

Civil Service LEADER

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Representative Candidates

See Page 8

Council 50 Protests Elections; Cites Bendet Role In Crushing Defeat

(Special to The Leader)

The Leader learned at press time that Council 50, AFS-CME, which was crushed by the Civil Service Employees Assn. in Statewide elections to determine the bargaining agent for State employees, has filed written objections to the election outcome in the four units won by CSEA.

A CSEA spokesman said the protests were "expected," and further noted that it was "Council 50 and not CSEA which made the big deal about the need for the elections." The official said CSEA was confident that the elections would be upheld.

In New York City, Solomon Bendet, chairman of CSEA's Salary Committee and president of the 6,000-member New York City chapter who was named in the protest as being a management employee representing the employer and who campaigned for CSEA and solicited support from members in the various bargaining units, scoffed at the protests and said he was a State employee who rose through the ranks by taking examinations and owed allegiance to no one except the membership.

"I am a member of CSEA and have been one for 38 years," said Bendet. "When the State administration told me not to participate and remain neutral, I informed Rockefeller, his assistants, and the Public Employment Relations Board that no one would deprive

CSEA Leads The Way

Long Beach Grants 25-Yr. Retirement

MINEOLA—The first City to grant employees a 25-year Retirement plan equivalent to the State plan is Long Beach, Nassau chapter president Irving Flaumenbaum reported this week.

The Long Beach City Council acted after six weeks of negotiations with a Civil Service Employees Assn. negotiating team headed by unit president Tom Stapleton. The plan was voted July 1, shortly before a similar advance was gained by the CSEA unit in the nearby Village of Freeport.

They are believed to be the first city and village to act on the 25-year retirement, a key objective of CSEA.

Talks were conducted with a City negotiating team including Councilmen Harvey Grapek, Isaac Dubow, Robert Kleiner, Arthur Meisel and George Kiely, city manager Foster E. Vogel and Supervisor George B. Costigan. The new benefit went into effect July 17.

me of my rights to be active in the organization which has represented me for so many years. I will continue to remain active even if I have to take my case to the U.S. Supreme Court."

Bendet stated he has received the wholehearted support of both CSEA's Board of Directors and the Statewide delegates.

CSEA Group Asks Clerical Career Ladder

ALBANY—"The establishment of a career ladder for clerical employees would be a boon to all personnel involved," said Irving Fisher, chairman of the Civil Service Employees Assn.'s Special Committee for Reallocation of Office and Clerical Workers, last week.

The committee met last Monday and asked that all interested State employees in clerical titles submit their ideas for the formulation of a career ladder. It would be the first such career ladder in State service.

"A career ladder," said Fisher, "would enable incumbents to progress through various promotional steps to higher and higher levels"

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CSEA Proud Of Growth Of SUNY Albany Chapter

The Civil Service Employees Assn. headquarters has cited its chapter at the State University at Albany as an example of outstanding membership growth. The Albany SUNY chapter current membership totals almost 1,200 com-

pared to a total of 400 about two years ago. This great record is the result of the continuous efforts of the chapter officers and its membership committee who are in daily contact with all employees of the State University at Albany chapter. There is great grass roots activity among the employees in the programs of the chapter and of CSEA. The chapter committees are always ready and willing to assist any employee of the State University at Albany who has a question, a problem or a recommendation.

The officers of the chapter are

Sept. 2-5 In NYC

'Era Of Member Participation Will Open At Annual Meeting', CSEA President Wenzl Says

(Special to The Leader)

ALBANY—"A new era of member participation in the Civil Service Employees Assn. will begin at our annual meeting in September," said CSEA president Theodore C. Wenzl last week.

The 59th annual meeting of CSEA delegates, to be held September 2-5 in New York City, will feature many innovations. For the first time, County Division delegates will hold separate business meetings from those of State delegates. Then the two



THEODORE C. WENZL

divisions will meet jointly to act on resolutions affecting the entire membership.

"Starting this year," Wenzl said, "with the four-unit designation of State employees and with the growing influence and strength of our County Division, individual CSEA members will have a stronger voice in the Association. There is plenty of work to be done and

plenty of plans to be made at this meeting, and we want the entire membership to participate."

The delegates will be asked to approve reports of committees of the Association, including the important salary committee which has spent the major part of the Summer formulating a package that will be acceptable to employees of all four units represented in negotiations by CSEA.

