

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Roubles

## Retirees News

— See Page 8

Vol. XXXV, No. 27

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# Governor Candidates To Address Delegates

## Carey, Wilson Accept Invites To CSEA Meet

(Special to The Leader)

ALBANY—Republican and Democratic gubernatorial candidates are both scheduled to talk to the more than 1,200 statewide delegates who will attend the upcoming annual meeting of the Civil Service Employees Assn. in the Catskills.

Congressman Hugh Carey, the Democratic challenger, is scheduled to appear on Oct. 8, while Gov. Malcolm Wilson, the Republican incumbent, will attend the meeting on Oct. 9.

Actual starting date of the convention is Saturday, Oct. 5, with the registration desk set to open at 3 p.m. CSEA's Board of Directors will arrive earlier for a regular meeting at 1 p.m. The remainder of the weekend will be taken up with separate meetings of various groups of delegates on Saturday evening, a workshop session for members of the Board of Directors on Sunday afternoon, and a program on affirmative action sponsored by the union's civil service committee that evening.

Monday's schedule opens and closes with special features presented by CSEA's education committee—a seminar on parliamentary procedure from 8, and, at night, from 8:30 to 10, a discussion on the Fair Labor Standards Act. The main part of the day Monday will be devoted to separate meetings of State and County delegates.

General business meetings for (Continued on Page 3)

# CSEA 2, AFSCME 0

And The Winner Is —



MALCOLM WILSON  
To Speak Oct. 9



HUGH CAREY  
To Speak Oct. 8

## Erie, Orleans Employees Score Impressive Wins

BUFFALO—A "super sign-up to CSEA" campaign was launched for Erie County's white-collar employees on the heels of a spontaneous surge of signings following the Civil Service Employees Assn.'s overwhelming victory over AFSCME on Sept. 20, it was announced by Erie County chapter president George H. Clark.

With about a 75 percent participation by eligible voters, the Civil Service Employees Assn. repulsed a raid on its white-collar employees by the rival American Federation of State, County and Municipal Employees, AFL-CIO, by a margin (Continued on Page 14)

(From Leader Correspondent)

ALBION—It was an unprecedented representative election, to say the least.

The Civil Service Employees Assn. won, but it was the manner of the victory that stirred the interest—the former president of the opposing union was a CSEA observer for the tally and also was forced to validate the vote for the losers.

That's the way it went last week as the CSEA swept to a 68-5 victory over Local 1436 of the American Federation of State, County and Municipal Workers for the right to represent 105 white-collar employees (Continued on Page 3)

## Impasse Looms In Monroe; Chapter Firm On Escalator

ROCHESTER—The size of the wage increase and the addition of a cost-of-living escalator clause are the stumbling blocks to a new contract agreement between Monroe County and the Monroe chapter of the Civil Service Employees Assn.

"We haven't reached an impasse yet, but it's a very strong possibility," said Martin Koenig, chapter president. "We definitely expect a long struggle."

He said CSEA negotiators have met 20 times since May 15 with representatives from the county administration. Three more

meetings are scheduled for October. "We're still five miles apart."

Won't Guess

"They want us to accept a flat rate increase, but if we accept that we're just guessing on

how fast inflation will grow," Mr. Koenig said.

Negotiators have agreed on 18 points involving hours and terms and conditions of employment plus other matters, he said. "But our members are interested primarily in the money factor because of the financial beating we've taken."

County employees received a 3 percent pay raise in 1973 and a 5 percent raise this year. "But the cost of living has gone up 14 or 15 percent in those two years," Mr. Koenig said.

Since the last contract was signed two years ago, he said, the county has a new legislature, a new manager and "a new group of militant employees. They won't accept another screwing."

One-Year Demand

He said the CSEA chapter is seeking a one-year contract this time while the county wants a two-year contract.

If an impasse is declared, a mediator from the Public Employment Relations Board will enter negotiations. If he's unsuccessful, a PERB fact-finder (Continued on Page 14)

### Inside The Leader

Middle Country Wins Contract

— See Page 3

Kingston SD Wins Change In Contract

— See Page 4

Suffolk Chapter Picnic

— See Page 9

Latest Eligible Lists

— See Page 13

Convention Schedule

— See Page 14



HERE'S DOROTHY — Dorothy E. MacTavish, CSEA statewide secretary and longtime Education Department employee, is welcomed back to the department after a long hospital stay by Charles Matkowski, left, supervisor, section for emotionally handicapped, and Ted Kurtz, associate supervisor, at a recent luncheon honoring her return held at the Camelot Restaurant in Albany.

Don't Repeat This!

## Vigorous Campaigns Are Being Waged For Legislature Control

EXPERIENCED political observers are following the races for state legislative seats with the same intensity and interest that they give to the main bout at stage center—between Gov. Malcolm Wilson and Congressman Hugh L. Carey for the State's Chief Executive.

(Continued on Page 6)

## Thruway Ballot Count Oct. 4

ALBANY—Mail ballots in a second ratification vote on a slightly changed proposed work contract for rank-and-file Thruway employees represented by the Civil Service Employees Assn. will be tallied here Oct. 4.

CSEA leaders have encouraged all the union's members in the largest of the Thruway Authority's two bargaining units to return their ballots so as to ratify or reject the new agreement "by as representative and conclusive a margin as possible." Whichever way the vote goes, union officials reaffirmed their continued full support to win an ultimate settle- (Continued on Page 9)

**Industrial Engineers**

ALBANY—An industrial engineer eligible list, resulting from open competitive exam 24-049, was established Sept. 16 by the state Department of Civil Service. The list contains 25 names.

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**Volunteer Militia Serves NY State**

(Editor's note: The New York Guard, a volunteer militia, is largely unheralded in performing its services to New York State. Its members serve without pay, and many are state civil service employees. Among members, for example, are Joseph B. Farnitano, a supervisor at Willowbrook State School, and John Lock, president of the Conference of Armory Employees, Civil Service Employees Assn. The following article was prepared by George J. Paront, secretary of the conference and a public information spokesman for the Guard.)

Throughout New York State there are many volunteer service organizations upon which local communities depend during times of emergency and disaster.

A number of counties and townships maintain their own volunteer fire departments, ambulance corps, and in some cases volunteer police departments.

Few citizens today are aware that New York is one of the few states which maintain its own volunteer militia—soldiers who, like the colonial minutemen, serve their community without pay. New York State's distinction in having its own volun-

(Continued on Page 5)



New York Guard sergeant major John Lock pauses during annual exercises of the volunteer militia at Camp Smith in Peekskill. He is also president of the CSEA Conference of Armory Employees.

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# Offer 'Absurd,' Nassau County Impasse Called

(From Leader Correspondent)

MINEOLA — The Nassau chapter, Civil Service Employees Assn., last week called an impasse in negotiations with the county after a "perfectly absurd" offer that would have reduced pay levels.

Irving Flaumenbaum, president of the Nassau chapter, said the county's offer was "unrealistic and unbelievable."

The chapter is seeking a 96-item package, including realistic pay adjustments in the light of inflationary pressures on the employees, on behalf of 14,000 county workers.

Mr. Flaumenbaum said the county's counterproposal was a "negative offer which cannot be taken seriously."

It was understood that county negotiators sought to trim the annual increment affecting almost 70 percent of employees from approximately 5 percent to 1½ percent.

In return, the county offered only a 6 percent general pay increase in the first year and no increase in the second year of a two-year contract.

The issues will be submitted to an impartial mediator acceptable to both sides.

Negotiations were started in July, and broke down after eight sessions. The early start provided time for various maneuvers by the parties leading up to the expiration of the current contract Dec. 31.

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

## ① CSEA calendar ①

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

### OCTOBER

- 3—Southern Region officers' meeting: 8 p.m., Region Headquarters, Fishkill.
- 5—CSEA Board of Directors meeting: Concord Hotel, Kiamesha Lake.
- 5-10—Statewide Delegates Meeting: Concord Hotel, Kiamesha Lake.
- 9—Orange, Ulster and Sullivan County Retirees chapter meeting.
- 9—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Ithaca.
- 16—Oswald Heck Developmental Center chapter meeting.
- 18—SUNY at Albany chapter meeting: 5:30 p.m., Silo Restaurant, Western Ave., Albany.
- 18-19—Syracuse Region meeting: Ramada Inn, Ithaca.
- 18-19—Western Region 6 meeting: Trenholm East Inn, Exit 44, Thruway, Canandaigua.
- 19—Nassau Educational chapter board of directors meeting: noon, Bounty Inn, Rockaway and Peninsula Blvds., Hewlett.
- 19—Nassau chapter annual dinner-dance: Malibu Club, Lido Beach.
- 21—West Seneca Developmental Center chapter meeting: 8 p.m., VFW Post Hall, 299 Leydecker Rd., West Seneca.
- 23—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, auditorium, Chestnut and Broad Sts., Rochester.
- 24—Thruway Unit 1 meeting: 7 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 25—SUNY at Buffalo chapter 10th anniversary dinner: 6:30 p.m., Sheraton East, Cheektowaga.
- 25—Department of Transportation Region 10 chapter dinner-dance: 8 p.m., Holiday Manor, 345 Hicksville Rd., Bethpage.
- 31—Orange County chapter meeting: 7:30 p.m., Casa Fiesta, Middletown.

### NOVEMBER

- 1-3—Albany Region 4 workshop and testimonial for Senator Walter Langley: Friar Tuck Inn, Catskill.



Pension committee chairman Ernest K. Wagner advises Motor Vehicle chapter members on retirement and insurance problems. Seated from left at head table are chapter secretary Mildred Buckley, president Thomas H. McDonough and his wife, Pauline, and CSEA field representative James Cooney.

## Keep Insurance Benefits Updated Advises Wagner

(From Leader Correspondent)

ALBANY—One of the most frequent sources of problems in paying retirement and insurance benefits come from failure to update designated beneficiary on policies, Ernest Wagner, former head of CSEA's Employee Retirement System chapter and current chairman of the statewide pension committee, told members of the Department of Motor Vehicles chapter executive committee last week.

Featured speaker at the DMV committee's monthly meeting, Mr. Wagner explained recent changes in the State Retirement Plan and noted that some members of the Retirement System

designate a beneficiary on entering the system "and then never look at it again." Frequently, in such cases, the beneficiary predeceases the member or the relationship may change—as in the case of divorce.

Mr. Wagner noted that the pension committee has completed and has ready for distribution a new booklet explaining many important facets of the retirement program. Among the first to receive the new publication will be delegates to the Annual Convention at the Concord, since the book will be in delegates' kits distributed there.

Chapter president and CSEA executive vice-president Thomas H. McDonough led the lively question-and-answer period that followed Mr. Wagner's brief talk. Mr. McDonough called on all members of the chapter executive committee to participate in a program of urging members to recheck beneficiary status to avoid future problems.

For its part, Mr. Wagner said, the CSEA pension committee is seeking to have the Comptroller issue an annual statement to each retirement member showing status of contributions and current designated beneficiary.

## Orleans Victory

(Continued from Page 1)

of Orleans County in Western New York.

The workers had been represented by AFSCME for the past nine years. But in March, Jean Bistoff, Local 1436 president, resigned with her entire board of directors.

