. president Richard Vizzini are still less well known than Gov. Malcolm Wilson and Mayor Abraham Beame.

Consequently, when disputes arise, it is rather like playing a ballgame in the opposition's ballpark with the fans all pulling for the other side.

Yet, it doesn't have to be that way, even though the union members and leaders do have to work a bit harder at getting their story across to the public.

One way to get attention is by picketing and, unfortunately, sometimes the threat of strikes.

When the union side of a story is gotten through to the public, it is surprising how often management will back away from a situation.

Two recent examples took place in Hicksville and in Yonkers, both in situations involving disputes in cafeteria service for the school children. In each case, the employees were represented by the Civil Service Employees Assn.

In Hicksville, the employees had to resort to picketing, while in Yonkers the threat of demonstrations was enough to make the Board of Education realize that the employees were serious in bringing their side of the story to public attention.

As a result of determined efforts by the employees and their CSEA leaders (Edward Perrott in Hicksville and Carolyn Cava in Yonkers), the Boards, in separate but similar situations, finally agreed to talk seriously about ways to settle the problems.

It's a shame that union leaders have to constantly put themselves out on a limb in order to attract public attention, but until the Taylor Law is changed to provide equal penalties for management for refusing to talk sense in a labor dispute, then public employees and their leaders have little choice.

Why should union leaders—and the controversial case of Firefighter's president Vizzini is the most prominent one in the news at this time—face the threat of imprisonment while management has no similar restrictions on them to show good faith in bargaining?

Questions and Answers



Q. I'm retired and my daughter who's a student gets social security checks. She'll be 22 next December but won't graduate from college until January. We've been told that her checks can continue until she graduates. Is this true?

A. Yes. Student benefits do not always end when the stu-

dent becomes 22. A full-time, undergraduate student who remains unmarried may continue to get checks after the month the student becomes 22. The student's checks stop at the end of the quarter or semester in which the student reaches 22 or 2 months after the student's 22nd birthday, whichever comes first.

Don't Repeat This!

(Continued from Page 1)

field, all fine public servants listed in alphabetical order: Mario Cuomo of Queens; Senator Mary Anne Krupsak of Canajohari; Assemblyman John LaFalce of Buffalo, and Assemblyman Antonio G. Olivieri of Manhattan. One or more of these may withdraw after the meeting later in the week of the Democratic State Committee, and there is some speculation that Assemblyman LaFalce may prefer to run for a Congressional seat in Erie County.

Only Woman

One of the factors that may create special interest in this race is that Senator Krupsak may be the only woman contestant for a spot on a statewide ticket. Just two years ago, Family Court Judge Nanette Dembitz, running against senior male judges, scored an upset victory in the Democratic primary to win a place on the Democratic ticket. What Judge Dembitz proved in that contest is that many women voters are prepared to cast a ballot for sex equality where the female candidate's qualifications measure up to those of her male opponents. If that is so, then Senator Krupsak's prospects should improve in proportion to the number of male candidates in the field.

The other element that should help stir excitement is the fact that each of the four prospective candidates are highly skilled and talented. All four are young, vigorous and lawyers.

Mario Cuomo is the least political of the group, but he has achieved an enviable reputation for his work with civic groups. He is best known for his patience and skill in defusing a potentially explosive racial confrontation in connection with the Forest Hills housing development in Queens.

Senator Krupsak had been a member of the Assembly from 1968 until 1972, when she was elected to the State Senate. She is known to be a vigorous and effective campaigner, demonstrating her drawing power by winning in what had normally been regarded as Republican territory. Senator Krupsak was in the City last week at a cocktail reception in her honor. The host was former Mayor Robert F. Wagner.

While politicians normally dislike public discussions of the ethnic origins of candidates, it should be noted that Senator Krupsak, who is of Polish extraction, may have an advantage in a race against three aspirants of Italian origin.

Assemblyman LaFalce has been active in various civic, veteran, and educational activities in Erie County. He had previously been a member of the Senate, but ran for the Assembly two years ago, when his old Senate district was dismembered by legislative reapportionment.

Assemblyman Olivieri is completing his second term as a member of the Assembly and is a member of the Joint Legislative Committee on Higher Education. During the past year, he has campaigned in every part of the State drumming up support for his candidacy.

Dems Meet This Week

Preliminary decision on Democratic nominations will be made by the State Committee at its meeting later in the week at
(Continued on Page 12)



Civil Service Law & You

By RICHARD GABA

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

Two Classes of Teachers

A collective bargaining agreement between the Nyack Board of Education and the Nyack Teachers' Association entered into Dec. 13, 1972, covering the period from July 1, 1972, to June 30, 1975, contained a grievance procedure which ended with binding arbitration.

The contract defined a grievance as "a claim by any teacher or group of teachers in the negotiating unit based upon any event or condition affecting their terms and conditions of employment, including, but not limited to, any claimed violation, misinterpretation, misapplication or inequitable application of law, of rules or regulations having the force of law, or of this agreement."

The agreement went on to provide: "The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of the agreement, nor can he add to, subtract from or modify any terms of the agreement."

THIS SPECIAL PROCEEDING, pursuant to Article 75 CPLR, was commenced by the Nyack Board of Education, which sought a judgment staying an arbitration commenced by the respondent Teachers' Association. The Association alleged the existence of a grievance between the parties pertaining to a certain written policy adopted by the petitioner Board of Education in September 1973 during the term of the collective bargaining agreement. The policy stated: "It is the policy of the Board of Education to accept no non-resident students," subject to certain exceptions prescribed therein.

The Association alleged that since 1929 there has existed in the school district a practice of permitting children of non-resident teachers employed in the district to attend the Nyack schools without payment of tuition. The Association contended that a unilateral change in this practice affected terms and conditions of employment of certain teachers and that petitioner violated the contract by unilaterally changing such practice without prior consultation with respondent. The Association argued that it was entitled to arbitrate the alleged contractual violation, which it set forth in its claimed grievance.

The petitioner, Board of Education, argued that the arbitration must be stayed because the demand for arbitration itself called for the commission of an act prohibited by law in accordance with the above-quoted portion of the collective bargaining agreement. The petitioner further argued that the grievance itself was not arbitrable under the agreement.

THE LAW PERTAINING to petitioner's second point is well established. In the absence of illegality or contravention of public policy, the courts have ruled that arbitration should not be denied "unless it may be said with positive assurance that the arbitration clause is not susceptible to an interpretation that covers the asserted dispute." The State of New York follows this rule in disputes concerning contracts of employment.

The court stated in its opinion that it was inclined toward the view that the policy of the Board of Education pertaining to the admissibility on non-admissibility of non-resident students is not a matter covered by a teachers' employment agreement. That, the court stated, was a matter for the arbitrator and not for the courts to decide in the absence of any illegality. Accordingly, the court refused to stay the arbitration on that ground.

A more difficult question to resolve, in the opinion of the court, was the respondent Teachers' Association's contention that the arbitration should be stayed because it called for the commission of an act prohibited by law. The court pointed out that an issue of illegality can be presented preliminarily to the court for consideration as distinguished from the arbitration of the dispute on the merits.