Solomon Bendet, chairman of

the committee, told The Leader that his report will include a percentage, across-the-board and minimum salaries to cover the interests of all the units which CSEA represents.

CSEA staff and the resolutions committee chaired by Randolph V. Jacobs, are presently sorting out and cataloguing the hundreds of resolutions penned by CSEA members across the State for

(Continued on Page 9)

'Election Is A Mandate For Tough Negotiations,' CSEA Prexy Pledges

(Special To The Leader)

ALBANY—President Theodore C. Wenzl of the Civil Service Employees Assn. last week promised CSEA members that he would carry on "the toughest negotiations in history" in order to fulfill the mandate given the Employees Assn. by more than 133,000 State employees in collective bargaining elections recently.

"In four out of five collective bargaining units, amounting to 94 percent of the employees eligible to vote, CSEA was chosen to speak for State workers at the bargaining table. We will do this, and we will show the State's negotiators that we mean business."

CSEA won the elections in the professional - scientific - technical, administrative, operational and institutional units, losing only in the security unit to the Security Unit Employees Council, AFL-CIO.

"We were forced into these needless elections," Wenzl said, "and now the State cannot deny that an overwhelming majority of State employees want CSEA to represent them in collective negotiations just as they have wanted CSEA all along. They have proved it."

"There will be a new flavor to negotiations for State employees

Pilgrim Visitors

ALBANY—Irving Schlein of Queens and James S. Boshart of Huntington Station have been appointed members of the Board of Visitors of Pilgrim State Hospital.

this year. Now that CSEA has this mandate, we intend to push for the best salaries and benefits we have ever won for State employees. Make no mistake about it: CSEA is going to be tough and the State had better be ready."

Don't Repeat This!
Garelik, Shemin Show:

Many Civil Servants See Political Office As Career Extension

PUBLIC office holders are the zenith of civil service. Although not members of the career merit system, many dedicate their lives to service the public — just as the career public employee.

Some career civil servants, however, feel that they can do more for the public they serve by seek-

(Continued on Page 15)



VACATIONERS — Members of the Civil Service Educational and Recreation Assn. are shown on their arrival at the Honolulu Airport, Hawaii, as they began a 15-day vacation at the Mid-Pacific State. Mrs. Julia Duffy of Central Islip State Hospital was leader of the tour.

Impasse Declared In Broome County; Mediator Requested

(From Leader Correspondent)

BINGHAMTON—Negotiators for the Broome County Civil Service Employees Assn. and Broome County have declared an impasse in their talks concerning wages and working conditions for the coming year. Representatives of both sides declared the impasse Thursday night after more than five weeks of talks.

Richard Petrisko, president of the Broome County chapter of CSEA, said shortly after the announcement that the impasse was the result of the failure to offer alternatives to CSEA's proposals or bargain on those items submitted for consideration by CSEA negotiators. While Petrisko de-

clined to elaborate on the specific proposals involved in compliance with the rule governing Taylor Law negotiations, a source close to the talks said the dispute centered on a wide range of issues.

The next step will be for the Broome County Public Employment Relations Board to enlist a mediator to attempt to resolve the

differences preventing an accord between the two factions. Petrisko indicated this most likely would take place "within two or three weeks." He said that despite the present situation, he was "hopeful of a quick settlement."

The Broome County chapter represents all county municipal employees except those within the county's Highway and Transit Departments. With more than 1,200 members, this chapter is the largest single employee representative in the county.

Nassau Set To Meet

A board meeting of the Nassau chapter, Civil Service Employees Assn., will be held at 5:30 on Wednesday, August 20, at Salisbury Restaurant in East Meadow.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Down To Earth Problems

NOW THAT we have put two men on the moon—and then returned them safely to Earth—civil servants can expect to hear a new approach to citizen complaints, all of which will now begin:

"WE CAN put a man on the moon—"

WHICH DECLARATION will be followed with any one of the following, or words of close similarity:

1. "BUT WE STILL have big potholes in our roads";
2. "But we can't keep our streets clean";

3. "But we can't provide enough decent housing for everyone";

4. "But it frequently takes a week for a letter to go from one part of New York City to another";

5. "But the police arrived more than an hour after we called 911."

IF OUR READERS haven't heard any of the above as yet, we promise that they will soon and for some years to come. (When we get to Mars, it will just be a simple matter of substituting "Mars" for "moon".)

EACH OF THE ABOVE statements is an unfavorable reflection on the public relations of civil service.