By the time it came around to verifying the election, Ms. Bistoff was the only person available to sign for AFSCME.

The victory was the second in a week among upstate counties, coming on the heels of CSEA's impressive 2-1 defeat of AFSCME in Erie County. CSEA field representative James Stewart immediately went to work negotiating a contract for the Orleans County group.

# Middle Country Wins Contract

(From Leader Correspondent)

CENTEREACH—Three hours before a job action was to take place in this Middle Country School District, third largest in Suffolk County, the Board of Education agreed to a new two-year contract.

This came at an emergency meeting of the board Sept. 3, and agreement of both negotiating committees was reached at 3 a.m. On Sept. 4, the 225-member unit accepted the contract by a 2-1 margin. Members of the unit had turned out for a large demonstration to back their demands on August 26.

The contract calls for a general wage increase in the first year of 9 percent plus increment; increases in life insurance; longevity payments, and a non-contributory retirement plan.

The second year calls for a wage increase based on the cost of living index to a maximum of 10 percent plus increment.

In addition, a labor-management committee was established to work out language changes concerning seniority, bumping, sick leave, transportation clauses on field trips, bidding, etc., and language concerning discipline and discharge.

Irwin Scharfeld, CSEA field representative for the local unit, gave credit for the settlement to the outstanding work of the negotiating committees headed by Frank Scaturro and Jim Bickel. The units chief spokesman was collective bargaining specialist Danny Jinks from CSEA Head-

quarters in Albany.

Mr. Scharfeld commented this was "an excellent example of what a strong and united unit could accomplish. It was a far cry from the last two contracts this district received under an AFL-CIO union where the total package each year was approximately 4 percent. We doubled that in one year alone and added the retirement plan which this district would not grant in the last four years. All in all it was a very successful initial contract and we expect to improve upon it each year. With the support we received this year, the sky is the limit for these loyal CSEA members."

## Mobility Instructors

ALBANY—A mobility instructor eligible list, resulting from open competitive exam 27-421, was established by the state Department of Civil Service. The list contains eight names.

## ONONDAGA TRUSTEE

ALBANY—The Governor has renamed Dr. Anthony A. Maifitano, of Syracuse, as a trustee of Onondaga Community College for a term ending June 30, 1983. Members serve without pay.

# Cornell, Region 6 Team For Course

(From Leader Correspondent)

BUFFALO—A first for the Civil Service Employees Assn. unfolds Oct. 10 when Cornell University's School of Industrial and Labor Relations opens a two-year course here exclusively for members of CSEA's Western Region 6.

Region president William McGowan, exemplifying his support of CSEA educational programs, announced in conjunction with the school that Region 6 plans to pay half the \$60-per-semester tuition for each person enrolled in the course.

Celeste Rosenkranz, Region education chairman, set up the program at the request of Region 6 officials. The course, meeting one night a week for three hours at the State University College of Buffalo on Elmwood Ave., leads to a Cornell certificate of labor studies.

## Meets Needs

It was specifically adapted for the needs of the public employee, said Ms. Rosenkranz, and offers 12 courses including collective bargaining, labor law, communications, contemporary labor issues, civil service law and human relations.

The course will meet on Thursdays from 7-10:15 p.m. including a coffee break.

Ms. Rosenkranz reported that classes will be limited to 35 members, and the school has agreed to establish a branch for Region 6 members in the Rochester area if the response merits.

Region 6 plans to reimburse participants the half-tuition of \$30 at the conclusion of the semester, and Ms. Rosenkranz

said several chapters have agreed to provide scholarships for the other \$30 to their members attending the school.

## Three Semesters

Semesters, she explained, last 10 weeks, with three semesters planned during the year.

Ms. Rosenkranz noted that registration forms have been sent to all chapter presidents in the 60,000-member Region 6.

Members wishing to participate should mail the proper forms with endorsement from the chapter presidents and a one-time \$10 registration fee to:

NYSSILR Cornell University  
129 Delaware Ave.  
Buffalo, N.Y. 14202  
Attention: Mrs. Jeanette Watkins

## Wilson And Carey To Meet Delegates

(Continued from Page 1)

all delegates will be held throughout the day Tuesday and Wednesday (Oct. 8-9), with a final full session Thursday morning. Luncheon Thursday is the last scheduled event of the convention.

Social highlights of the six-day conclave will be a cocktail party Tuesday evening and another coupled with the traditional delegates banquet on Wednesday.

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# Kingston Cleaners' New Shift

**KINGSTON**—The Kingston Consolidated School District unit of the Civil Service Employees Assn. has won a new amendment to its current contract. The amendment establishes a third shift—11 p.m. to 7 a.m.—for cleaners and gives the 19 cleaners on this shift a 12 percent raise over their present salary.

Donald Reed, president of the Kingston Consolidated School District CSEA unit, emphasized that the 12 percent raise is "over and above" the \$600 across-the-board raise that all custodial and maintenance staff got in the basic contract, which was negotiated last summer.

### Halt Vandalism

Both CSEA and the school district felt that the new shift would help halt the rising vandalism that plagued the district during the past year.

The third-shift cleaners at the five largest schools in the district will be provided with walkie-talkies so that they can remain in touch with one another.

Mr. Reed and Harold DeGraff, Ulster County CSEA chapter president, signed the agreement for the employees. School superintendent Louis A. Salzmann signed for the district.

In the basic contract, which was signed at the same time as the amendment although rati-

fied earlier, the 170 CSEA members in the district won a one-year contract (the district had wanted a two-year agreement); a full-day holiday on Good Friday (they had had a half-day); a stipulation that the work day shall not be rescheduled to avoid payment of overtime; a \$100 raise for all employees at the top step of their grade; and modifications in the maternity and child-bearing leaves to make them conform to new laws and regulations.

### Other Provisions

The \$600-plu-increments raise applies to the custodial and maintenance staffs, while the cafeteria staff received a 25-cent hourly raise. Other benefits include a \$500 lump-sum retirement bonus in the final paycheck of those with 15 years' service, and a \$10 increase in the allowance for uniforms.

"Pat Monachino, who negotiated the contract, did a good job for us," Mr. Reed said.

The amendment specifies that the third-shift cleaners are not to be considered security personnel: "Unit members working the third shift shall be assigned normal cleaning duties and will not be responsible for notifying appropriate authorities of unauthorized personnel who attempt to enter the premises."

No new staff will be hired to work the third shift.



**WEATHER CHECKERS** — Richard Higgins, deputy commissioner of the State Office of General Services, and Earl Kilmartin, president of CSEA's OGS chapter, check the weather at the recent CSEA-OGS clamsteam at Lanthier's Grove, Latham. While the rains came, everyone had a good time.

### To Election Board

**ALBANY** — Herbert E. Alexander, of Princeton, N. J., has been appointed a consultant on campaign financing to the new State Board of Elections. At the same time, the Board announced the additional appointments of David E. Blabey, of Slingerlands, assistant counsel to the Governor, as special counsel to the Board, and Schenectady attorney George V. Palmer as assistant executive director. Palmer will resign his post as Schenectady County Democratic chairman.

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It's that fat cushion between what the banks get and what they pay that enables banks to offer you "inducements" such as compound interest, high rates in special issues, day-of-deposit-to-day-of withdrawal accounts, bonus days, bank gifts, and so on.

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## Federal News

### Jan. Pension Hike Likely

The more than one million retirees of the federal government can expect a minimum of 5.3% pension increase due on Jan. 1. The August Consumer Price Index hit 150.3, up from July's 148.3. If the CPI stays at the August level for three months, which does not at all seem unlikely, retirees will receive a 5.3% boost, effective Jan. 1 and payable in their February checks.

The CPI is actually expected to go even higher. If the CPI should exceed the August level, the pension boost will be higher than 5.3%.

### Former Civil Servant Dies In Connecticut

**SOUTHBURY**—Funeral services were held last week in Connecticut for Allen E. May, who died on Sept. 19 at the age of 61. Mr. May was the first chief of the civilian personnel division, first U.S. Army, on Governors Island, and he served as special agent for the U.S. army counter intelligence core during W.W. II.

Mr. May was also written up in the Nov. 2, 1965 Leader, when he was one of four public employees honored for "outstanding, distinguished and dedicated service," in a ceremony led by Senator Robert F. Kennedy. He is formerly of Elmhurst, N.Y.

### Bronx Tax Chief

**ALBANY**—Boris Meyers, of Floral Park, who has been serving as assistant district supervisor of the Brooklyn office of the Department of Taxation and Finance, has been appointed Bronx District Tax Supervisor at an annual salary of \$26,716.

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# Volunteer Militia

(Continued from Page 2) teer militia is shared with only four other states—Ohio, Texas, Utah and Washington—although all 50 states are authorized to do so by an act of the United States Congress passed in 1955.

## Replace Guard

New York State's militia is called The New York Guard and, while it is not directly affiliated with the National Guard, it is specifically designed to replace

the New York Army National Guard when and if it is called, by the President, into United States service as it was during the two world wars. In 1917 and again in 1941 the New York State Guard took over the duties performed by the National Guard in the many armories throughout the state.

The New York State Guard is strictly a state organization under the direct control of the Governor and, as such, is not subject to call up into the United States Armed Forces.

As they are not salaried, New York Guardsmen provide little per capita expense to the taxpayer, yet perform a valuable function to their fellow citizens. The guardsmen's training is essentially the same as that provided most branches of the U. S. armed services.

Each week New York Guardsmen receive special training at their neighborhood armories, which prepare them to assist civil authorities in times of disaster and to replace the New York Army National Guard should the necessity arise again.

Many New York Guard units sponsor community programs for youth groups, Christmas parties for underprivileged children, clothing drives for the needy, etc., throughout the year in their neighborhoods.

Membership in the New York State Guard is open to all men and women 17 years of age and older, with or without prior military service.

New York State Guardsmen spend only one weekend away from home each year at annual field training exercises, which are conducted at Camp Smith in Peekskill, N. Y. The exercises, including classes plus rigorous training in the hills and wooded areas on the state-owned military reservation, are designed to test and evaluate the capability of the New York Guard to respond to different situations under emergency circumstances.

# Police News

## Commissioner Codd Joins LEAP Advisory Committee

Michael J. Codd, Police Commissioner of the City of New York, has been appointed to the Criminal Justice Advisory Committee of the Law Enforcement Education Program (LEEP) at St. Francis College, Brooklyn, New York, it was announced by Brother Donald Sullivan, O.S.F., college president.

Since 1969 the Law Enforcement Education Program at St. Francis College has provided specialized courses to police, correction, transit, housing and court personnel. The program is federally funded through grants awarded by the United States Department of Justice.

Commissioner Codd's membership affiliations include Chairman of the Firearms Control Board of New York City, Executive Committee of the International Association of Chiefs of Police, Police Advisory Panel of the Massachusetts Institute of Technology, and Committee on Public Safety of the National League of Cities.

## 11 Docs Appointed

Police Commissioner Michael J. Codd and Chief Police Surgeon Clarence Robinson recently officiated at an appointment ceremony of eleven Honorary Police Surgeons.