The Board of Education, in support of its position of illegality, cited two opinions of the New York State Comptroller supporting its contention that it would be illegal to charge tuition to non-resident children whose parents are not teachers, while admitting non-resident children of teachers without tuition. The court pointed out that these opinions were not binding on the court and are only as persuasive as their logic appeal to the court. In one of the
(Continued on Page 7)



OFFICIAL LINE-UP — Among those attending the recent workshop on drug and alcohol abuse staged by the Metropolitan Regional Conference at the Hotel Pierre in New York City are, from left: Angela O'Loughlin; Nicholas Abbatiello, CSEA Nassau chapter vice-president; Mayor Abraham Beame of New York City; Ralph G. Caso, Nassau County Executive, and Irving Flaumenbaum, president of Nassau chapter and the Long Island Region.

Low-Cost Group Life Open To Local Gov't

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not require a medical examination in most cases, is available during June to local government employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Dept., CSEA, 33 Elk St., Albany, N.Y. 12207, on or before June 30. The applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members who are under 50 years of age or who have not completed five years in state service, and who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

Applicants who have not attained age 50 but have been employed for 5 years or more in state or local government will be required to submit a satisfactory statement of physical condition as a condition to become insured.

Members who are over 50 years of age and who have completed more than 5 years of service must take a medical examination at the expense of the insurance company. Premiums are waived should a member become permanently disabled before attaining age 60, and double indemnity in the case of accidental death is guaranteed.

The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates. Members pay their insurance premiums through the automatic payroll deduction plan.

Civil Service Law & You

(Continued from Page 6)

decisions cited, the Comptroller decided that a school district may admit non-residents without tuition but could not discriminate among classes of non-residents.

THE COURT, in this case, held that it agreed with the State Comptroller. The court held in a prior case that a Village could properly vary parking fees in a Village Ordinance between residents and non-residents of the Village. It could not, however, set a different fee for different groups of non-residents. In the instant case, the Nyack School Board could not legally place the non-resident children of Nyack school teachers in a preferred or privileged status over other non-resident school children. "To do so," said the court, "would be to violate the 'school protection' clause of the State Constitution."

As a practical matter, the court pointed out, the policy argued for would give non-resident teachers with children attending the Nyack schools a fringe benefit which resident teachers would not receive, resulting in a greater benefit or emolument than that received by the non-resident teachers or resident teachers with no children. The court, therefore, granted the petitioner's application for a judgment staying the arbitration. Nyack Board of Education v. Nyack Teachers' Association, 352 NYS 2d 973 (Supreme Court, Rockland County).

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Irving Halpern, New York City chapter, asks a question of the insurance panel as chapter second vice-president Ben Lipkin observes. An estimated 300 people participated in the Tri-Region Workshop.



New York City chapter delegate Edwin Flitts addresses an inquiry to the floor as Creedmoor's Phyllis Aisner listens.



Among the panelists for the insurance seminar were, from left, Robert Muir, Group Health Insurance; Thomas McCracken, State Department of Civil Service; R. S. Muller, Metropolitan Life Insurance Co., and James Cuddy, Blue Cross/Blue Shield.

THREE REGIONS



Joel Douglas led a dynamic discussion on grievance procedures at Tuesday afternoon session. Professor Douglas is connected with the Cornell School of Industrial and Employee Relations.



Gus Galluzzo and Alice Aisdorf, both of SUNY at New Paltz chapter, exchange views during the Tuesday morning session at which retirement, pension and insurance programs were outlined.



Part of the overflow crowd that attended the insurance seminar in the Concord Hotel's Little Club is pictured here. While the seminar is a traditional feature of the New York City Workshop, it provided an opportunity for delegates from other chapters in the three regions to bring themselves up to date on retirement and pension details.



Edward Diamond, left, CSEA director of education and recruitment, listens as Giles Spoonhour discusses problems of social services. Mr. Spoonhour is a former unit president of Westchester chapter, but is now active in the New York City chapter.



New York City chapter treasurer Seymour Shapiro and third vice-president Arthur Lakrits were seated together at the Monday evening dinner meeting that was hosted by New York City chapter.



Region 2 second vice-president Vincent Rubano enjoys conversation with New York City chapter secretary Miriam Levy. Mr. Rubano was recently installed for his third term as State Insurance Fund chapter president.



LEFT: Three of the delegates from Department of Transportation District 8 chapter, Fough-keepsh, were, from left, William Hurlhe, Elaine Squeri and Peter Smith.



Mel Kaplan, of New York City chapter, seems perplexed by answer at one of the educational programs.



Dorothy Goets, Long Island Region secretary, receives congratulations on her reelection as Suffolk chapter treasurer from Region 1 second vice-president Nicholas Abbatiello, left, and Region third and fourth vice-presidents Ralph Natale and David Silberman.



Sullivan County chapter acting president Earl Bivins gets a run-down on the state of the challenge in his county from CSEA field representative Lee Frank, who has been coordinating CSEA efforts there.

HOLD JOINT WORKSHOP



One of the largest delegations attending the Tri-Region Workshop was this group from Willowbrook State School chapter, headed by Bonnie Smith, right. With Mr. Smith, who is also first vice-president of New York City Region 2, are, from left, Tyrone Daniels, Felton King, Benita Burgess, Pat Frasier, Myrtle Cunningham and Lonnie Bass.



Southern Region officers Patricia Comerford, treasurer, and John Clark, first vice-president, fill each other in on information they had picked up at various meetings.



CSEA treasurer Jack Gallagher, seated right, listens to explanation by CSEA comptroller Thomas Collins, center, and assistant supervisor of general accounts Joseph Salvino on ways which are being implemented to modernize Headquarters accounting systems.



LEFT: Two of the insurance seminar panelists, Marvin Freeman, Medi-Screening Centers, and Robert Sappe, Ter Bush and Powell, compare ideas.



Jack Carey, CSEA coordinator of state negotiations, addresses delegates on problems of handling grievances during educational program. With him is New York City chapter first vice-president Martha Owens, who acted as moderator.

50 Cafeteria Jobs Saved In Yonkers Schools

★ ★ ★ CSEA Cancels Demonstration

YONKERS—The Civil Service Employees Assn. has called off a demonstration planned against the Board of Education in the City of Yonkers, June 11-13, over the proposed abolition of 50 jobs in the Cafeteria Department.

Caroline Cava, president of the Yonkers Non-Teaching unit, CSEA, announced the cancellation of the demonstration when after a meeting on June 6, requested by officials of the Board of Education, a memorandum of agreement was initiated that in

large part met the major demands of the union.

Dr. Robert F. Alloto, superintendent of schools, initiated the meeting. The agreement provides for no layoffs and the retention of existing personnel. Any necessary cutbacks will be accomplished through attrition, and the use of floating food service helpers on a full-time basis as provided in the contract for school-lunch personnel. The "floaters" will be selected on a volunteer basis and then those with the least seniority

The agreement further allows school lunch personnel to apply for school aide positions where qualified, and to be transferred to these positions where vacancies now exist and as they become available in the future. The



Yonkers Non-Teaching unit of CSEA's Westchester chapter shows its support of proposed demonstration against Board of Education to protest cutback in cafeteria jobs. Agreement was reached next day, however, on plan to save jobs.