EACH MUST BE countered with corrective action or with facts. Each must be handled deftly and intelligently without making a bad situation worse.

IT WILL NOT be easy to handle these complaints. Logic won't help much. It's pretty hard to neutralize the technical brains, know-how and billions of dollars required to reach the moon in an argument involving the \$5 cost to repair a highway pothole.

WE ADVISE against use of the articulate civil servant, who can handle citizen complaints by expert use of rhetoric.

THERE IS an easier method of handling these beefs — action. Instead of arguing the point (even the time it takes to argue costs money), most of these complaints can be disposed of by corrective action as promptly as possible.

SPEEDY CORRECTIVE action will raise the good public relations of civil service several notches. There is nothing like prompt service in response to a complaint to build and keep good public relations.

EVERY THEORY and bit of advice should be market-tested to make certain that it is really effective. Here goes:

MEMO TO THE Commissioner of Highways, the City of New York:

"WE CAN PUT a man on the moon, but we still have big potholes on the Deegan Highway and the East River Drive!"

(Aside to our readers: Earlier in this column we promised that you hadn't heard that complaint beginning with the moon bit you would hear it soon. Well, you just heard it!)

Naval Command Needs Construction Rep; Salary Set At \$8,462.

One construction representative (G), GS-1640-9, at a starting salary of \$8,462 to \$11,000 is needed at Eastern Division, Naval Facilities Engineering Command, 90 Church Street, New York, N.Y.

The man appointed supervises construction operations, methods and equipment to insure that work meets authorized plans and specifications; also reviews plans during bidding period and conducts prospective bidders on visits to construction site.

Further information and application forms may be obtained from the Consolidated Industrial Relations Office, Room 1501, 90 Church Street, New York, N.Y. 10007. Applications will be accepted until the needs of the service have been met.

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Among Other Demands

Ten Percent Pay Boost, Full Hospital Payments Sought By Oneida CSEA

(From Leader Correspondent)

UTICA—A bargaining unit representing 1,200 Oneida County employees will seek a 10 percent across-the-board pay hike, a minimum salary of \$4,586 up from \$2,948, and full county payment of hospitalization, in negotiations that began August 1.

The county chapter of the CSEA met with county officials last week for the first substantive negotiations. They reached agreement two weeks ago on ground rules for the exchange.

Robert Guild, CSEA field representative, said the chapter would seek a one or two-year contract to replace the one expiring Dec. 31. The proposal for a \$4,586 annual minimum would, if adopted, eliminate the first nine grades of the present 44-grade salary schedule.

Key Proposals

In other key proposals, the unit will seek to have Sheriff's Department personnel brought under Civil Service competitive classification and renamed Coun-

CSEA Sponsored

Solons Make A Hit At Monroe Picnic

(From Leader Correspondent)

ROCHESTER—More than 3,000 persons attended the sixth annual family picnic sponsored by the Monroe chapter of the Civil Service Employees Association and the County of Monroe July 26.

Guests included CSEA president Theodore Wenzl; James Powers, CSEA supervisor of field services; Harry Johnson, CSEA field representative in the Rochester area; Harry Swartz, a representative of Ter Bush and Powell, CSEA's health and accident insurance agent; County Manager Gordon A. Howe; Sheriff Albert W. Skinner and most all area legislators.

The highlight of the picnic, held at Ellison Park in the suburb of Brighton, was a softball game between county department heads and the legislators, which the latter claim to have won, 1-0.

Entertainment included sky divers, who from 10,000 feet up landed in or near the center of a cross they had marked in the middle of the picnic area, and a demonstration of the flyability of model airplanes.

They also were pony rides, sports, contests, balloons, candy, peanuts and pop for the kids, and free beer for the adults. More than 350 door prizes were given away.

The Monroe County Parks Band provided musical entertainment throughout the afternoon.

Co-chairmen were Vincent Alessi, executive director of Monroe County Family Court and Monroe chapter president, and Fred A. (Bud) Herman, executive director of the Monroe County Civil Service Commission and Office of Personnel.

Honorary chairmen were Kenneth Courtney, chairman of the Monroe County Legislature, and Theodore Wenzl, CSEA president.

ty Police, and to shorten retirement time from 30 to 25 years in all categories.

Theodore Robak, county research director, who will head the three-man county negotiating team, said he expected the opening session to center first on non-economic issues.