One of the appointments, Valery Lanyi, M.D., is the first woman to be appointed an Honorary Police Surgeon. Dr. Lanyi is a specialist in Rehabilitation Medicine and is on the staff of St. Clare's Hospital in Manhattan.

Another appointment was that of Conrad Rosenberg, M.D., who was a Police Surgeon for twenty years until his retirement on May 9, 1974. Dr. Rosenberg is a specialist in Internal Medicine and is on the staff of Long Island Jewish Hospital.

These eleven appointments bring the current total of Honorary Police Surgeons to 185.

## Tax Director

ALBANY—The new director of the Sales Tax Bureau in the State Tax Department is Francis X. Maloney, of Ballston Lake, a career employee who joined the department in 1951 as a junior tax examiner. He will receive \$33,701 annually.

# Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Asst. Workmans Compensation Examiner	\$ 7,616	20-108
Associate Actuary (Casualty)	\$18,369	20-416
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Calculating Machine Operator	\$ 6,148	20-111
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Consultant Public Health Nurse	\$17,429	20-320
Correction Officer (Male)	\$10,714	20-541
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Hospital Administration Intern	\$10,714	20-555
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Maintenance Man (Mechanic)	\$ 7,616	20-571
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Medical Specialist II	\$35,373	20-408
Medical Specialist III	\$38,449	20-409
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman	\$ 9,546	20-561
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Supervising Actuary (Life)	\$26,516	20-522
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102

(Continued on Page 7)

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TUESDAY, OCTOBER 1, 1974



## Who's To Blame?

THE every-day service worker who is visible to the public often has to take the blame and public abuse for bungling by the administration.

When a bungling is as bad as the closing of the Brooklyn-Queens Expressway last week, it is surprising that the hapless drivers were as patient as they were. The fact that City drivers are resigned to such inconveniences probably helped to keep things under control.

In what must have been one of the most closely guarded secrets of the year, the Brooklyn-Queens Expressway was turned into a miles-long parking lot, as 10 lanes of cars were forced into one lane and channeled off into a side street.

From there it was stop-and-go for several miles, as traffic directors kept local traffic moving (and often allowing every local car in sight a chance to squeeze into the lineup) as the expressway cars backed up for miles. What would normally have been a five-minute stretch turned out to be more than one hour . . . per car, per passenger.

Such situations are unconscionable when management personnel do not take into consideration the thousands of hours (not to mention gasoline) wasted when roadways and bridges are blocked off without adequate warning.

Many of the entrances to the B-Q Expressway have blind access, so the drivers do not know that they are headed into a traffic jam until they are trapped on the feeder roads. Where were the warning signs that would have allowed drivers to take an alternate route? In the middle of the traffic jam, and by that time, they were superfluous.

A few moments' planning by administration officials would have saved thousands of hours of citizens' time, and reduced some of the abuse the rank-and-file workers have to take for official bungling.

If the chef is a bad cook, don't blame the waitress.

## Good Example

MANY of our elderly citizens are feeling the harrowing crush of inflation, which daily whittles away fixed incomes and pensions. This past summer's probe by the Assembly Committee on Social Services into the operation and effect of the federal Supplemental Security Income Program (SSI) brought to light too many horror stories of individuals being financially brutalized under a benign bureaucracy. Corrective changes in the SSI program are sure to come, thanks to this and other investigations, but change in federal action always seems maddening slow.

It is a pleasure, then, to consider a bright spot in the picture for senior citizens. Westchester County last spring inaugurated a discount-card program for senior citizens that other counties would do well to emulate. Under the program, a resident 60 years or older may buy a plastic ID card for \$1, a one-time charge. The card entitles the bearer to discounts of up to 50 percent at various county recreational facilities, and also to discounts at a growing number of cooperating stores and enterprises. Just last week a major supermarket chain agreed to sell certain staples to the elderly at reduced rates.

These stores that cooperate in such a program are to be commended. They are participating in a community "thank you" to senior citizens for their past contributions and services.

In some areas, the elderly enjoy much-needed discounts on public transportation. It would be nice to see this idea expanded and supplemented with a spreading discount-card program for the aged. The cost to taxpayers is minute, and the return is immense.

## Don't Repeat This!

(Continued from Page 1)

The experts believe that the Republicans are likely to regain control of the Senate. In that event, Senate Majority Leader Warren M. Anderson, Deputy Minority Leader William Conklin, Finance Committee Chairman John Marchi and Judiciary Committee Chairman Bernard Gordon will remain in substantial control of legislative activity in that chamber, on the assumption that each of these will win their individual races.

### Successor For Zaretzki

On the Democratic side in the Senate, an internal struggle will take place for selection of the minority leader to succeed Senator Joseph Zaretzki, who was defeated in the Democratic primary by Assemblyman Franz Leichter. That decision will not be made until after the election. Similarly, if the Democrats do win control of the Senate, decisions over selection of majority leader and committee chairmen will be deferred until after the election.

The same experts view the race for Assembly as a toss-up and regard both popular Speaker Perry B. Duryea, Jr., and Minority Leader Stanley Steingut as having an equal chance to emerge as Speaker of the Assembly that convenes in January 1975. The Republicans now have 80 Assembly seats, and it will take a turnover of just five to give the Democrats control of that chamber. Assemblyman Duryea is aware of the threat and Assemblyman Steingut is aware of the prospect. Consequently, both are vigorously engaged in spurring all of their candidates to superhuman drives in their individual campaigns.

As part of Duryea's strategy, various Assembly committees will hold public hearings throughout the state to focus attention on the developing Republican legislative program for the next session. In a subtle way, these hearings will provide for media exposure of the Republican committee chairmen.

### Senator Krupsak's Role

In a countermove, Steingut has planned for this week an up-state swing with Senator Mary Anne Krupsak, the Democratic candidate for Lieutenant Governor. In view of the defeat of Zaretzki, Senator Krupsak has taken over the leadership role in the various Senate campaigns, in addition to her campaign role as a member of the Democratic state ticket. Buffalo, Syracuse and Rochester are some of the areas they will be visiting.

The Steingut-Krupsak strategy is to zero in on their legislative reform program, designed to give individual members a greater voice in the legislative process, as well as to provide for greater public participation in legislative decision-making. In addition, Steingut and Krupsak will lean heavily on bread-and-butter issues, such as skyrocketing prices, mounting fears of unemployment, high interest rates, and the general unavailability of mortgage money for home purchasers. They will also charge Republican budget-making with responsibility for the financial bind in which many school districts and local governments find themselves.

### Marginal Districts

Both Duryea and Steingut will devote their greatest energies to the so-called marginal districts.

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

## Cleaning Record Of Sanitman

In 1961, a New York City employee who worked as a parking meter collector pleaded guilty to a petit larceny for allegedly stealing \$177.30. His employment was terminated. Some nine years later, he passed a civil service examination and was appointed to the position of sanitationman. This appointment was made subject to a subsequent investigation for character and fitness.

Several months later, he was injured during the course of his employment. Prior to his obtaining the position as sanitationman, the employee completed a questionnaire and failed to make any reference to the 1961 situation and denied falsely that he was ever discharged or that he was ever asked to resign from any employment or that he was the subject of any disciplinary action.

Subsequent to his new employment as a sanitationman, the City discovered that the employee was on its disqualified list, and his employment was terminated. He made application for reinstatement in an Article 78 proceeding in Special Term, and that request was denied, except that he was permitted recovery under Workmen's Compensation. The petitioner also sought to have his name removed from the so-called disqualified list. That also was denied.

The lower court denied reinstatement because of the answers which the employee made to the personal history questionnaire. Section 1116 of the New York City Charter excludes forever from City employment any person who converts public property to his own use. However, it was overlooked that the petitioner had obtained a certificate of relief from disabilities under Section 701 of the Correction Law.

A stated purpose of that section is "to remove any bar to employment automatically imposed by reason of his conviction of a crime or of the offense specified therein." The only proviso is that the recipient of such a certificate shall not be eligible for "public office." There is a difference between public office and public employment which, although it has not been precisely defined, led the court to state that a sanitationman would not be considered a holder of public office.

The Appellate Division, therefore, remanded the case for consideration of petitioner's eligibility in light of the consideration that a certificate of relief from disability had been obtained. *DePaolo v. Bronstein*, 356 NYS 2d 631.

THE PETITIONER was a tenured English teacher employed in the Williamsville, N.Y., School District since 1967. He was dismissed after a hearing after being found guilty of inefficiency and neglect of duty in his position of treasurer of the Student Activity Fund. Following his dismissal, he appealed to the Commissioner of Education, Ewald B. Nyquist, and upon consideration of that appeal, the Commissioner affirmed the dismissal on Aug. 21, 1972.

An Article 78 proceeding was commenced on Dec. 19, 1972, by personal service of the papers upon the Commissioner of Education and by personal service upon the attorney who had represented the school district in the appeal to the Commissioner of Education. The attorney for the petitioner was advised that the lawyer whom he served the papers upon no longer represented the School Board, and thereafter service was made upon one of the members of the Board on Jan. 4, 1973.

A notice of objection to the petition was filed with the contention that the four months' statute of limitations had passed prior to service upon the Board of Education, and there is no question that the Board was not properly served within the statutory limitation and was not properly made a party to the proceeding. Special Term dismissed the proceeding, and an appeal was taken to the Appellate Division, Third Department, which decided that although the Board of Education ought to have been joined as a party, "the failure to join it should be excused in the interests of justice, and the proceeding should be permitted to proceed as it is not an indispensable party."

The court felt that the proceeding should continue since there would be no apparent prejudice to the Board of Education from the failure to join it as a party, since the interests of the Board would presumably be adequately protected by the Commissioner of Education, and in any event, any possible prejudice could be avoided by allowing the Board of Education to intervene in the proceeding. *Sandor v. Nyquist*, 356 NYS 2d 703.

# Benefits For Disabled Published In Yiddish

MANHATTAN — A brochure describing eligibility and benefits under the new Supplemental Security Income (SSI) for the aged, blind and disabled has been published in Yiddish by the Northeast Region of the U.S. Dept. of Health, Education

and Welfare at the suggestion of the American Jewish Congress, who prepared the translation.

The pamphlet—whose title in English is "Helping the Aged, Blind and Disabled in New York State"—tells who is eligible for SSI, how and where to apply, what proof of income and assets is required and the amount to be expected in SSI funds.

For more information and how to obtain this brochure, contact your nearest Social Security District office.

## NYC Will Observe Veterans Day Nov. 11

New York City municipal offices will close for Veterans Day on Nov. 11.

A story in last week's Leader, based on information supplied by a city spokesman, said the city offices would close for the federal observance of the holiday on Oct. 28. The information was in error, and city offices join with all State offices and banks in closing Nov. 11.

## Asst. Civil Engineers

ALBANY — An assistant Civil Engineer Traffic eligible list, resulting from open competitive exam 34-065, was established Sept. 13 by the state Department of Civil Service. The list contains 27 names.

# Letters To The Editor

## Eye Standards

Editor, The Leader:

The writing of this letter was spurred by your article concerning the height requirement for police. I am writing this letter to shed light on another form of job discrimination present in the requirements for police officer, the vision standards. As it stands now an applicant must possess at least 20/40 in each eye without corrective lenses.