Board of Education will canvass all school-lunch personnel for interested applicants.

On May 31, representatives of the union had met with representatives of the Board of Education to protect the proposed abolition of the cafeteria jobs. Though told by Irving T. Bergman, counsel to the Board, that the Board of Education was "locked in" to reducing the number of cafeteria employees due to budgetary problems, union spokesmen insisted that there were alternative proposals and at that time presented their demands.

Ms. Cava, commenting on the agreement, said, "I am, of course, happy that through prompt and effective action by CSEA the jobs of our members have been saved and no one will be let go. The effective work of the CSEA staff members, Joseph O'Connor and Randolph Jacobs, is appreciated and justifies the confidence of our members in our union." Ms. Cava also expressed the hope that the spirit of conciliation and cooperativeness shown by Dr. Alloto in arriving at the agreement will continue through subsequent meetings with representatives of the Board of Education.

The next meeting of the Board with CSEA is scheduled for June 17, when proposals of the union, other than those covered in the agreement, will be discussed.

Bank Examiner List

ALBANY—A Bank Examiner eligible list, resulting from open competitive Exam 23963, was established May 10 by the State Dept. of Civil Service. The list contains 55 names.

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KEY ANSWERS

EXAM 3153

ASS'T ENGINEERING TECH Test Held May 25, 1974

Of the 429 candidates called to the exam, a total of 260 appeared. Candidates who wish to file protests against these proposed key answers have until the 25th day of June, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1, D; 2, B; 3, C; 4, B; 5, B; 6, C; 7, D; 8, A; 9, A; 10, B; 11, C; 12, B; 13, C; 14, C; 15, C; 16, B; 17, B; 18, A; 19, C; 20, B; 21, A; 22, D; 23, C; 24, D; 25, C; 26, B; 27, B; 28, B; 29, A; 30, A; 31, B; 32, A; 33, C; 34, D; 35, D; 36, B; 37, D; 38, A; 39, C; 40, B;
- 41, A; 42, A; 43, A; 44, C; 45, B; 46, D; 47, D; 48, C; 49, D; 50, D; 41, A; 52, B; 53, A; 54, B; 55, C; 56, A; 57, B; 58, A; 59, C; 60, C;
- 61, D; 62, A; 63, D; 64, A; 65, D; 66, D; 67, A; 68, B; 69, A; 70, D; 71, C; 72, B; 73, A; 74, A; 75, B; 76, A; 77, C; 78, D; 79, A; 80, C;
- 81, D; 82, C; 83, D; 84, B; 85, A; 86, C; 87, B; 88, C; 89, A; 90, C; 91, C; 92, D; 93, D; 94, A; 95, A; 96, C; 97, A; 98, B; 99, B; 100, D.

EXAM 3606

FROM CUSTODIAL FOREMAN EXAM 3664

CUSTODIAL FOREMAN Test Held May 25, 1974

Of the 123 candidates called for 3606, a total of 84 appeared; of the 141 candidates called for 3664, a total of 143 appeared. Candidates who wish to file protests against these proposed key answers have until the 25th day of June, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

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

- 21, C; 22, B; 23, D; 24, A;
25, A; 26, D; 27, D; 28, D; 29, A;
30, C; 31, A; 32, D; 33, A; 34, C;
35, A; 36, B; 37, A; 38, C; 39, C;
40, B and/or D;

- 41, A; 42, C; 43, D; 44, D;
45, D; 46, C; 47, A; 48, D; 49, C;
50, A; 51, D; 52, C; 53, A; 54, B;
55, D; 56, C; 57, C; 58, B; 59, B;
60, A and/or C;

- 61, B; 62, D; 63, A; 64, A;
65, A; 66, D; 67, C; 68, B; 69, A;
70, C; 71, B; 72, B; 73, A; 74, A;
75, A; 76, C; 77, D; 78, B; 79, B;
80, A.

EXAM 3551

EXAM 3148

PROM TO MAINTAINER'S HELPER-GRP B

Transit Authority
Test Held May 25, 1974

Of the 764 candidates who were called to this promotional exam 3551, 515 appeared. Of the 2,295 candidates who were called to exam 3148, 1,507 appeared. Candidates who wish to file protests against these proposed key answers have until June 26, 1974 to submit their protests, in writing, together with the evidence upon which such protests are based.

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

- 41, A; 42, C; 43, D; 44, C;
45, D; 46, D; 47, A; 48, A; 49, C;
50, C; 51, C; 52, B; 53, D; 54, A;
55, D; 56, C; 57, C; 58, A; 59, C;
60, B;

- 61, C; 62, B; 63, D; 64, A;
65, C; 66, B; 67, A; 68, D; 69, D;

70, C; 71, C; 72, C; 73, B; 74, D;
75, A; 76, B; 77, A; 78, A; 79, D;
80, C.

Final Key Answers

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

Program Research Analyst, exam 3084 — test held Jan. 12 (Sabbath Observer test held Jan. 11). Changes: no 5 (S.O. 53), C to B and/or C; no 9 (S.O. 12), C to B and/or C; no 24 (S.O. 7), C to C and/or D; no 62 (S.O. 63), C to C and/or D.

Pressure Check

WEST HAVERSTRAW—Two hundred and thirty employees of the Helen Hayes Hospital had their blood pressure taken in a massive screening program at the hospital. The screening is part of a nationwide emphasis to discover cases of hypertension and to encourage those with it to seek medical advice.