Guild will head the CSEA negotiators who will speak for employees of the County Office Building, the Department of Public Works, the Social Services Department, hospital services, the sheriff's department, and some Mohawk Valley Community College personnel.

Guild said that besides the 10 percent salary increase, the unit will seek to have a sixth step added in each of the 44 grades that range upward to \$28,420.

The unit will seek a second longevity boost after 25 years service. One longevity boost now occurs after 15 years.

The unit want full payment for hospitalization, toward which the county now pays 50 percent for the employee and 35 percent for dependents.

Other factors in the proposal are:

- Summer office hours year-round closing at 4 p.m.
- Vacation of 10 days the first year and one added day for each year of employment, with cumulative benefits up to two weeks capable of carry-over to a new fiscal year.
- County-sponsored unemployment and disability insurance.
- Personal leave increase from three to six days.

- Unlimited accumulation of sick leave at a rate increased from one to 1.5 days per month.

- Redefinition of overtime covered in present contract.

- Added holidays for the Friday after Thanksgiving and employee's birthday.

- Payment of shift differential on holidays and vacation time to personnel on fixed shift.

- Minimum salary of \$6,500 for all sheriff deputies currently in grade starting at \$5,296.

- Staggered work day in the new county office building to permit 30-minute difference in starting-quitting time for varied groups.

- Adequate parking for all employees at new building.

- Weekly pay checks instead of bi-weekly.

- Ten percent increase of base pay for Social Services personnel after 30 credit hours beyond bachelor's degree.

- Uniform and cleaning allowances for uniformed personnel in several categories and \$250 clothing allowance for sheriff's plainclothesmen.

- Upgrading of several salary titles in first nine grades, in event proposal to eliminate those grades is not adopted.

On the CSEA negotiating team will be Alfred Kuchler, chapter president; William Frieberger, Mrs. Mary Leonard and Allan Pollicove.

Other county negotiators will be Russell Williams, chairman of the Board of Legislators, and William Halpin, assistant county attorney.

Mass Turnout At Installation

L.I. Groups Enthusiastic Over CSEA State Victory

MINEOLA—A surge of enthusiasm as a result of the landslide victory in the State bargaining-agent election is stimulating Civil Service Employees Assn. units in the county and municipal service, State second vice-president Irving Flaumenbaum reported this week.

"CSEA is in the driver's seat, and all units are sharing the enthusiasm. The State election has helped tremendously and recruitment is booming among local units," Flaumenbaum asserted.

He cited the turnout of more than 300 members for an installation of officers Aug. 4 by the A. Holly Patterson Home unit of the Nassau chapter. The turnout represented more than one-third of the total number of employees.

Flaumenbaum installed Helen Keck as president, Jean Richardson as vice president, Dorothy Braxton as secretary, Ella Bran-

dan as treasurer and Addison Young as chairman of the grievance committee.

The unit is the fastest growing in the chapter, Flaumenbaum observed, and is nearing saturation enrollment.

Flaumenbaum told the group that employees and the county employer have a two-way responsibility to each other, with the county obliged to provide responsible and responsive treatment and the employees required to provide a honest day's work. Nassau field representative Frank Jaquinto, who has aided the unit, also spoke.

Western Chapter Officers Congratulated By Adamski After Successful Elections

(From Leader Correspondent)

BUFFALO—"Let's continue to give the State good service and continue to represent State employees vigorously," John Adamski of Buffalo, president of the Western Conference, said this week.

Adamski, who also is president of the Roswell Park CSEA chapter, congratulated all 40 chapter chairmen in the Western Con-

ference for work in the successful representation election.

"We won as we knew we would," Adamski said, "it was a tough election but CSEA proved what everyone knew all along, that the CSEA truly is the organization of State workers."

Adamski plans to extend congratulations personally at an interim Western Conference meeting that will be held Thursday, Aug. 14 at 7:30 p.m. in the Treadway Inn, Batavia.

"What interested me in this election," he said, "is the big turnout the CSEA was able to muster. It was larger than any turnout for any previous election."

"I think the CSEA also proved what a dedicated employee organization can do. Some units of organized labor have never been able to understand the zeal that volunteer workers can bring to a campaign."

Adamski and some chapter leaders in the Buffalo area said the CSEA would have scored a 100 percent success if the Public Employment Relations Board had not split some State employees so arbitrarily.

"But our job now," the Western Conference president said, "is to continue CSEA's excellent tradition of good service to the State and to the employees."