I propose that this be changed to 20/20 corrected as is the requirement in the State of New Jersey.

With the advent of contact lenses and shatterproof plastic lenses, the hiring of persons with vision corrected to 20/20 would in no way affect their capability to perform the duties of a police officer. I feel that the dropping of the height requirement for a police officer has paved the way for the needed change of the vision standard, an obvious form of job discrimination.

SALVATORE J. PAGLIARO  
The Bronx

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## On Leadership

Editor, The Leader:

There is one fact that everyone can agree with, and that is that our nation is going through a tough period in its young existence. Leaders in any sector, private or public, must be individuals with strong abilities to be able to cope with the quickly changing scene they are faced with.

The swiftness of the pace will rapidly weed out the person who cannot attain or maintain the level of excellence needed to be a leader.

The members of CSEA can look with pride at our executive vice-president, Tom McDonough who, when acting as temporary president, handled the difficult task with complete control and finesse. His leadership ability was put to the test and he passed with flying colors.

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# Don't Repeat This!

(Continued from Page 6)

those are the districts in which an incumbent won by five or less percent of the total vote cast. The outcome in some of these districts will depend in large measure on the drawing power of the contending candidates for Governor—Wilson and Carey. A strong vote by either may tip the balance in the marginal Assembly districts, as well as in the marginal Senate districts.

With the campaign just getting under way, it is still too early to spot any trends in the November voting patterns. At the moment, the race between Wilson and Carey is regarded by close observers as a toss-up. By the same token, a toss-up is the only way to rate the contests for control of the Assembly.

## Straub Renamed

ALBANY — J. Vanderbilt Straub, of Albany, has been re-appointed a member and president of the Council of the State University of New York at Albany for an unsalaried term ending July 1, 1983.

# Open Competitive State Job Calendar

Applications Accepted Until Oct. 21  
Written Exam Nov. 23

Associate Chemist (Air Pollution)	\$17,429	23-651
Medical Facilities Auditor, Senior	\$13,404	24-116
Medical Facilities Auditor, Associate	\$17,429	24-117
Medical Facilities Auditor, Principal	\$21,545	24-118
Senior Stenographer	\$ 8,051	20-989

Applications Accepted Until Nov. 4  
Oral Exam Nov. Thru Jan. 1975

Public Administration Internships	\$11,164	27-460
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# Open Continuous State Job Calendar

(Continued from Page 5)

Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Public Librarians	\$10,155 & Up	20-339
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Senior Pharmacist	\$14,880	20-194
Senior Recreation Therapist	\$12,670	20-553
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Senior Occupational Therapist	\$12,670	20-550
Senior Physical Therapist	\$12,670	20-551
Sr. Speech and Hearing Therapist	\$12,670	20-552
Senior Recreation Therapist	\$11,277	20-553
Supervising Dietitian	\$12,760	20-167
Supervising Veterinarian	\$14,880	20-313/314
Unemployment Insurance Claims Examiner (Spanish Speaking)	\$10,714	20-389
Variotype Operator	\$ 6,811	20-307
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

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# Assembly Report Outlines SSI Woes

ALBANY—On Jan. 1, 1974, under the auspices of the Social Security Administration, a new program called Supplemental Security Income Program (SSI) became operational throughout the United States. It was designed to provide monthly income maintenance grants to the needy among the aged, blind and disabled, changing them from other categories of assistance.

Despite early mechanical and human errors expected with any new program, it became evident that the SSI program itself was causing undue hardship and grief in many cases.

## Hearings Held

In New York State, the Assembly Standing Committee on Social Services, headed by Assemblyman Clark C. Wemple, held hearings on the matter this summer and issued a 30-page report of observations, conclusions and recommendations.

In an introduction, the report stated:

"All that the Committee has seen and heard during its review has confirmed what it suspected. Although many SSI recipients have benefited materially by SSI, there are too many eligible persons in this State for whom the program has been a truly disastrous 'cruel hoax.'

"Though this Committee's hearings may have been among the first held on SSI since its implementation and other inquiries must follow before the full story is known, we hope that our findings will be considered with a degree of immediacy and priority by those in State and Federal governments whose efforts will be essential to revising the program so that it more clearly serves the interests of all the SSI participants in New York, and in the nation. . . .

## Hardship, Frustration

"In a report such as this, it is difficult by mere print on paper to convey the extraordinary hardship and frustration which SSI conversion has brought to those residents of the State of New York who are the most vulnerable, and the least able to cope with life because they are poor and because they also suffer the afflictions of blindness, disability or age.

"These people are not the welfare frauds nor the malingerers in our society whose actions have served to erode confidence in the public assistance system and bring undesired suspicion upon all who truly need help. Rather, they are our least employable fellow citizens who now appear to suffer a form of double jeopardy in that they must live lives circumscribed by their disabilities while at the same time they receive less assistance than their non-handicapped neighbors whose needs are met through Aid to Dependent Children, Home Relief, or other previously existing programs."

The report went on to note that the SSI grants consider "none of the actual cost of living variables accruing from varying personal needs, regional variations in rent, transportation or nutrition, or any number of factors which do not apply with equal impact upon the heterogeneous population of potential participants. . . .

## \$1 For Food

"It is not at all uncommon

in many areas of this state for even a single person to have to pay rent in the range of \$140 to \$160 per month. After also paying for utilities, an essential phone, personal necessities, transportation and perhaps heat, a person with as little as the basic monthly SSI grant of \$206.85 may have as little as \$1 a day with which to put food on the table.

"SSI recipients must therefore each month tread a thin line between malnutrition and eviction on utility disconnection. The difficulty of this task is of course compounded by the social isolation and diminished capacity to cope with complex problems from which many aged blind and disabled persons suffer.

"For this reason many persons who testified before the Committee felt that the SSI participant would have been better off under the old programs of assistance under which benefits were calculated on an individual basis accounting most impor-

tantly for variations in rent.

In a conclusion, the report stated:

## Hasty Program

"This Committee concludes that the SSI program was initiated with some basic conceptual flaws, that the principles underlying the program and their practical implementation are not the same, and that the program was implemented in excessive haste, all of which served to bring undesired hardship and despair to persons afflicted with poverty, blindness, disability, or age.

"Fundamentally the SSI program has relegated a substantial number of destitute aged blind and disabled persons to a status more disadvantageous than welfare recipients. The operational program of SSI is perfectly consistent with significant and acute malnutrition and is by no means inconsistent with the specter of actual starvation among the aged, blind and disabled in our society.

"So far as SSI is now concerned, immediate and co-operative remedial action is necessary at both the State and federal levels.

## New Study

"The Committee is therefore pleased that the U.S. Senate's Special Committee on the Aging is undertaking its own study of the SSI program, and that there is the prospect of corrective legislation being filed in Congress.

"The Committee is especially encouraged to note that Governor Wilson and the State Commissioner of Social Services are reassessing the State's responsibility and the character of its participation in the SSI program.

"Compassionate governmental concern at both the state and federal levels can move to transform the SSI program into truly landmark legislation, and it is the hope of this Committee that administrators and legislators who control the fate and the form of the SSI program will heed the call of this Committee and the expressed needs of a very substantial segment of our population which society has too long forgotten and overlooked."

## 12 Proposals

The Committee listed a series of 12 recommendations designed to correct the evident flaws in SSI. Among key recommendations were:

"A concerted and unified approach must be mounted at both the federal and state levels, free of inter-governmental finger

pointing, to resolve the problems in SSI as rapidly as possible in the interests of the program's recipients . . .

"The provision of emergency assistance must be accepted as an integral part of the income maintenance function now under federal administration. Until

such a federal emergency assistance capability is built into SSI administratively and fiscally, New York State must expand its own emergency assistance program for SSI recipients so that no legitimate urgent need of an SSI recipient will go unmet."



**PARTING GIFT** — Bill Clark, left, retiring from service at the Masten Park Community Rehabilitation Center, Buffalo, receives a savings bond and a handshake from Ray Caruana, CSEA Masten Park chapter president.

## Pension Application In Second Chance

(Editor's note: Ben Gumin, second vice-president of the Nassau Educational chapter, Civil Service Employees Assn., in his capacity as public relations chairman of the chapter, has issued the following report on pension application, which The Leader feels is of interest to many of its retiree readers.)

"Years ago, 15, 20, or more, when school district employees entered into the civil service, salaries were very low, but they were happy to merely be employed. They filled out most of the required forms and went to work. They were happy to receive their bi-monthly or monthly pay checks and needed every penny of the net pay.

"Some, if not all, were afforded the opportunity to join the retirement system which also required them to contribute to social security payments.

## Temporary Jobs

"Some employees at that time felt that working in a school system was just a temporary job until they could find a better paying one. Others took school jobs for a short period of time to meet household needs or perhaps to subsidize their children's college educations. Needless to

say, many of these employees stayed on for various reasons, but did not file the necessary forms for retirement or social security, particularly if they were not obligated to do so since they were not in a competitive classification whereby they would have been obligated to do so (myself included).

"Many employees were not advised of their rights to retirement benefits. They simply assumed that as civil servants they would be entitled to pensions at the time of retirement at age 55. Prior to the laws of July 1, 1973, any civil service employee hired on or after that date must have a minimum of five years of civil service employment, be 62 years of age before they are entitled to retirement benefits.

## Open Now

"Those employees who have not entered into the retirement system and who have years of service prior to July 1, 1973, have an amnesty period up until Dec. 1, 1974, but no later. They must petition Arthur Levitt, N. Y. State Comptroller, Albany, requesting affidavits attesting to the fact that they were not advised of the opportunity to join the retirement system.

"I advise the CSEA members who so desire the retroactive retirement affidavit requests to have their letters notarized in order to meet the amnesty deadline.

"I particularly advise cafeteria employees and employees who hold non-competitive positions to follow the outlined procedure.

"Any and all questions concerning this most important issue may be directed to the CSEA Nassau Educational Office located at 111 Old Country Rd., Hicksville, N. Y. 11801."

## Rochester Meeting

ROCHESTER—Rochester Area Retirees chapter, Civil Service Employees Assn., will meet Oct. 23 at 1:30 p.m. in the auditorium of the Marine Midland Bank Building, Chestnut and Broad Sts., Rochester.

## Ithaca Meeting

ITHACA—Ithaca Area Retirees chapter, Civil Service Employees Assn., will meet Oct. 9 at 2 p.m. at Moose Hall, Ithaca.



**STEPS DOWN** — Dr. Francis Subik, chief pathologist at Harlem Valley Psychiatric Center, Wingdale, was tendered a retirement dinner at Berkshire Lodge. He had served the center for 11 years.



**BROOKLYN RETIREMENT** — Mary O'Leary, standing, second from right, receives a check from Brooklyn Developmental Center CSEA chapter president Sol Gordon at a retirement luncheon for her tendered by the chapter board of directors. Also standing, from left, are: Roy Ashley, Joan McIntosh and Gertrude Naughton. Seated, from left: Sally Jones, Mary Patterson, Al Rush, William J. Cunningham, the New York City Region third vice-president, and Esther Heller.