City U.S. Bond Drive

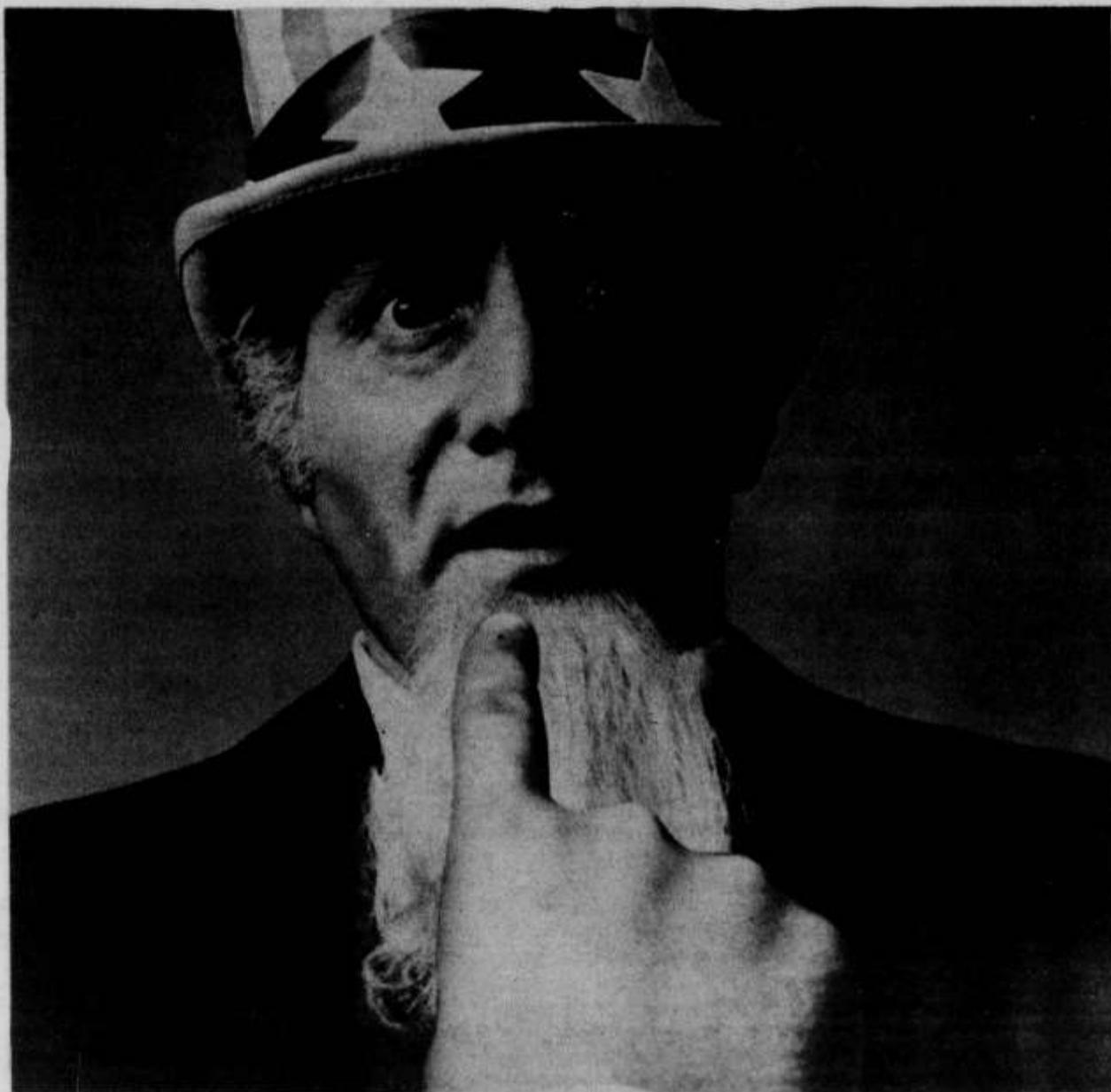
City Personnel Director Harry I. Bronstein, who is serving as Chairman of the City's "Take Stock in America '74" U.S. Savings Bonds Drive among municipal employees announces that the campaign will run from June 10-21. All departments of the City have been organized to assure a personal contact with each employee either to join the Payroll Savings Plan or to increase their present allotments. Savings as little as \$1.25 each pay day will be accepted.

Asst Supervisor Exam

MANHATTAN—A total of 81 assistant supervisor (signals) candidates were called to the comprehensive written part of exam 3569 on June 14, by the City Department of Personnel.

Sr Tel Operator Exam

MANHATTAN—A total of 150 senior telephone operator candidates were called to the comprehensive written part of exam 4527 on June 15, by the City Department of Personnel.



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The Provisional Employee Crisis.

(Continued from Page 2)
 a clerk or typist there are jobs. If you're a professional, it's a waste of time. The people there try to be very helpful, but it doesn't matter much. They hand you a list of jobs. It's just a formality."
 This ex-provisional who had

the quantitative skills I lacked, had worked for EPA for several years. He voiced grave dissatisfaction with the way he had been terminated. "In private industry they're more ethical, they give you two week's notice. Here they give you a week. Time goes fast. I had to write another re-

sume quick. I was quite confused." When he took the job with the city he said he had given his previous employer a month's notice.

His lay-off has hit him hard. "Believe me, it was quite a shock when I was let go. My wife is seven months pregnant. I'm even dropped from my hospitalization. I have big expenses coming up. And there's no severance pay, no unemployment."

"I happen to have 16 weeks of compensation time coming to me. I was on top-priority projects and worked overtime." This problem, getting the city to pay him for his overtime, he finds particularly irksome. "I earned that money. At personnel they say I have to wait four, five maybe six months. But the man at personnel is still working. My landlord and my grocer are not going to wait for six months while the city gets around to paying me."

He summed up his situation, "The bills are piling up. I'm going to have to go into hock."

Another professional who had engineering expertise was angry about the lack of "fair play" in these firings. He had taken a civil service exam in his title and had scored very high. But the list was frozen by court proceedings. "Meanwhile the fellows who failed that test are still there and I'm out. The favorites were picked to stay."

He said he didn't know why he had been selected to go. He felt there was "no logic operating." What angered him the most was that he had no recourse, he could take no action against his being terminated from service.

This professional said he was considering going to the referral center but would exhaust his own job leads first. He felt that the center was "a lot of noise, a lot of motions, but no pos-

sitive action; the city does that."

The last professional I spoke with was a scientist with highly specialized degrees. Like the typist I had talked to, he just never paid much attention to what it meant to be a provisional. His replies to my questions usually centered on his work, not his personal stake in his job. He seemed deeply involved in his study of the city's environment, seeing that it was kept liveable.

In his absorption with his work, like a typical absent-minded professor, he had just never paid much attention to the civil service system. He said, "I was never much interested in these things. It was secondary to the work. It turned out not to be so secondary."

Speaking of his job experience with the city he said, "I've been very disappointed. I like results. I'm sick of red tape." He said that a worker he had trained was still at the agency but what he was doing, he couldn't be sure. His own line had been completely eliminated by the budget. He did know that an expensive microscope specially ordered for his work was sitting in a corner.

But, he said, such waste and mismanagement was not unusual. He spoke of projects now being built by the city running into billions of dollars that were already outdated. He felt millions were being wasted in this way.

He had visited the referral center but he felt it was useless

for a person with his specialized knowledge and skills. He had taken some civil service tests recently but the jobs were so low paying and he was so over-qualified for them, that even applying for them verged on the ludicrous.

In my last conversation with him he was considering a job offer working for an industrial plant in the south. He would probably take the job despite his wife's desire to stay here where one of their sons was benefitting from a special educational program.

As he described his work to me, it sounded vital to the
 (Continued on Page 13)

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The Provisional Employee Crisis

(Continued from Page 12)
 health and well-being of every New Yorker. As he said, "This is a service they owe to the citizens." I personally hate to think that he is not out here testing my environment, seeing

that it is still hospitable for more than the cockroaches. Why have these provisionals lost out? For some it was just simply that they didn't know the "ropes." Maybe some just didn't feel their jobs were threatened. They were the poor-

ly informed. Or if they did "know" we can point a finger at their absentmindedness or negligence. But for those who "knew" and who took the pains to apply and take exams for permanent jobs, what about them? Bad timing, maybe, or

just bad luck. I fear that these provisionals may not be the only "losers." I fear that some very qualified

people will be lost to private industry and then it will be the citizens of this city who will end up the losers. I also fear that some of these people who are being cut got their first chance to work for a living and are now going to fall back on to the welfare rolls. And here, too, the city ends up the loser. A balanced budget doesn't do much to still my fears.