Meeting Tonight

Bendet Pledges Tough Salary Pact This Year

Members of the salary committee of the Civil Service Employees Assn. will meet tonight, August 12, at 5:30 p.m. at the Statler Hilton Hotel, Seventh Avenue and 32 St., Manhattan in the Haymarket Room.

Solomon Bendet, chairman of the committee, noted that the final salary proposal will be prepared at the dinner meeting.

"We have the undisputed support of all State employees and we are going to hammer out a tough salary resolution to be incorporated in our demands for the coming year.

"The Governor and his staff have been told that we have the right to a large salary increase, we have the facts to support our contention and we have the strength to enforce our demands," Bendet said, in calling the meeting.

Norman Cochrane

Norman K. Cochrane, institution steward of the New York State Rehabilitation Hospital, West Haverstraw died at his home recently. He was 58 years old.

Mr. Cochrane was born in Maine, reared in Albany, New York where he attended school. He started his work career in 1931 as an assistant clerk in the State Health Department. Through promotion he rose to principal account clerk and on August 1, 1947 came to the Rehabilitation Hospital as institution steward. He served in the U.S. Army from 1943 to 1945.

Mr. Cochrane died on his 22nd anniversary date of service to the Rehabilitation Hospital. "He has been the mainstay of the hospital through three administrations," said hospital administrator, Stephen Forstenzer. "His knowledge of this hospital as well as of Health Department policies and procedures will be sorely missed as will his wry sense of humor," he continued.

Surviving are his wife Mary, sons Thomas and Richard, daughter Patricia and one grandchild.

The staff of the Rehabilitation Hospital are contributing to the hospital school's scholarship fund as a living memorial to Mr. Cochrane.

Use Zip-Codes to help speed your mail.

New Health Plan I.D. Process To Reduce Unnecessary Delays

ALBANY—State director of personnel services James A. Dermody has outlined a new procedure for preparation of health insurance identification cards.

The new procedure, requested by a number of State agencies, provides for the preparation of identification cards by the agencies rather than by the Health Insurance Section of the Civil Service Department. It is designed, said Dermody, to reduce the time lag between an employee's enrollment under the Health Insurance Program and his receipt of identification cards.

A supply of blank cards will be sent to all agency heads.

Each enrollee in the Statewide Plan will be issued a Blue Cross identification card and a Blue Shield identification card. No identification cards are provided for the major medical portion of the coverage.

Blue Cross identification cards for enrollees in the GHI and HIP plans (Group Health Insurance and Health Insurance Plans) will be prepared in the same manner as the Blue Cross cards for Statewide Plan enrollees. No Blue Shield cards should be issued.

Identification cards for the medical-surgical portion of the coverage under these options will be sent directly to the enrollees by GHI or HIP.

More information on the new procedures can be obtained from the Personnel Services Division of the State Civil Service Department.

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Door Stop Maintainer Posts Open Up Filing In September

The opening of filing for door stop maintainer arrives September 3 and the close-out date for applicants falls September 23. The future is wide open for those who qualify, with the beginning salary of \$4.26 an hour.

To take on these titles, there are certain minimum requirements; they include three years of experience in the work outlined under job duties or a satisfactory equivalent.

These posts utilize skills to install and replace various kinds of door checks and door springs; make adjustments; disassemble and replace worn parts; recharge

door checks; and drills and tap required holes.

The exam itself has been slated for December 16, a practical in which 70 percent is required. Candidates will demonstrate their skills with materials and tools in the production of work samples. A written exam also may be required.

Address your requests for applications to the City Department of Personnel. Its doorstep is at 49 Thomas St., New York 10013.

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

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

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

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

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

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

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

STATE

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

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

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

FEDERAL

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

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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

Eligible Lists

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1 Michael Fonterosa, Joseph A Marcello, Jose Domenech, Hipolito Espino, Henry J Mercado, Avon L Gresham, Philip Bordonaro, James H Milton, Juan A Cruz, Charles E Poindexter, Melvin Phillips, James Traylor, William Kretiv, David Lopez, Otto W Brown, Max Gerber, Arthur A Clayton, James R Humphrey, Cornelius Adams, Hurtha L Booth, Stacy Sampson, Melchor H Gilmore, Anna G Marotto, Jose M Rivera, Jessie Brantley, Willie J Morgan, Salvatore J Russo, Ralph Warren Sr., Richard D Brandon.