Suffolk chapter president James Corbin, left, thanks Bud Corwin, County superintendent of parks, for cooperation in handling arrangements for picnic. In background are chapter officers, from left, secretary Barbara Rotunna, fifth vice-president Ed Valder, third vice-president Frank Parker, treasurer Dorothy Goetz and second vice-president Frank Giordano.



Sid Azralon, left, pours a libation for chapter executive representative John Bogack as other Azralons, son Alan and wife Dorothy, look on. Suffolk chapter, with the second largest membership in CSEA, chose wisely for the picnic, as the Saturday event last month was held on one of the last gorgeous weekends of the late lamented summer.

(Leader photos by Sulo Aalto)

# Suffolk Relives 'Olde-Time Days' At Picnic



It was a family affair. Long Island Region secretary Dorothy Goetz, standing, welcomes Ed Brown and members of his family, seated from left: Bryan, Loretta and Beth, with friend Eileen Kane.



What Long Island event would be complete without the presence of regional president Irving Flaumenbaum? The CSEA vice-president, right, is greeted here by Mike Lento, left, under the watchful eyes of Barbara Lento and Suffolk chapter president James Corbin. The real scene-stealer in this photo, though, is little Marie Corbin.



Which is more fun: watching cotton candy being made or eating it? Here a group of youngsters wait in anticipation as Barbara Quatroche dispenses the sticky concoction.

## Thruway Vote Count Oct. 4

(Continued from Page 1)  
ment agreeable to the employees. In an earlier ratification vote a few weeks ago, members rejected the package by 94 votes, felt by CSEA as too slim a margin to be considered a clear mandate. Shortly following, the union achieved a change in a shift pay differential provision beneficial to a great number of employees. Based on this change and the closeness of the first vote, CSEA felt it was desirable to give the members another opportunity to vote on the package.



Rally round, boys, for clams and coffee. Joining together for refreshments are, from left, Henry Murer, Al Tasso, Long Island Region third vice-president Ralph Natale, Frank Parker and Frank Giordano.

## Southern Region Hosts Open House In Fishkill

(Continued from Page 16)  
ficials took time last month to visit and inspect the new regional headquarters located on Old Route 9, just north of the village. Region president James Lennon played host and explained the headquarters operation to guests who included Congressmen Hamilton Fish, Jr., and Benjamin Gillman and State Senator Jay P. Rollson, Jr. Mr. Lennon noted that the center is fully staffed and open for member services from 8:30 a.m. to 5 p.m. each week day. It has office space for staff, interview areas for individual

problems and a large meeting room for committee and other activities. On the second Monday of each month, a CSEA insurance specialist is scheduled to be on hand throughout the day. Staffing the headquarters, in addition to the president, are regional supervisor Thomas Luposello, field representatives Felice Amodio, John R. Deyo, Ronald C. Mazzola, Joseph O'Connor, Thomas B. Quimby, Donald Partrick, Lawrence R. Scanlon and George Sinko; organizer Thomas A. Brann; public relations associate Geni Abrams and secretar-

ies Alice Dittman and Judy Morrison. Mr. Lennon, who also serves as a vice-president of the statewide CSEA organization, is assisted in the region by his fellow officers: first vice-president John Clark, Letchworth Village; second vice-president Scott Daniels, Westchester County; third vice-president Richard Snyder, Wassaic State School; secretary Patricia Comerford, Helen Hayes Rehabilitation Hospital, and treasurer Sandra Cappillino, Department of Transportation Region 8. Headquarters telephone in Fishkill is (Area 914) 896-8180.

# FIRE FLIES

by Paul Thayer

Last week this column asked the Mayor if he would rather save lives or bucks. The day the paper hit the street, the answer came through in the form of an announcement by City Hall to the effect that the City is in trouble to the tune of \$200,000,000. Soooooo, hold on to your hats boys, here we go again!

**"Lest We Forget"** Department  
On August 14, 1974, Fire Units of Battalion Five responded to Box 41 for a fire at 57 East 1st Street. The fire went to a 2nd alarm and 29 firefighters were injured. Had it not been removed from the East side, Squad No. 5 would have responded on the 1st alarm.

On August 19, 1974, Fire Units of the 4th Battalion responded to Box 428 for a fire at 230 East 3rd Street. It was an occupied 3rd alarm. A total of 20 firefighters and 10 civilians were injured. Had it not been removed from the area in January of 1974, Squad Company No. 5 would have responded on the 1st alarm.

Finally, on September 12, 1974, at 2:40 a.m. Fire Units of Battalion 10 responded to a fire at 215 West 92nd Street. Phillip Roth, age 85, his wife Loretta, age 82, and their son Warren, age 52, were burned to death. In November of 1972, Squad Company No. 6 was disbanded. They would have responded on the 1st alarm.

Congratulations to reporter Stan Allison of the "Staten Island Advance" for a fine series of articles about the Fire Department and some problems which relate to the people of Staten Island in particular and the people of the entire city in general. He calls a spade a spade which is not a very popular thing to do nowadays. Better watch out Stan, you will be declared "persona non grata" around the job. It is accomplished with the cunning and stealth worthy of a professional sneak! Recently heard on F.D.N.Y.

radio: "We are removing eight firemen to the quarters of Ladder 11 to await examination by the Medical Officer. Also dispatcher, we have two civilians who inhaled some smoke and have requested an ambulance." Replied the dispatcher: "O.K. we will request the ambulance right away."

What a damned disgrace! Firefighters who have broken their back to put out a fire and have taken a terrible beating, cannot go to a hospital but two civilians who took a whiff of smoke get an ambulance right away!

This is pure unadulterated

harassment of the firefighter. I predict that some tragic day, some poor chief who has been forced to play the part of a doctor in determining who is sick enough to go to a hospital and who isn't, is going to not send some firefighter to the hospital because he doesn't seem in bad enough shape to go, but the firefighter is going to be suffering from internal injuries that he is not aware of F.D.N.Y. will then have a death on their hands which won't be able to be explained away. Then you'll see the new A.U.C. on how to handle medical procedures quickly scrapped. This is what comes of one man playing God!

At the 5th alarm in Harlem the other night, the troops did the right thing. They were given this stupid, cruel "rest and re-

(Continued on Page 12)

**To Parole Board**  
ALBANY—The Governor has named John J. Mafucci, of Pelham, to the State Board of Parole for a term ending June 18, 1978. A graduate of Fordham, Mafucci is a former guidance counselor at Sing Sing and has been serving as a parole officer with the State Department of Correctional Services. He will receive \$34,184 per year.

**To Succeed Gray**  
ALBANY — Social Services Commissioner Abe Lavine has appointed Stuart M. Patterson, Jr., formerly deputy director of the Michigan Department of Social Services, as head of the New York department's Office of Management Planning and Data Processing at an annual salary of \$36,000. He succeeds Robert A. Gray, who resigned.

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**Valley Health Confab Due**

BEAR MOUNTAIN — The Lower Hudson Valley Affiliate, New York State Public Health Association, in cooperation with the Annual Health Conference Inc., will hold its fourth annual conference October 8 and 9 at Bear Mountain Inn.

The organization includes professionals in public health and interested representatives from various private voluntary agencies, and comprises the Counties of Westchester, Putnam, Dutchess, Ulster, Orange, Rockland, Nassau and Suffolk.

Among topics to be covered in various sessions are health care administration; environmental health; community health services; solid waste disposal, and emergency health services.

Representatives from schools, community action programs, day care centers and similar groups interested in attending may contact Dr. William Farrell, program chairman, or Ralph Gode at the state's Regional Health Office in White Plains, telephone (914) 761-7900. Registrations will be accepted up to opening day.

**Revised Supv. Clerk List**

MANHATTAN—A revised list for supervising clerk, supervising stenographer, Exam 0574, was released last week by the city Department of Personnel. The lists are established with the original date of effectiveness, Dec. 14, 1971, with the exception of the Social Services Dept., whose date of effectiveness remains Nov. 12, 1971. The new lists are the result of litigation (Roth v. the Dept. of Personnel), and anyone interested in seeing them can call or visit The Leader at 11 Warren St., where copies will be kept on file.

**Optometry Council**

ALBANY — The Governor has reappointed Michael I. Schaffer, of New Rochelle, to the council of the State University College of Optometry for a term ending July 1, 1983. At the same time, three new council members were named. With terms they are: Frank M. Kitchell, Hempstead, 1981; Adolph R. Schnurmacher, New York, 1976, and Laura M. Holland, Bronxville, 1977. Council members serve without salary.

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**BIG THREE GO UP!**

**G.M., Ford, Chrysler Hike Prices.**



DETROIT—To keep up with recent rise in the price of steel, the Big Three auto manufacturers announced new increases on cars and options.

This is GM's seventh price rise since the end of the '73 model year. Increases have included not only the basic vehicle but extra standard equipment, accessories and destination charges.

Ford and Chrysler, hiking their prices a total average of \$384 and \$458 respectively.

**Extraordinary Increases**  
 The multiple price increases put into effect by the auto makers are unusual for the industry, which in the past tried to limit increases.

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CIVIL SERVICE LEADER, Tuesday, October 1, 1974

**INNES TRUSTEE**  
ALBANY—John P. Innes, of LeRoy, has been appointed a trustee of Genesee Community College for a term ending June 30, 1983. Members serve without salary.

**BRIDGE AUTHORITY**  
ALBANY — Governor Wilson has announced the appointment of John Foglia, Jr., of Milton, as a member of the State Bridge Authority for a term ending February 1, 1975. There is no salary.

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## Merit Principles Not Politics, Ford Tells U.S. Agency Heads

In a memorandum issued last week to heads of departments and agencies, President Ford affirmed his determination to have federal civil service appointments and promotions adhere to the principles of the merit system.

President Ford is said to have been upset by the growing number of reports of politicization of the civil service system that took place under his predecessor. In his memorandum the President said he intended to keep the career civil service a "competitive system free from political consideration."

The Civil Service Commission has charged senior appointees in a number of federal agencies with operating illegal job referral units for the political faithful. In some cases jobs which were clearly career positions were given to party loyalists while employees who were in line for the positions were bumped or dumped.

The President's memorandum to the officials in federal government follows in full:

"Whatever else, recent experience has proven one thing about the Federal Government: It can continue to function and move ahead even under the most difficult circumstances. This is due chiefly to more than two million career civil servants who, day-in and day-out, give of themselves in a thoroughly dedicated and efficient manner to assure this continuity.

"These men and women act in the best traditions of the career civil service which has demanded from them for more than 90 years the highest degree of professionalism and competence. In return, it has assured them of a competitive system free from political considerations either in their appointments or in their

promotions.

"I intend to keep it that way — and I call upon you to see to it that the merit principles contained in the Civil Service Act and the personnel laws and regulations are fully and effectively carried out in your department or agency. Appointments and promotions in the career service must not be made on the basis of either politics, race, creed or sex.

"I have informed the Chairman of the United States Civil Service Commission of my determination to keep the Federal career service just that—a career service in which men and women can be accepted in the first place on their ability and promoted on their merit. I ask you to make sure your agency fully complies with both the letter and the spirit of the law in this regard."