Federal News

Post Office Workers' Woes

WASHINGTON—Postal workers will be getting IOUs instead of paychecks within the next few weeks unless a Senate-House conference moves quickly on a supplemental appropriation of \$236 million requested by the US Postal Service. That money represents revenue lost when the USPS was forced to delay a January stamp rate hike for 8 weeks. The House has voted to give the USPS \$230 million, which would enable it to meet the payroll. The Senate, however, only okayed \$200 million, which won't be enough. A decision, hopefully soon, will halt a catastrophe.

Patrolman Oral Test

MANHATTAN—A total of 90 Patrolman-Policewoman candidates were called to the qualifying Spanish oral part of exam 3014, on June 12, at the city Department of Personnel, 40 Worth St., Room M-8; and a total of 248 were called on June 15, to 40 Worth Street, Room 218.

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Sanitation Man Exam

MANHATTAN—A total of 425 sanitation man candidates were called for the physical part of exam 3090 on June 11; 475 were called on June 12; 475 were called on June 13; 475 were called on June 14, and 475 were called on June 15, all at the Brooklyn Navy Yard.

School Custod. Exam

MANHATTAN—A total of 87 school custodian engineer candidates were called for the qualifying physical part of exam 2231 on June 11, at 10 a.m., by the city Department of Personnel.

(Continued Next Week)

Patrolman/Woman Called

MANHATTAN—A total of 425 Patrolman-Policewoman candidates were called for the qualifying physical part of exam 3014 on June 11, at the Brooklyn Navy Yard; 425 were also called on June 13, and 425 were called on June 14.

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AFFIRMATIVE ACTION COMMITTEE — Following the directions of the Civil Service Employees Association Board of Directors, the CSEA affirmative action committee holds its first meeting to look into the affirmative action movement of the U S Civil Service

Commission and determine CSEA's role in a similar state program. Left to right are: Gerald Purcell, Patrick G. Rogers, CSEA director of field services; Jack Weisz; Jimmy Gamble; William L. Blom, CSEA director of research; Jean Gray, committee chairman; Naomi

Strunsky, Civil Service Commission and guest speaker; Dr. Edward Diamond, CSEA director of education; Ernst Strobel; James Welch; Canute C. Bernard; Timothy McInerney, and Robert Lattimer, committee vice-chairman.

Mental Hy W'shop Agenda Announced

LAKE PLACID—The annual Mental Hygiene Workshop of the Civil Service Employees Assn. is set for June 21-23 at the Whiteface Inn here, and the schedule of events is now complete.

Room reservations at the Whiteface Inn must be received by June 18. The charge is \$28 per person per day, which in-

cludes meals, gratuities and tax. The schedule follows.

Friday, June 21

3-6 p.m.—Registration.
6:30-7:30 p.m.—Dinner.
7:30 p.m.—Convocation of delegates.

7:30-8:30 p.m. — Membership information and film, Joseph D. Lockner, CSEA executive director, and Edward C. Diamond, CSEA director of education, in charge.

8:30-10 p.m.—General business session.

10 p.m.—Social hour.

Saturday, June 22

8-9 a.m.—Breakfast.
9-10:30 a.m.—Convocation of delegates. Presentation, "Arbitration," by Jim Gross, NYSS-ILR, Cornell University.

11 a.m.-12:30 p.m.—Presentation, "Arbitration Procedures," by Ron Donovan, NYSSILR, Cornell University.

12:30-2 p.m.—Lunch.
2-4 p.m.—Small group discussion on presentations.

4-5 p.m.—Convocation of delegates. Workshop wrap-up.
6-7 p.m.—Cocktail party.

7 p.m. on—Banquet, followed by entertainment.

Sunday, June 23

8-9 a.m.—Breakfast. Departure for home.

Wenzl

(Continued from Page 1)

Albany suburb of Delmar following his discharge from the Geneva Hospital. He has continually expressed his desire to get back at the helm of the statewide CSEA organization as quickly as possible, and it is estimated Dr. Wenzl may be able to resume his active duties as president at CSEA Headquarters in Albany within a month following his discharge from the hospital.

Thomas H. McDonough, CSEA executive vice-president, has assumed the responsibilities of acting president of CSEA since Dr. Wenzl's accident and will continue in that capacity pending his return to active duties at headquarters.

Dr. Wenzl was enroute to participate in a training seminar for shop stewards in Olean when the mishap occurred on May 1. He reportedly suffered a fractured pelvis, fractured right ankle, broken nose and internal injuries when his car struck a bridge abutment.

BUY U.S. BONDS

Thruway Talks Resume After Week Break

(Continued from Page 1)

"tion" cards signed by at least 30 percent of the work force in the larger bargaining unit calling for a new election to choose a bargaining agent. At the same time, PERB told CSEA and the Thruway that all negotiations were automatically cancelled while the election was pending.

Both the Thruway and CSEA were in flat disagreement with the "timeliness" of the SEIU petition to challenge CSEA's bargaining rights. Both claimed that the proper challenge period had expired a year earlier.

The timeliness factor became academic a few days later when PERB added up SEIU's package

of designation cards and found they did not total the required 30 percent of the bargaining unit. SEIU had to withdraw the petition, leaving the CSEA-Thruway negotiations free to resume.

CSEA officials have labelled the bungled SEIU challenge as "typical of this inept private-sector union's frantic attempts to break into what they seem to find the alien climate of public

employment and civil service rules."

CSEA also congratulated its Thruway members on their refusal to support the SEIU challenge. "If this challenge had stuck and forced an election, negotiations could have been delayed indefinitely," one spokesman said. "This could only result in drastic losses in benefits for the employees."

The spokesman also emphasized the need for continued strong support by CSEA members as long as the negotiations continue. "There's no better way to impress the Thruway management than with a show of complete solidarity. If anybody else shows up looking for employees' signatures on cards, just tell them to get lost," the spokesman concluded.

Capital Retirees Outing June 17

ALBANY—Capital District Retirees chapter, Civil Service Employees Assn., will conduct an outing to Lake George June 17.

Members and friends will go to the Georgian Vacation Resort by special bus and car for swimming, sunning and lunch. Buses will leave at 9 a.m. from D and H buildings, Albany Plaza, and the charge is \$10 for members and \$13 for non-members. Reservations chairman is Mary Conley, telephone (518) 436-9947.

A meeting of the chapter is scheduled for June 12 at 1 p.m. at CSEA headquarters, 33 Elk St.

Rensselaer

(Continued from Page 1)

Gingeresky and Tom Hendry Jr.; secretary, Ruth Owens, and treasurer, Herman Wald. For board of directors, candidates include Marion Haskins, Carl Vielkind, Margaret Barnes, Douglas Kurick, Susie Paffenback, Sue Ernst, Toni Berry, Joe Jackson and Genevieve Ryan.

BUY U.S. BONDS

Ⓞ 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.