31 Pasquale Monteleone, Vincent L Farina, Julia M Clark, Leslie S Samuda, eGorge J Martinez, Lillian B Euille, Cleveland A Scavella, Jua Feliciano, Jennie L Marino, Nellie Battle, Roosevelt Allison, Evelyn Francis, Wilbert Rhodes, Joe N Boddie, David R Reynolds, Egbert L Powell, Dennis F Hopkins, Adolphus A Williams, Gladys J Smallwood, Raul Perez, Louis Morello, Adrian Rivas, Mary C O'Brien, Herbert Ambrose, Angelo R Caleccia, Smideth Shuler, Claude R Burroughs.

EXAMINATION NO. 7632 PROMOTION TO FOREMAN (STORES, MATERIALS & SUPPLIES), NYCTA

1 Jerry R Dalias, Anthony D'Amato, Frank T Fabian, Carl A Bierfeldt, Chester A Clark, Walter Kurdziel, Alfred Schreiber, Jeremiah P Sullivan, Joseph Zimbalatti, Andy Borish.

PROM JUNIOR BUILDING CUSTODIAN HE-HC

1 Angelo R Careccia.

PROM JUNIOR BUILDING CUSTODIAN HSA

1 Hipolito Espino, Henry J Mercado, Melvin Phillips, Otto W Brown, Vincent I Farina, Gladys V Smallwood, Joe N Boddie, Mary C O'Brien.

PROM JUNIOR BUILDING CUSTODIAN PD

1 Max Gerber, Arthur A Clayton, Willie J Morgan, George J Martinez, Leslie S Samuda, David R Reynolds, Paul Perez, Adolphus A Williams, Louis Morello, Herbert Ambrose, Smideth Shuler, Claude R Burroughs.

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City Managers Offered Classes In Programming

Managers employed by the City of New York are being offered a new, low-cost evening course in elementary computer programming.

The course, which begins in the Fall will enable managers to do simple programming, and will indicate under what conditions they should do such programming themselves.

Norman Howard, director, Division of Electronic Data Processing, Department of Social Service, will instruct the class. Howard also teaches a survey course, "automated data processing for non-data processing managers" for managers and supervisors interested in the application of data processing to their operations.

These are two of the 33 courses offered by the New York City Department of Personnel in cooperation with New York City Community College and Long Island University Brooklyn Center. Courses include: conversational Spanish, speed reading, law for the layman, essential principles of supervision, developing your memory skills, multiple dwelling law application for City inspectors, and effective writing in City government.

Most courses meet for ten weekly sessions, and the fee is \$15. Spanish courses, which meet for fifteen sessions, cost \$20.

Registration begins September 2 and classes start the week of September 29. For a free bulletin describing all the courses, contact an agency personnel or training officer, or write or call the Training Division, New York City Department of Personnel, Room M-6, 40 Worth Street. (Phone: 566-8815).

Patrolman Eligible List To Increase By 103

The Department of Personnel has recommended the addition of 103 names to the patrolman, police trainee list resulting from examination number 8108.

These eligibles are subject to investigation, substantiation of veteran preference claims and qualifying medical and physical tests.

Patrolman Physical

A rated qualifying physical examination was taken by 606 candidates for New York City patrolman recently.

Board Is Seeking Methods Analysts

Vacancies for methods analysts exist with the Board of Education, and are open to persons presently serving in that title and junior

methods analysts who have taken the recent promotion examination.

Applications including a resume should be sent to Robert F. Marion, Assistant Secretary Administrative Personnel Division, 65 Court St., Brooklyn 11201.

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TUESDAY AUGUST 12, 1969

Clutching At Straws

FINALLY, after two years of constantly proving their right to represent State employees in collective bargaining, the Civil Service Employees Assn. has won their point—that the overwhelming majority of State employees want CSEA and no other organization to bargain in their behalf.

Despite the evidence presented by CSEA in the form of dues deduction cards which the Taylor Law accepts as proof that employees signing the cards wanted the designated union as their representative, small splinter groups demanded that other proof be required in addition.

So CSEA collected designation cards showing its clear legal right to represent State employees.

CSEA had proved again that it was the choice of the employees.

Then elections were demanded—with gerrymandered units set up to favor a conglomerate of small "councils" in some of the areas. CSEA won in four of the five units—as well as both units of Thruway employees—losing only to a cooperative conglomerate in the relatively small security division. CSEA again proved that State employees wanted it to represent them. That made three forms of proof presented to the Administration.