GERALD R. FORD

### Open Personnel Files

The House Government Operations Committee has cleared legislation that would give the federal employee access to his personnel files which are not open to his inspection at this time. This legislation is part of the Right to Privacy Act which is expected to become law this year.

Under a section of this law dealing with federal employees, the worker will be able to examine the agency's records on him, such as his fitness reports, rank and test scores, loyalty reports and other items that can seriously affect an employee's career.

Many federal employees believe that incorrect or outdated information in their files have been damaging to their careers. Few employees ever get a chance to see what is in their files. The new legislation would open these files only to the individual who the file is on.

## City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Assistant Electrical Engineer	\$13,300	4139
Assistant Mechanical Engineer	\$13,300	4141
Electrical Engineering Trainee	\$11,500	4151
Landscape Architectural Trainee	\$11,500	4157
Psychiatrist	\$17,550	4200
Mechanical Engineering Trainee	\$11,500	4159
Shorthand Reporter	\$ 7,800	4171
Social Worker	\$10,800	4173

**OPEN COMPETITIVE** — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

**PROMOTIONAL** — These titles are open only to those already employed by the city in various agencies.

## GOURMET'S GUIDE

### PERSIAN — ITALIAN

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## Fire Flies

By PAUL THAYER

(Continued from Page 10)

habilitation" bit and had no choice but to accept it. However, as soon as the two, three or four hours were up, they just turned around and went sick again which is as it should be and, the only way to speak the "Fire Messiah's" own language! Congratulations, gentlemen!

### LIMITED PARTNERSHIP

**DON FILM COMPANY**—Substance of Certificate of Limited Partnership duly signed and acknowledged by Dan Q. Kennis as General Partner and as Attorney-in-Fact for the Limited Partners and filed in the New York County Clerk's Office on August 23, 1974. Name and principal place of business: Don Film Company, c/o Independent International Pictures Corp., 165 West 46th Street, New York, N.Y. Character of business: to acquire ownership of the full length motion picture film entitled "Don Quixote" for a certain specified Territory including title to the film and all rights appurtenant thereto, for theatrical, non-theatrical, CATV, wire, cable and other distribution, marketing, sale, exhibition, licensing and exploitation, throughout the "Territory." The "Territory" shall be Spain, Portugal, Central America, South America, Cuba and Mexico. Name and place of residence of General Partner: Dan Q. Kennis, Q5 Avon Drive, East Windsor, N.J. Name place of residence and capital contribution of Limited Partners: Martin Tolchin, 5 Barrett Road, Lawrence, N.Y.; Max Jacob Schacknow, 628 East 79th Street, Brooklyn, N.Y.; William Suskin, 1372 Hewlett Lane, Hewlett, N.Y.; Max Rak, 15517 Waterloo Road, Cleveland, Ohio; Lowell Friedman, 1916 Hunter Avenue, Mobile, Ala.; Walter R. Funk, 14400 Pearl Road, Strongsville, Ohio; Wilard A. Weiss, 1 Bratenahl Place, Bratenahl, Ohio; Norman O. Stahl, 201 Eastern Parkway, Brooklyn, N.Y.; Cash \$10,000.00 and \$25,000.00 Notes, each. No additional contributions may be made by Limited Partners other than payment of their notes. Term: partnership shall continue until December 31, 1986, provided, however, that Partnership may be dissolved and terminated prior to such date by reason of following (a) if it shall sell or otherwise dispose of its entire interest in all its properties; or (b) if Partnership shall enter into a general assignment for benefit of creditors shall become insolvent, or shall be declared bankrupt; or (c) if General Partner shall retire, die or be adjudicated insane or bankrupt; or if Partners shall willingly agree to terminate the Partnership. Share of profits or other compensation by way of income which each Limited Partner shall receive in his pro rata share as determined by the ratio that his investment bears to the total capital invested by all Limited Partners in the Limited Partnership. Limited Partners shall receive an aggregate of 95% of all net profits received by the Partnership. However, at such time as Limited Partners have received cash distributions equal to their capital contributions then profits and losses shall be changed to 80% for the Limited Partners and 20% for the General Partner. Limited Partners shall not be able to assign their partnership interest in whole or in part to any other person, nor shall they be entitled to substitute for himself as a Limited Partner, any other person without the written consent of the General Partner, except as provided for in the Limited Partnership Agreement. No provision has been made to admit additional limited partners, except assignees of Limited Partners may become substituted limited partners. No right given any Limited Partner to priority over other Limited Partners as to contributions or compensation by way of income. No right given to Limited Partners to demand and receive property other than cash in return for his contribution. There is a right of continuation of the business on the death, retirement or insanity of the General Partner. Sixty-six and 2/3rd percent of the Limited Partners can elect within 90 days after the death, bankruptcy, retirement, adjudication of incompetency of insanity of the General Partner, that the Partnership shall not dissolve and to continue the business of the Partnership, and they shall designate one or more persons, corporations or other entities to be a substitute General Partner or General Partners.

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# State And County Eligible Lists

EXAM 35402  
PROM TO SR STENO  
(Continued from last week)

1074 Scrafford E Schenectady	71.1
1075 Jasiewicz M Albany	71.1
1076 Roscoe J Beacon	71.1
1077 Alaimo M Brooklyn	71.1
1078 Carollo F Rome	71.1
1079 Clark E Orchard Park	71.1
1080 Poskat S Amherst	71.0
1081 Lawler D Albany	71.0
1082 Prochaska V NYC	71.0
1084 Simmons S Unadilla	71.0
1085 Roberts P Saratoga Spgs	71.0
1085 Schneider S Massapequag	71.0
1086 Drebitko A Albany	70.9
1087 Finn K Uniondale	70.8
1088 Lewis P Bronx	70.8
1089 Ergmann E Saratoga Spg	70.7
1090 Couture R Saratoga Spg	70.7
1091 Lewis S Hannacrois	70.7

**LEGAL NOTICE**

**THE HOSANNA COMPANY.** — Substance of Certificate of Limited Partnership of The Hosanna Company subscribed and acknowledged by all partners and filed in New York County Clerk's Office on September 19, 1974. Name and location: The Hosanna Company, 240 West 47th Street, NYC. Business: To produce and exploit a dramatic production entitled HOSANNA, and exploit rights held in connection therewith. GENERAL PARTNER: Norman Kean, 280 Riverside Drive, NYC. LIMITED PARTNERS, places of residence and contributions: Tarragon Theatre, 30 Bridgman Ave., Toronto, Can., \$30,000.00; La Compagnie Des Deux Chaises Inc., 3823 Melrose, Montreal, Can., \$10,000.00; Norman Kean 280 Riverside Drive, NYC, \$10,000.00. Each limited partner shall receive that proportion of 50% of the net profits of the partnership as his original contribution bears to the total capital thereof. Partnership commences upon filing of Certificate of Limited Partnership in County Clerk's Office and terminates on such date as the general partner designates. Limited partner's liability for losses, debts or obligations is limited to cash capital contributed by him. Limited partners' contributions shall be repaid if partnership has \$10,000.00 cash reserve after payment or provision for payment of all liabilities. All cash in excess thereof shall be paid at least monthly.

**LEGAL NOTICE**

**CERTIFICATE OF CONTINUED USE OF PARTNERSHIP NAME OF P.D. LEAKE & CO.**

PURSUANT TO ARTICLE 7 OF THE PARTNERSHIP LAW OF NEW YORK

WHEREAS, the business of the firm of P.D. LEAKE & CO., a partnership which has transacted business in this state, continues to be conducted by certain of the partners therein, and

WHEREAS, the business heretofore conducted by said firm is to be conducted hereafter by the undersigned in the name of P.D. LEAKE & CO.,

NOW, therefore, the undersigned, in pursuance of the statute in such case made and provided, do make, sign and acknowledge this certificate and declare that the persons intending to deal under the name of P.D. LEAKE & CO., with their respective places of residence, are as follows:

Name	Places of Residence
Michael J. Levine	1 Robin Hill Road Scarsdale, New York 10583
Peter W. Phillips	Pound House Totteridge Lane London N. 20 England
Denis G. Dedman	23 Uphill Road Mill Hill London N.W. 7, England

Each partner for whom this certificate has been executed by an attorney-in-fact has authorized such attorney-in-fact to execute this certificate in the name and on behalf of such partner by a Power of Attorney filed at the office of P.D. Leake & Co., located at 450 Park Avenue, New York, New York.

IN WITNESS WHEREOF, the undersigned, Michael J. Levine, on behalf of himself and as attorney-in-fact for the several above named persons has hereunto set his hand and seal this 6th day of June, 1974.

s/MICHAEL J. LEVINE  
Michael J. Levine, on behalf of himself and as attorney-in-fact for Peter W. Phillips and Denis G. Dedman,

**LEGAL NOTICE**

**SATURDAY SUNDAY MONDAY COMPANY** — Substance, Certificate of Limited Partnership, Saturday Sunday Monday Company, filed NY Co. Clerk's Off., AUG. 7, 1974, signed and acknowledged by all partners. Name and location: Saturday Sunday Monday Company, Suite 1100, 1564 Broadway, NY, NY. Purpose: To produce the play "Saturday Sunday Monday"; Names and addresses, general partners, Barry M. Brown and George W. Holt, III, a/k/a Fritz Holt, 885 West End Ave., NY, NY; Name, address and contribution of limited partner, Barry M. Brown, 885 West End Ave., NY, NY, \$1.00; Term: 8/7/74 until business of partnership concluded; no add'l contributions agreed upon; 50% of net profits shared pro rata among lim partners. Liability of lim. partners lim. to cap. contributed. Add'l lim. partners to be admitted to the maximum extent of \$300,000. Lim. partners have priority on distributions to the extent of their capital. No right to demand property other than cash. Partnership shall not terminate on death of general partner.

1092 Terracino C Middletown	70.6
1093 Cherkos E Deer Park	70.6
1094 Heeran J Albany	70.4
1095 Daley M Rochester	70.4
1096 Severino L Troy	70.4
1097 Romano F Amsterdam	70.3
1098 Majchrycki C Cheektowaga	70.3
1099 Baker C Troy	70.3
1100 Giordano J Hauppauge	70.3
1101 Brokn P Tonawanda	70.2
1102 Nicolla P Albany	70.2
1103 Rickhardt K Amherst	70.2
1104 Agneta B Albany	70.2
1105 Shanno A Averil Park	70.2
1106 Kaiser K Masspeua Pk	70.2
1107 Peritore D Mt Morris	70.2
1108 Coyne M Bladell	70.2
1109 Fleischauer A Tonawanda	70.2
1110 Denton L Troy	70.1
1111 Sanders D Coram	70.1
1112 Swint C Berne	70.1
1113 Pittarelli L Endicott	70.1
1114 Butler C Troy	70.0

EXAM 55374  
ASSISTANT COURT CLERK  
SUFFOLK COUNTY  
Test Held Feb. 9, 1974  
List Est. Aug. 2, 1974

1 Frost T Selden	76.7
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**LIMITED PARTNERSHIP**

**NORTH TOWN PHASE II ASSOCIATES, 32 Broadway, N.Y.C.** Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on August 28, 1974. Business: Provide capital for complete construction of, hold the beneficial interest in and operate and manage an urban rental project. General Partners: North Town Phase II Houses, Inc., 1345 Ave. of Americas, NYC; Sovereign Construction Co., Ltd., East 81, State Highway 4, Paramus, NJ. Limited Partner, Cash Contribution and Share of Profits: R.L. Management Corp., 32 Broadway, NYC, \$100, 95%. Term: October 30, 1972 until December 31, 2025 unless sooner terminated. No additional contributions agreed to be made. Contributions to be returned upon admission of additional limited partners. Limited partner shall not substitute an assignee in its place without consent of the general partners. General partners may admit additional partners. No priority among limited partners as to contributions or as to compensation by way of income. Upon withdrawal of a general partner the remaining general partner shall have right to continue the business. Limited partner shall not demand property other than cash in return for its contribution.