JUNE

- 12—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St.
- 12—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Ithaca.
- 13—Buffalo State Hospital chapter meeting: 6 p.m., Nucheren's Restaurant, 1083 Tonawanda St., Buffalo.
- 13—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
- 13—Metropolitan Division of Employment chapter installation dinner: 6 p.m., Longchamp's Restaurant, Broadway and Murray St., Manhattan.
- 14—Adirondack Council dinner meeting: 8 p.m., Surrey Lounge, Plattsburgh.
- 14—Audit and Control picnic: 1 p.m., Kaydeross Park, Saratoga Lake.
- 15—Rockland County chapter workshop: from 9 a.m., Town of Clarkstown, Town Hall, 10 Maple Ave., New City.
- 15—SUNY at Albany chapter annual outing: 1-9 p.m., Picard's Grove, New Salem.
- 17—Capital District Retirees outing to Georgian Vacation Resort, Lake George: 9 a.m. buses, Albany Plaza.
- 18—Oneida County chapter party night: Vernon Downs.
- 18—Syracuse Area Retirees chapter meeting: 2 p.m., community room, Dey Brothers, Shoppingtown, Dewitt.
- 18—CSEA Board of Directors meeting: Headquarters, 33 Elk St., Albany.
- 19—Rochester Area Retirees chapter meeting: 1:30 p.m., Health, Education and Welfare Bldg., first floor auditorium, Westfall Rd. and Mt. Hope Ave., Rochester.
- 20—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.

Willard Elections To Be This Week

WILLARD—Willard State Hospital elections for officers of the Civil Service Employees Assn. chapter here will take place June 12 from 7 a.m. to 6 p.m. at Hadley Hall.

Incumbent president Dorothy Moses will be opposed by Robert Lee. Their contest tops a list of 11 other offices, each of which is being sought by two or more candidates.

Other nominees are: for first vice-president, Francis Joe McDonald (incumbent) and Kenneth Rorick; second vice-president, Sara Woledge (incumbent) and Israel Puro; third vice-president, Hugh McDonald and Harry Depuy; treasurer, Harriet Casey (incumbent) and Marjorie Scoles; secretary, Doris Pratz (incumbent) and Sandra Haenes; delegates, two to be elected from Beverly McDonald (incumbent), Alice Hilkert (incumbent), Gary Dougherty, Helen Forsman, Elizabeth Smith and Pauline Trout.

Seeking election to the chapter board of directors are: administrative unit, Sandy Gustafson and Patricia Sweet; institutional unit, Jane Ike and Jean Williamson; operational unit, Arthur Champion, Michael Ragan and William Preston; PS&T unit, Ronald Garrison, William Harris and Phillip Hull.

Erie Work Hours

(Continued from Page 1)

in court and before PERB, according to Attorney Ronald Jaros, who represented CSEA.

The agreement also provides that only employees involved in the disputed change are covered by the current agreement and future changes will be made only after an agreement has been reached between the union and the employer. Employees exercising their option further agree to remain on the shift first chosen.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.

ALBANY BRANCH OFFICE
FOR INFORMATION regarding advertisement. Please write or call:
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ALBANY 8, N.Y. Phone IV 2-5474
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Latest State And County Eligible Lists

EXAM 35202
PRIN CLK PURCHASE
Test Held Sept. 15, 1973
(Continued from Previous Edition)

177 Crolick Carolyn Jamesville	76.6
179 Brown Ralph W Albany	76.6
180 Marbo Beatrice Bellerose	76.6
181 Forte Nicholas Mechanicvil	76.6
182 Probst Dorothy Delanson	76.6
183 Castaldo C Lindenhurst	76.5
184 Aceste Maria Brooklyn	76.5
185 Howe M S Cohoes	76.5
186 Dwire Carolyn E Bay Shore	76.5
187 Donovan Austin Auburn	76.4
188 Jarosz Ann H Waterford	76.4
189 Shafer Mary R Delmar	76.4
190 Waterson Sheila Albany	76.4
191 Magnano Vincent Cohoes	76.3
192 Lemon Thelma P Delmar	76.3
193 Przystup Thomas Slingerlands	76.3
194 Ellis Evelyn C NYC	76.3
195 Debarthe Joseph Albany	76.2
196 Williams Robert NYC	76.2
197 Vanderbilt S C East Berne	76.2
198 Todd Jean M Hornell	76.1
199 Gifford Robert Mayfield	76.1
200 Laroche V A Cohoes	76.0
201 Gogel Catherine Copiague	75.9
202 Grupka Leona E Buffalo	75.9
203 Brooke C D Rhinebeck	75.8
204 Duffenback Jean Albany	75.7
205 Utter Willis R Syracuse	75.7
206 McCullough Alma Schenectady	75.7
207 Krug Joan M Albany	75.7
208 Moore Marion B Lake Grove	75.6
209 Tornesello H C Green Island	75.6
210 Delorenzo R T Schenectady	75.6
211 Stelley Robert Buffalo	75.6
212 Pisarczyk S Amsterdams	75.6
213 Claussen Edna C W Babylon	75.5
214 Hamm Arnold C Schenectady	75.5
215 Wilkie Patricia Selkirk	75.4
216 Govel Alice M Albany	75.4
217 Horan Helen T Albany	75.4
218 Carroll Natalie Stansburg	75.3
219 Allegretta D F Albany	75.3
220 McCrea Alice M Poughkeepsie	75.3
221 Masten John D Scillwater	75.3
222 Martell Susanne Poughkeepsie	75.3
223 Demento Barbara Green Island	75.2
224 Dolezel P K Albany	75.2
225 Lebed Irene F Woodbourne	75.2
226 Kohler Frank W Schenectady	75.1
227 Papineau M J Albany	75.1
228 Cramer Joseph E Troy	75.1
229 Rosenblum Abe Albany	75.1
230 Tibollo C L Amherst	75.0
231 Holzman Harold NYC	75.0
232 Salisbury James Albany	75.0
233 Ling Marvin R Albany	74.9
234 Seay Gary E Waterford	74.8
235 Wicks Harriet B Albany	74.8
236 Dutcher Roger A Bainbridge	74.7
237 Roth Charles Bronx	74.7
238 Sebast Harriet Loudonville	74.6
239 Kohn Donald J Averill Park	74.6
241 Brundage Joan F Albany	74.4
242 Blair David H Cohoes	74.4