Now, Council 50, AFSCME, has demanded that the elections in the four units be thrown out because of alleged irregularities in the election. They had to dig deep to find these "irregularities"—all of which are absurd and completely baseless.

They are clutching at straws, beating a dead horse—doing anything that they can to protect their present dues income but not doing that which they should be doing with their membership dues—beginning to bargain for the four percent of State aides that they do represent.

If any election should be thrown out and reordered, it should be in the security division where foul-ups occurred on the part of the Administration—and many employees lost their voting franchise because they were confused by the double voting.

To The Rescue

FACING up to the urgent need for more manpower, male and female, to fill the tremendous void in nursing staffs for our municipal hospitals, the City University of New York has come to the rescue.

Its remedy is to initiate the first professional upgrading program of any college or university in the country to enable licensed practical nurses to advance to registered nurse status. The classes for this program begin in September, conducted in conjunction with the City's Bellevue Hospital.

The infusion of this new nursing talent into the personnel system of our hospitals can serve to resuscitate these overburdened institutions. We commend the sponsors of the program who have filled a very vital need—that of having adequate qualified staff to meet patient needs. The failure to do so could, quite literally, become a matter of life and death.

Civil Service Television

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

Monday, August 18

10:00 p.m.—"The Road Ahead"—Film on the importance of having a high school education in order to meet today's job requirements.

4:00 p.m.—Around the Clock—"Narcotics and the Law." New York Police Academy series for in-service training.

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

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

Tuesday, August 19

12:30 p.m.—Film Feature—"A Morning for Jimmy." Film about a Negro lad discouraged by discrimination but encouraged by the importance of an education.

3:00 p.m.—Return to Nursing—"The Patient With Diabetes." Refresher course for nurses, lesson 15.

4:00 p.m.—Around the Clock—"Narcotics and the Law." New York Police Academy series for in-service training.

7:00 p.m.—Film Presentation—"The Road Ahead." Film on the importance of having a high school education in order to meet today's job requirements.

Wednesday, August 20

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

4:00 p.m.—Around the Clock—"Narcotics and the Law." New York Police Academy series for in-service training.

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

Thursday, August 21

4:00 p.m.—Around the Clock—"Narcotics and the Law." New York Police Academy series for in-service training.

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

Friday, August 22

10:00 a.m. (live-color)—Staff Meeting On the Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

4:00 p.m.—Around the Clock—"Narcotics and the Law." New York Police Academy series for in-service training.

Saturday, August 23

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

U.S. Health Advisors

ALBANY—Two State Health Department bureau directors have been named to Federal advisory bodies. They are:

Dr. George M. Warner of Selkirk, who is director of the Bureau of Long Term Care, and Dr. John H. Browe of Troy, who is director of the department's Bureau of Nutrition.

Dr. Warner will serve on a federal task force to review federal standards for nursing homes under Medicaid.

Dr. Browe will serve on the White House Conference on Food, Nutrition and Health.

Civil Service Law & You

By WILLIAM GOFFEN



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

Disciplinary Proceedings

MISCONDUCT as a basis for disciplinary proceedings under Section 75 of the Civil Service Law, usually contemplates such routine infractions as excessive absences or latenesses, or refusal to obey lawful directions of a supervisor.

A MOST UNUSUAL set of charges of misconduct was recently filed by the Department of Social Services of the City of New York. Among other things, they charged an employee with making insulting, disparaging and inappropriate remarks of a racial, religious or ethnic nature to fellow employees.

THE CHARGES were heard before John H. Lewis, Esq., Hearings Officer. His interesting report and recommendation set for general principles helpful in resolving the issues raised.

WHILE AN EMPLOYEE has the right to comment on matters of public interest and otherwise to express himself freely, he does not have the right to do so unfairly and in a manner that impairs the administration of the services of the Department. In determining the meaning of words, written or spoken, one should construe them in the context within which they are used. Words which may alone be harmless may, in such context, possess a defamatory, insulting or disparaging meaning.

THE EMPLOYEE was charged with having stated to his Supervisor, "Your name is German and at the end of this conference I may be invited to take a shower bath and it will be a gas oven."

THE PROBLEM before Mr. Lewis was whether the statement was motivated by desire to injure the Supervisor or actuated by spite or ill-will. Also, Mr. Lewis had to determine whether there is a reasonable basis for the innuendoes understood by the persons who heard the words spoken. In the circumstances, Mr. Lewis concluded that the employee's intent may have been improperly motivated.