**LEGAL NOTICE**

**HERCULES ASSOCIATES, 600 Madison Ave., NYC**—Substance of Cer. of Ltd. Partnership, duly signed and executed by all the partners and filed in N.Y. Co. Clk's Office Aug. 19, 1974. Business to purchase all rights to various motion pictures, including but not limited to a motion picture tentatively entitled "Long Live Death" as provided in Partnership Agreement. General Partners: Sidney Ginsberg, Covered Bridge Rd. Merrick, N.Y., who has contributed \$6,000 and share of profit 2%. Limited Partners, their places of residence and P & L Percentages are Alfred A. Johnson, 130 E. 77th St., NYC, Douglas Bittenbender, 600 West End Ave., NYC, Raymond J. Kiernan, 45 Tisdale Rd., Scarsdale, N.Y., Frank Polanish, 20 Waterside Pl., NYC, Louis J. Vorhaus II, 180 E. 78th St., NYC, Howard Adelman, 260 Chestnut St., New Milford, Conn., Lawrence Keith, 1 W. 67th St., NYC, and Mary Ann Crenshaw, 200 E. 74th St., NYC, each \$28,500, each 9.8%; Robert Dorough R.D. No. 1, Mt. Bethel, Penn., Charles B. Kurait, 34 Bank St., NYC, Leonard L. Merl, 5516 North Hill Dr., Raleigh, N.C., and Stanley A. Schneider, 2420 Tyson, Raleigh, N.C., each \$14,250, 4.9%. The Partnership term shall commence on the day upon which, pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the Clerk of the County of New York and thereafter from year to year, and shall terminate on January 3, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners to the Partnership. The Contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced), as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of two (2%) percent to the General Partner as compensation, said 2% rising to 5% at such time as the Limited Partners have recouped their capital contributions. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partner. No additional Limited Partners may be admitted into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of any General Partner, the Partnership shall be dissolved unless all Limited Partners shall have within eighty (80) days following any of such events given notice to continue the Partnership and thereafter a majority in interest shall elect a successor General Partner. No Limited Partner may demand and receive property other than cash in return for his contribution.

EXAM 35540  
SR MECHANICAL STORES CLK  
Test Held May 11, 1974  
List Est Aug 6, 1974

1 Sapone D L Troy	94.6
2 Kelsey D P Clinton	93.7
3 Northrup J J Amsterdam	93.2
4 Woodbridge R E Tupper Lake	92.4
5 Coffey T E Albany	92.3
6 Cary J L W Cossackie	90.9
7 Austin A H Willard	90.5
8 Swart J F Leeds	89.9
9 Valente R Schenectady	89.8
10 Bruch T Buffalo	9.8
11 Walters R Buffalo	89.8
12 Fraer C W Albany	9.7
13 Riggs D L Scotia	89.7
14 Tanzer R N Brooklyn	89.5
15 Heitzman G Feura Bush	89.4
16 Fener A P Otisville	88.4
17 Dinyer J R Latham	88.4
18 Hopkins W Dover Plains	88.4
19 Verburg T Loudonville	88.2
20 Bilka F M Schenectady	87.7
21 Miller J H Delmar	87.6
22 Thompson B L Waverly	87.6
23 Szweczyk H Dunkirk	87.1
24 Stead D E West Islip	87.1
25 Sutton R Freehold	88.9
26 Ott F Bronx	86.7
27 Lombardo R Waterford	86.6
28 Bridgham C R Ctl Islip	86.1
29 O'Connor J A Middleburgh	86.0
30 Slaveikis L R Amsterdam	86.0
31 Townsend D Oswego	85.8
32 Jacobi R W McGraw	85.8
33 Petrak E A Wappingr Fls	85.7
34 Denny D B Buffalo	85.7
35 Gaynor T J Troy	85.7
36 Scott C A Albany	85.7
37 Juras S S Hamburg	85.0
38 McKoon R Fredonia	84.9
39 Mangus D T Lockport	84.8
40 Kosegarten H A Nassau	84.7
41 Wismann F A Sound Beach	84.7
42 Lang D C Kent	84.7
43 Caputo D M Schenectady	84.7
44 Cook D T Auburn	84.7
45 Anderson F R Buffalo	84.6
46 Cole K R Ballston Spa	84.5
47 Dolly R A Albany	84.5
48 Wood F Baldwinsvil	84.5
49 Parsons C Clay	84.5
50 Barga R L Pawling	84.5
51 Laviolette L J Schenectady	84.4
52 Dow T I Shoreham	84.4
53 Hill S Savannah	84.4
54 Ryan J J Castleton	84.3
55 Boardman J M Salamanca	84.3

(Continued on Page 15)

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# Gatherings At Stony Brook



SUNY at Stony Brook CSEA chapter members gather for a meeting at the end of August.



CSEA executive vice-president Thomas H. McDonough, second from right, was a special guest at the SUNY Stony Brook chapter meeting, and here meets some members: Henry Cioffi, left, Florence Reinecke and Kenneth Nugent.

## Membership Drive In Erie

(Continued from Page 1)

of two to one, tallying 1,841 votes to 971, with another 379 ballots being challenged.

The overwhelming vote of confidence in CSEA was followed by spontaneous enrollment by dozens of white-collar employees on the following Monday and Mr. Clark announced the special drive to further carry the momentum of the victory.

"We asked for a massive margin of victory and we got it. Now we ask for the massive membership support which is necessary for successful negotiations with the county," Mr. Clark said.

"Our members rallied to our support in the election, but now we need more members to impress the management negotiators with the depth of our strength and support.

"Just as such strength and support helped successful negotiations for CSEA contracts in Depew, Clarence and North Collins, so it will lead to a better contract in Erie County.

"The additional funds from dues will also mean improved services to members in other areas, as well, Mr. Clark explained.

He also pointed out that a larger membership will help in keeping CSEA's dues among the lowest in unionism.

"CSEA has been successful in keeping its dues structure low because it has a large membership and a constantly increasing base will insure continued low dues without sacrificing services," he continued.

Calling on dissidents to join ranks with CSEA, he said a unified front is necessary for the important task of negotiating a substantial pay raise in the upcoming contract talks.

"We've been hurt by inflation, and we need all the strength we can muster in order to impress on the county our needs for contract improvements," Mr. Clark said.

He said membership enrollment forms are available from chapter and unit officers and at Western Region headquarters, 4122 Union Road, Cheektowaga, or by calling 634-3540.

## Monroe Impasse?

(Continued from Page 1) will join negotiators.

And if the fact-finder's recommendations are rejected by either or both sides, the issues in controversy go to the county legislature for a decision.



Al Varacchi, left, president of the CSEA SUNY at Stony Brook chapter, chats with David Woods, right, of the university relations office, and student Mark Avery at CSEA and university get-together.



Good relations are toasted at the Stony Brook social, which was intended for outdoors but got rained on. From left are students Gary and Lynnae Swann and CSEA members Lenore Noglewick, Juan Sirchia and Tom Giles.

## Annual Statewide Delegates' Meeting Concord Hotel, Kiamesha Lake

### Tentative Program, October 5-10

#### SATURDAY, OCTOBER 5

1:00 p.m. -  
 3:00 p.m. - 6:00 p.m.  
 7:00 p.m. - 8:30 p.m.  
 8:30 p.m. - 10:00 p.m.

Board of Directors Luncheon Meeting  
 Registration of Delegates - Promenade Lobby  
 Dinner for all Guests  
 Departmental Meetings  
 School Chapter Delegates Meeting  
 County Chapter Delegates Meeting

#### SUNDAY, OCTOBER 6

9:00 a.m. - 6:00 p.m.  
 1:00 p.m. - 2:30 p.m.  
 2:30 p.m. - 5:00 p.m.  
 7:00 p.m. - 8:30 p.m.  
 8:30 p.m. - 10:00 p.m.

Registration of Delegates - Promenade Lobby  
 Lunch for all Guests  
 Board of Directors Workshop  
 Dinner for all Guests  
 Education Program  
 Affirmative Action Program

#### MONDAY, OCTOBER 7

8:00 a.m. - 9:30 a.m.  
 9:00 a.m. - 6:00 p.m.  
 9:30 a.m. - 12:30 p.m.  
 9:30 a.m. - 12:30 p.m.  
 1:00 p.m. - 2:30 p.m.  
 2:30 p.m. - 5:30 p.m.  
 2:30 p.m. - 5:30 p.m.

Seminar on Parliamentary Procedures  
 Registration of Delegates - Promenade Lobby  
 State Delegate Meeting - Imperial Room  
 County Delegate Meeting - Cordillion Room  
 Lunch for all Guests  
 State Delegates Meeting - Imperial Room  
 County Delegate Meeting; Nassau County Multi-Municipal Productivity Project - Cordillion Room  
 Dinner for all Guests  
 Discussion: Effects of Fair Labor Standards Act on Public Employees

7:00 p.m. - 8:30 p.m.  
 8:30 p.m. - 10:00 p.m.

#### TUESDAY, OCTOBER 8

9:00 a.m. - 6:00 p.m.  
 9:30 a.m. - 12:30 p.m.  
 1:00 p.m. - 2:30 p.m.  
 2:30 p.m. - 5:30 p.m.  
 6:30 p.m. - 7:30 p.m.  
 7:30 p.m. -

Registration of Delegates - Promenade Lobby  
 General Business Session of Delegates  
 Lunch for all Guests  
 General Delegates Meeting  
 Cocktail Party  
 Dinner for all Delegates

#### WEDNESDAY, OCTOBER 9

9:00 a.m. - 12:00 Noon  
 9:30 a.m. - 12:30 p.m.  
 1:00 p.m. - 2:30 p.m.  
 2:30 p.m. - 5:30 p.m.  
 7:00 p.m. - 8:00 p.m.  
 8:00 p.m. -

Registration of Delegates - Promenade Lobby  
 General Delegate Session  
 Lunch for all Guests  
 General Delegate Session  
 Cocktail Party  
 Delegate Banquet

#### THURSDAY, OCTOBER 10

9:30 a.m. - 12:30 p.m.  
 12:30 p.m. -

General Delegate Session  
 Lunch for all Guests

## F.A. Hanofee

LIBERTY—Francis A Hanofee, 59, Sullivan County Clerk, died recently after a long illness. Mr. Hanofee was a long time friend of the Civil Service Employees Assn.