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243 Koblenzer James Waterford	74.4
244 Haverlick D E Troy	74.4
245 Gilbert Dorothy Canton	74.3
246 Travers Helen K Middletown	74.3
247 Metzger S A Schenectady	74.3
248 Cambareri F J Valatie	74.3
249 Kochan Joyce V Buffalo	74.2
250 Adelson D Gloversville	74.2
251 Donnicuo E Bellmore	74.2
252 Large J H Albany	74.1
253 Skipper M E Bay Shore	74.1
254 Johnson R E Buffalo	74.0
255 Zaso J J Rochester	74.0
256 McKelvey J Rome	74.0
257 Toomey J G Schenectady	74.0
258 Lyons E E Rensselaer	74.0
259 Keefe R J Troy	73.9
260 McGee L J N Tonawanda	73.9
261 Amon J Staten Is	73.8
262 Yates A Jamaica Ests	73.8
263 Byrne L Pt Jefferson	73.7
264 Beauharnois P F Plattsburgh	73.7
265 McNichol E Worcester	73.7
266 Owings M S Bronx	73.7
267 Venditte J Ilion	73.6
268 Herrick L W Haverstraw	73.6
269 Furey C A Albany	73.6
270 Womer D J Guilderland	73.6
271 Duesberg B H Morrisvil	73.5
272 Schoedler J West Islip	73.5
273 Petersen K Albany	73.5
274 Morrow I E Schenectady	73.5
275 Ford R A Bronx	73.5
276 Griffin S Troy	73.4
277 Balluff Albany	73.3
278 Fuller S Albany	73.3
279 Hoffman P L Troy	73.3
280 Hoinski W Cohoes	73.3
281 Forbach N J Buffalo	73.3
282 Toppal F Troy	73.3
283 Miele J P Schenectady	73.2
284 Hecht A Brooklyn	73.1
285 Pomerance W Brooklyn	73.1
286 Maxim B E Albany	73.0
288 Campbell H H Albany	72.8
289 Roosevelt M D Cl Bridge	72.8
290 Pirofsky L NYC	72.8
291 Salivinski M Delanson	72.6
292 Powell M A Albany	72.6
293 Siegel S Albany	72.6
294 Greenfield J L Hornell	72.5
295 Wolan E T Amsterdam	72.5
296 Pierce F Ravena	72.5
297 Lee S A Mechanicvil	72.5
298 O'Neil J Troy	72.5
299 Lyons P Grand Island	72.5
300 Beaugard N Cohoes	72.4
301 Oeckler R Bohemia	72.4
302 Johnston P M Watertown	72.4
303 Klein S Albany	72.4
304 Gontarek H Buffalo	72.3
305 Farber H Brooklyn	72.3
306 Nugent R E Rochester	72.3
307 Herzog J E Altamont	72.3
308 Chanda J Depew	72.2
309 Hislop A Albany	72.2
310 Arnold M Gansevoort	72.0
311 Michelson R Albany	72.0
312 Haight L L Nunda	71.9
313 Babulski J West Seneca	71.8
314 Kuebler C Albany	71.8
315 Lewis E T Albany	71.5
233A Riel R G Waterford	71.5
317 Hollister K Hornell	71.4
318 Grooten S M Castleton	71.4
319 Johnson G S Rochester	71.3
320 Brandolino F M Albany	71.2
321 Defabio M A Newark	71.2
322 Linnane E R Poughkeepsie	71.1
323 Ciesla O N Buffalo	70.9
324 Woodard J Albany	70.9
325 Windle B A Schenectady	70.8
326 Snyder B Hudson	70.8
327 Manurowski B E Cheektowaga	70.8
328 Boese B Kinderhook	70.8
329 Treffiletti R J Albany	70.8
330 Grey W E Mechanicvil	70.6
331 Skelley J Albany	70.6
332 Sanchez J NYC	70.3
333 Plinsker M Bronx	70.3
334 Drucker G Albany	70.3

335 O'Connor J A Middleburgh	70.3
336 Lettner C A Albany	70.2
337 Congedo E Brooklyn	70.2
338 Turk M Flushing	70.1

EXAM 35358
SR CORRECT CNLSR
Test Held Nov. 10, 1973
List Est Mar. 27, 1974

1 Caffney W M Union Spgs	92.8
2 Leonardo A Loudonville	92.0
3 Sheedy M Mtna	91.2
5 Umraki D J Kenmore	89.1
6 Balera E Middletown	87.7
7 Alexander D J Voorheesvil	87.5
8 Wilkin W Scaneateles	87.2
9 Wilson C K Plattsburgh	87.0
10 Clarke G M Cato	86.2
11 Baltuch N Warwick	88.1
12 Greens L B Newburgh	86.1
13 Mullen P NYC	85.7
15 Dennison R Eastchester	83.8
16 Albaugh H Hamden	83.7
17 Gregoire R V Dannemora	83.6
19 Carpenter D Glass Falls	83.5
20 Alston A White Plains	83.0
21 Guembel K Warwick	82.8
22 Howser J F Catskill	82.1
23 Higgins R Beacon	81.8
24 Grier D R Deuyter	81.5
25 Hurley W West Monroe	80.7
26 Williams J Poughkeepsie	80.4
27 Clark C H Lake George	80.4
28 Durras W Dannemora	79.8
29 McClaine J Schenectady	79.7
30 Lief L A L I City	79.6
31 Brooks J Waterfront	79.4
32 Butterfield K M Bellevil	79.0
34 Confort H T West Seneca	78.8
34A Schwartz S Long Beach	78.5
35 Lewine E T Mt Vernon	78.5
36 Koenig W Fayetteville	78.5
37 Fitzgerald P M Wappingr Fls	78.5
38 Gordon T C Elmira	78.2
39 Albano R Brooklyn	78.1
40 Gawloski J Yonkers	77.0
41 Wale G C Liberty	76.8
42 Kocis R Kingston	76.7
43 Bard W Bayside	76.7
44 Smith F Buffalo	76.6
45 Tipton R D Franklin Sq	76.6
46 Frost E L Cedar Grov	76.5
47 McAnulty W R Attica	76.1
48 Glasheen J W Rochester	76.1
49 Fagen T G Elmira	76.0
50 Sherman P Hempstead	75.5
51 McDermott R R Long Beach	75.2
52 Dean M T Elnora	75.0
53 Hunt C B Oswining	74.9
55 Garber S Yonkers	74.2
56 Meehan J T Brooklyn	74.0
57 Schiff J Cornwall Hud	73.5
58 Speelman J J Bethpage	73.3
59 McCarty D G Horseheads	73.3
60 Platt F W South Castro	73.0
62 Cannon H D Troy	72.8
63 Mitchell N NYC	72.7
64 Gawronski D F West Seneca	72.3
65 O'Keefe J R Rochester	72.2
66 Silver H M Walden	71.9
67 Urquhart T Attica	71.9

68 Batcherr R Henrietta	71.8
69 Harvey J H Catskill	71.8
70 Scalzo D W Webster	71.6
71 Horman P A Brooklyn	71.5
72 Ryan P J Liverpool	71.4
73 Rotstedt W O Horseheads	71.4
74 Smith L E Staten Is	71.3
75 Berg C A Darden Ctr	71.3
76 Hutchinson G Hollis	71.2
77 Buczynski J R E Syracuse	70.8
78 Giambruno R B Plattsburgh	70.4
79 Clark T Elmira	70.3
80 Gil J G Greenville	70.1
82 Murray T J Bronx	70.0

EXAM 35409
PRIN ENVIRONMTL ANALYST
Test Held Feb. & March, 1973
List Est March 18, 1974

1 King T W Altamont	99.7
2 Gould J D Stamford	91.0
3 Larkin D J Huntington	90.0
4 Abendschein R A Cheektowaga	88.3
5 Sausville P Ballston Spa	84.9
6 Drew R S Albany	84.4
7 Jensen J W Latham	83.3
8 Holimer A Eden	81.2
9 Coburn A A Homer	79.5
10 Less R L Scotia	78.4
11 Barcomb E H Albany	78.1
12 Dean S M Altamont	78.1
13 Davis A F Ballston Lk	77.1
14 Davis K W Nassau	72.4