Mr. Hanofee served as Town Supervisor for the Town of Liberty for eight years, and was Democratic Chairman of Sullivan County for 13 years. He was elected to the position of County Clerk effective Jan. 1, 1974.

Because of his service to the public good, Mr. Hanofee was highly thought of throughout the State.

He is survived by a wife, a daughter and two young sons.

## W. Seneca Meeting Changed to Oct. 21

WEST SENECA—West Seneca Development Center chapter, Civil Service Employees Assn., will hold its October meeting on Oct. 21, not Oct. 7, as previously listed.

The session will be at the VFW Post Hall, 299 Leydecker Rd., West Seneca. Members will discuss the delegate's report on reopens in the contract.

## Expresses Appreciation

ROCHESTER—Mary Pompell, long active in Broome County and Syracuse Region activities for the Civil Service Employees Assn., is still under observation at Strong Memorial Hospital here.

She has sent word, via her cousin, Sarah De Re, president of Buffalo State Hospital chapter, that she appreciates all the cards and expressions of concern she has received during her hospitalization.

Ms. Pompell, underwent open heart surgery earlier in the year, and re-entered the hospital last month for further care.

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

**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. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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.

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# Latest State And County Eligible Lists

(Continued from Page 13)

56 Nasser S M Selkirk	84.1
57 Jaekle C N Tonawanda	84.1
58 Stewart W Schenectady	84.1
59 Dranchak M Binghamton	84.8
60 Amon J Staten Is	84.0
61 Heintz M J Syracuse	83.8
62 Cinelli M J Lyons	83.8
63 Rapp J C Buffalo	83.7
64 Ryan T T Cohoes	83.6
65 McFee M L Rochester	83.6
66 Domser C J Utica	83.4
67 Quinn M A Ogdensburg	83.3
68 Conrad D Albany	83.3
69 Oakley J F Utica	83.3
70 Chartier J Troy	83.3
71 Neary J A Schenectady	83.3
72 Kruppner E J Wyoming	83.3
73 Walsh J M Troy	83.2
74 Cranfield J Rexford	83.2
75 Schuteker W E Buffalo	83.2
76 Debonis P B Troy	83.1
77 Kuziora N L Buffalo	83.1
78 Martin N L Rome	83.0
79 Cherry L E Batavia	82.6
80 Needham A M Arhol	82.6
81 Gilleran T Hornell	82.4
82 Johnson A F Troy	82.2
83 Parlato J E Rochester	82.1
84 Daigneault P Cohoes	82.1
85 Peppin M N Troy	82.0
86 Waite A P Granville	82.0
87 Judah M Far Rockaway	81.9
88 Smith D Corona	81.9
89 Harmon J W L I City	81.9
90 Burr R C Oriskany Fls	81.9
91 Bertram T L Hornell	81.9
92 Stanley W Apalachin	81.8
93 Sabatini A J Schenectady	81.8
94 Przewlocki V A Schenectady	81.8
95 Zimmer W Scotia	81.6
96 Schlierer R G Slingerlands	81.5
97 Paluba M Ravenna	81.5
98 Betrus M Utica	81.5
99 Marchese J S Batavia	81.2
100 Mauro C N Schenectady	81.0
101 Thompson G E Ogdensburg	80.7
102 Korpus D S Brooklyn	80.7
103 Schliessman L F Rcooky Point	80.7
104 Humik J E Cohoes	80.7
105 Spencer W V	80.7
106 Simons Karen J Berne	80.6
107 Wilsey Warren East Berne	80.5
108 Bachelort Bruce Albany	80.5
109 Collins Robert Rensselaer	80.5
110 Size Kathleen A W Seneca	80.5
111 Churchill G Highland	80.5
112 Hogan Neal I Loudonville	80.4
113 Downey Madeline Arkport	80.4
114 Dutcher George Nassau	80.3
115 Barley Richard Morrisville	79.9
116 Houghtaling Leo Canisteo	79.9
117 Putnam Carol A Elbridge	79.8
118 Beaudoin Bryant Cossackie	79.8
119 Bamed Juliette Rochester	79.7
120 Plante Terry R Troy	79.5
121 Landis Richard Albany	79.5
122 Price Winifred Brooklyn	79.4
122 Schiabile David West Berne	79.4
124 Barton Harry W Oneonta	79.4
125 Andersen Amelia Westerlo	79.4
126 Felice Hollis Albany	79.4
127 Pagan Thomas P Shoreham	79.3
128 Zoller James W Mechanvil	79.3
129 Kakrins Uldis Albany	79.3
130 Rogers Dorothy Buffalo	79.3
131 Morrissey Anne Cohoes	79.2
132 Pfeleger P A Tonawanda	79.2
132 Reynolds Robert Homer	79.2
134 Stark Stephen K Albany	79.1
135 Greenfield J L Hornell	79.0
136 Dallas William Hudson	78.9

137 Page George H Albany	78.9
138 Vita Louis J Albany	78.8
139 Westfall Donald Broadalbin	78.7
140 Kulik Nicholas Conklin	78.7
141 Dence Kathryn M Ghent	78.6
142 Lasky Anthony J Amsterdam	78.3
142 Lajoie Ronald C Saratoga	78.3
144 Barkevich Peter Amsterdam	78.2
145 Scott James P Albany	78.2
146 Skinkle Mary E Albany	78.1
147 Frank Patrick Albany	78.1
148 Nash James E Brooklyn	78.1
149 Battaglia F P Ravenna	78.1
150 Mitzel Donald W Attica	78.1
151 Haviland Marie Lyons	78.0
152 Hennington E E Troy	78.0
153 Cohn Fred D Albany	78.0
154 Wallace Robert Whitesboro	78.0
155 North Jonathan Schenectady	77.9
156 Kaufman George Delmar	77.9
157 McLean Allen J Ausable Frks	77.9
158 Miller Ethel B Wappinger Fls	77.8
159 Morey Douglas A Hamlin	77.8
160 Bragg Mary R Slingerlands	77.8
161 Orsburn William Delmar	77.8
162 Fisher Arlene K Plattsburgh	77.8
163 Slavin Richard Troy	77.8
164 Jaracz Joseph M Amsterdam	77.8
165 Banahan James J Selkirk	77.7
166 Ksenics V J Binghamton	77.6
167 Scully Charles Latham	77.6
168 Lassonde Ronald Albany	77.5
169 Wood Carol A Waterford	77.3
170 Sanderson John Clay	77.3
171 Case Louise C W Seneca	77.2
172 Visone Letizia Buffalo	77.2
173 Stevens Kenneth Warrensburg	77.2
174 Lester Ernest B Lansingburgh	77.1
175 Wilson M Albany	77.0
176 Chandler Gail L Buffalo	76.9
177 Freedman C E Troy	76.9
178 Garcia Arthur Tuckahoe	76.9
179 Abrams Linda A Northville	76.8
180 Waldorff Perry Albany	76.8
181 Clark Janice H Silver Creek	76.8
182 Stevens Leroy P Albany	76.8
183 Sues Marshall Albany	76.8
184 Dallmann Hans L Albany	76.8
185 Snider Susan P Tonawanda	76.8
186 Nichols Charles Syracuse	76.7
187 Koren Paul A Albany	76.7
188 Skubon Helen J Hurleyville	76.7
189 Pragle Michael Dansville	76.7
190 Tallini Robert Rome	76.7
191 Mohr Jay T Schenectady	76.7
192 Parry George K Albany	76.7
193 White Frederick Latham	76.7
194 Ogbury David E Guilderland	76.7
195 Klueger Leon Brooklyn	76.7
196 Vanderlin Regis Hamburg	76.6
197 Smith Charles E Saratoga Spg	76.6
198 Morrison Linda Latham	76.6
199 Fernet Dennis P Saratoga Spg	76.6
200 Barros Oscar E Jamaica	76.6
201 Smith Charles F Rensselaer	76.6
202 Smick Jeffrey A Saratoga Spg	76.6
203 Wendeborn H J Albany	76.6
204 Walker Sandra M Syracuse	76.6
205 Suydam G E Brooklyn	76.6

206 Oliver Patrick Albany	76.6
207 Mackey Leroy Cobleskill	76.5
208 Laroe James P Schenectady	76.5
209 Zullo Anthony L Saratoga Spg	76.5

210 Bailey Shirley Delmar	76.2
211 Degroff R E Schenectady	76.3

(To be continued)

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Standing in front of the modern, two-story building which houses Southern Region 3 offices, this quartet of CSEA dignitaries pose proudly with a large CSEA sign in the background. From left are executive director Joseph Lochner, regional supervisor Thomas Luposello, regional president James Lennon and regional attorney Joseph Mahar.



Former Southern Conference president Nellie Davis was among greeters of Congressman Hamilton Fish, Jr. (R-25th CD, Millbrook) when he arrived at Open House. Other public officials there included State Senator Jay P. Rolison, Jr. (R-39th SD, Poughkeepsie).

# SOUTHERN REGION 3 Opens Fishkill Office

(From Leader Correspondent)

FISHKILL—Considered "upstate" by people in the Metropolitan New York City area and "downstate" by those who live in the Metropolitan Capital District area is the seven-county Civil Service Employees Assn. Southern Region 3. It includes the lower Hudson and eastern Catskill areas, and has an identity all its own.

While one of the Big Seven Cities, Yonkers, is within the geographic boundaries of the region, CSEA's regional headquarters has been opened in Fishkill, a picturesque village centrally situated within the region. Located in Dutchess County, it is practically on the borders of Putnam, Orange and Ulster Counties, and within reasonable driving distance of Sullivan, Rockland and Westchester Counties.

More than 150 chapter and unit officers, statewide CSEA dignitaries and area elected officers will be present at the opening ceremony.

(Continued on Page 9)



Ric Recchia, vice-president of Hudson River Psychiatric Center, is at ease in a headquarters office. Here he tests out the push-button telephone in one of the executive rooms.



State Executive Committee chairman Victor Pesci, left, chats with Westchester chapter fourth vice-president Carmine Di Battista and Long Island Region president Irving Flaumenbaum.



Patrick G. Rogers, left, CSEA director of field services, greets other out-of-region staff members: Long Island Region supervisor Edwin Cleary, center, and education director Edward Diamond.



Westchester chapter, third largest in CSEA, was represented by, from left, Larry Jonke, Marilyn Matthews, Irene Amaral, Marie Cassidy and the chapter president, Raymond Cassidy.

(Leader photos by Ted Kaplan)



Region secretary Pat Comerford seems undecided whether Letchworth Village chapter president John Clark, left, or chapter first vice-president Manuel Ramirez is going to have the last laugh in this conversation.



The Region's First Lady, Eleanor Lennon, left, greets her predecessor, Marge Puzzerri, right, as Estelle Caswell, center, joins them for cake and coffee.



Happy Open House! Congressman Benjamin Gillman (R-26th CD, Middletown) joins regional leaders, from left, Pat Spieci, Nellie Davis, region president James Lennon and region secretary Patricia Comerford for the cake-cutting ceremony.



LEFT: Rockland chapter president John Mauro, left, goes over some notes with field representative Larry Scanlon, center, and chapter first vice-president Patsy Spieci.