EXAM 35389
ASST MECHAN ESTIMR
Test Held Dec. 8, 1973
List Est March 25, 1974

1 Caladim N J Albany	94.0
2 Banulis R Albany	92.1
3 Miller D N Albany	80.5
4 Connolly J Colonie	80.2
5 Dibble J H Cohoes	86.7
6 Shudt R W Troy	84.4
7 Kindlon J F Albany	76.9

EXAM 35408
ASSOC ENVIRON ANALYST
Test Held Feb. and March, 1974
List Est Mar 20, 1974

1 Macgregor W A Conesus	102.9
2 Greene R A New Paltz	100.8
3 Spagnoli J J Cambridge	97.5
4 Abendschein R A Cheektowaga	97.3
5 Brown L Schenectady	96.8
6 Jensen J W Latham	95.3
7 Elliott G Stamford	91.9
8 Monroe T R Saranac Lk	91.4
9 Blake L M Felts Mills	91.1
10 Wild R A Albany	90.6
11 Bathrick R Feura Bush	90.4
12 Wagner E E Pitsford	89.9
13 Coburn A A Homer	89.6
14 Bonavist A J Hurley	89.3
15 Colvin G C Mtler Pl	88.7
16 Danksin G New Paltz	87.1
17 Dickenson W J Schenectady	85.4
18 Gorthey T Ft Edward	85.1
19 Griffin B Groton	83.0
20 Nellis J W Latham	81.6
21 Davis K W Nassau	80.4
22 Harmon J C Elnora	78.7
23 Harding R Cortland	75.6
24 Henningson A N W Berne	75.2
25 Miller E R Middleburg	74.8
26 Stallmer J L Elnora	73.2
27 Putman C S Kortright	71.3

EXAM 35289
MOTOR EQUIP MGR
Test Held Aug, 1973
List Est, Sept 18, 1973

1 McFee N N Chili	88.6
2 Smith K Poughkeepsie	81.2

EXAM 35237
ASSOC STAFFING SRVS REPR
Test Held June 16, 1973
List Est Mar 15, 1974

1 Gutowski V J Albany	89.2
2 Curston B Waterford	83.8
3 Delaney R Troy	83.6
4 Dzielchowski T A Yorkville	83.5
5 Peretto V Watervliet	82.6
6 Brague M M Guilderlandny	82.3
7 Doyle W E Saratoga Spg	80.3
8 Pierson W Hudson	80.0
9 Walter E L Albany	78.7
10 Davis J A Schenectady	77.4
11 Burkett A M Albany	75.4
12 Cornell R J Albany	75.0
13 Hietala J B Latham	73.0
14 Brague P E Guilderland	72.3

EXAM 35446
ASSOC LBRN (MED)
Evaluation Only
List Est Mar 16, 1974

1 Black I Staten Island	86.7
-------------------------	------

EXAM 35-276
PSYCH SOC WK SUPERV II
List Est Mar 28, 1974

1 DeSantis J Hauppauge	102.9
2 O'Connell S F Binghamton	101.8
3 Goldstein J New Rochelle	100.9
4 Spooner J D Ogdensburg	98.8
5 Lazar M E Closter NJ	98.0
6 Berkowitz Y T Utica	92.2
7 Kaserman A Wantagh	88.2
8 Vancamp A T Utica	81.8
9 Bender C I NYC	81.5
10 Gordon G NYC	81.2
11 King S Kingston	78.5
12 Jamison F Pine Bush	77.5
13 Rufer S D NYC	75.6
14 Kazenoff D Rocky Point	74.5
15 Resanoruck A M Spring Val	73.0
16 Kirk J P N Tonawanda	71.5
17 Fishman S Forest Hills	70.6

EXAM 45333
Judicial Conf
CT ASSIST I, ROCKLAND CO

1 Chamberlaine R E Monsey	96.5
2 Acelrod I Tappan	91.0
3 Loew A Monsey	91.0
4 Knight C Stony Point	85.0
5 Coughlin C L West Nyack	82.0
6 King A R Suffern	81.0
7 Schretter H Nyack	76.0
8 Sharkey M A New City	73.0

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McDonough Attributes 'Combined Efforts' As Key To CSEA Strength

KIAMESHA LAKE—Thomas McDonough, acting president of the Civil Service Employees Assn., while urging continued efforts on behalf of an agency shop, called upon members to concentrate on expanding membership within the union through an all-out program to inform non-members of the advantages of membership in existing units and chapters.

He pointed out that the strength of the organization is dependent in large part upon the size of the membership, as well as upon the unified efforts of the rank-and-file members and their elected leadership.

The Tri-Region Workshop over the Memorial Day week end was a combined effort of the Long Island Region 1, New York City Region 2 and Southern Region 3 in cooperation with the

New York City chapter's annual workshop.

Mr. McDonough, principal speaker at the Tuesday evening banquet, emphasized the unity issue in light of the number of challenges being leveled at various units of CSEA by outside, private-industry unions in an effort to chip away at CSEA piece by piece.

Greater public employee representation on state commissions and committees affecting workers was also called for by Mr. McDonough in his speech before some 300 CSEA members and guests.



In a show of camaraderie, CSEA vice-presidents who head union's three Metropolitan-area regions greet statewide acting president Thomas McDonough, left. The three regional chiefs are, from left, Solomon Bendet, of the five-county New York City Region 2; Irving Flaumenbaum, of the two-county Long Island Region 1, and James Lennon, of the seven-county Southern Region 3. Although the regions cover a relatively small geographic area, they are densely populated and include four largest chapters in entire state: Nassau, Suffolk, Westchester and New York City chapters.

LONG ISLAND, N Y CITY, SOUTHERN TRI-REGION WORKSHOP

(Other photos on Pages 8 & 9)

(Leader photos by Ted Kaplan)



Correctional Services representatives Jack Weisz, right, checks over latest issue of *The Leader* with John Eversley, who had been corresponding secretary of Metropolitan Conference during Mr. Weisz's term as Conference president.



John Mauhs, left, of State Employees Retirement System, was one of the principal panelists of insurance seminar. Here he is pictured with Ronald Lacey, representative of Ter Bush and Powell, at Tuesday morning session.



CSEA vice-president Richard Cleary, who heads Syracuse Region 5, coaxes a smile from Association secretary Dorothy MacTavish in one of her first public appearances since her recent hospitalization.



Attention of Long Island Region corresponding secretary Carol Craig and Southern Region third vice-president Richard Snyder seems to be focused on something that has triggered entirely different reactions from the two leaders.



It seems to be a small caucus on part of these three leaders from Kings Park State Hospital. From left, they are chapter president Joseph Aiello, Thomas White and Region 1 Mental Hygiene representative Gregory Szurnicki.



Blanche Rueth, left, and Anne Rehak, two of the best-known women leaders of Nassau County chapter, give their attention to insurance program in effort to familiarize themselves with many plans available to CSEA members.



New York City Region treasurer Rocco D'Onofrio and secretary Dorothy King appear a bit skeptical in this photo. Ms. King is also a Region 2 Mental Hygiene representative, and Mr. D'Onofrio recently was appointed a CSEA field representative.



New York Psychiatric Institute chapter president Salvatore Butero, left, a former president of Metropolitan Conference, is joined by New York City Region's current third vice-president William Cunningham, delegate from Brooklyn State Hospital.