CONCERNING A CHARGE that the employee stated to a Jewish co-worker, "How many Arabs did the Jews kill this morning?", Mr. Lewis observed that the testimony at the hearing as at variance as to the employee's actual remarks. A witness for the Department quoted the employee as stating: "How many Arabs did you kill this morning?" The same witness later quoted him as having said: "How many Arabs did you Jews kill this morning?" Finally the Unit Supervisor quoted him as asking: "How many Arabs were killed today?" The employee himself said his statement merely was: "How many Arabs have died today?" Mr. Lewis noted that this version was similar to the Unit Supervisor's version.

ANOTHER SPECIFICATION quoted the respondent as having said in the hearing of a Negro co-worker: "The Negro in America wants to integrate, wanted to integrate, fought to integrate with the rest of us and, when the Negro integrated, he found he did not like us. The Negro wants to integrate, and then he wants to disintegrate us." The employee's explanation was that the remarks attributed to him were in connection with the Les Crane TV Show he saw the night before.

MR. LEWIS NOTED that the staff of the Department is comprised of people of varied ethnic, racial, and religious backgrounds and that the statements made by the employee could have possessed the innuendoes drawn by those who were witnesses against him. Mr. Lewis continued, however, that the record did not establish that the employee intended to insult or disparage his co-workers. At the same time, Mr. Lewis did state that the remarks made went beyond the bounds of propriety. The employee may have been wanting in his social relationships in his discussion of matters that could be misinterpreted in a way to hurt people.

MR. LEWIS ADDED there was no suggestion that an employee may be compelled to relinquish the First Amendment rights of free speech. Still, the Department has a legitimate interest in the conduct of its employees to the end that they conduct themselves in a manner that permits constructive functioning.

THE UNUSUAL CHARGES in this case and their resolution will be the subject of a further column.

Rochester Chapter Sparks Vote Drive With Massive Rally

ROCHESTER—As a prelude to the recent Statewide elections which chose the Civil Service Employees Assn. as official bargaining representative for four out of five units, the Rochester, CSEA, conducted a giant rally. With over 700 State workers attending, the rally was declared "a giant success." CSEA members indicated overwhelming support for the Association on the ballot. Nels Carson, chapter president, predicted



NELS CARSON

landslide victory. Other speakers at the rally were Carmen Varguggia, Industry State School chapter head; James Shea, president of the Department of Transportation chapter; and Thomas Gartley, who heads the Brockport State Teachers College chapter. James Powens, supervising field representative, encouraged all workers to continue get-out-the-vote activities. The chapter also announced that its president, Carson, has been appointed by Statewide president Theodore C. Wenzl as a member of the CSEA Salary Committee for the Western New York area.



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Meet The Candidates For Department Reps

WILLIAM F. KUEHN Agriculture & Markets (No Photo Submitted)

William F. Kuehn, representing Agriculture and Markets, has served continuously on the Board of Directors for the past 23 years. He has seen the Association grow from a comparatively small organization to the almost 200,000 members it represents today.

In his first year on the Board of Directors, he was responsible for the formation of the Agriculture and Markets chapter, and served two terms as its president. Also, through his efforts, the Board of Directors approved the charter making the Agriculture and Markets chapter the first chapter to represent its members on a Statewide basis. He was also one of the original members of the small group that met and organized the Capital District Conference.

He has served on practically all of the Association committees, plus a number of special presidential committees. He was a member of the budget committee for 15 years, and spent 10 years as its chairman. He is a firm believer in the merit system, adequate salaries, grievance machinery and good working conditions for all State employees.

HAROLD J. RYAN, Jr.

Audit and Control

Photo and Biography not submitted.

ERNEST WAGNER

Audit and Control

Photo and Biography not submitted.

JOSEPH C. SYKES

Authorities

Joseph C. Sykes was born in Troy on February 23, 1915, the son of the late Joseph and Bessie Van Hook Sykes. Following graduation from Troy Public Schools, he moved to Schenectady in 1934 and worked in several Schenec-



tady City Departments.

Prior to his appointment as mail room supervisor for the Thruway Authority in 1950, a job he presently holds, he had served as clerk in the office of Governor Thomas E. Dewey from 1948 to 1950 and before that, for six years as confidential clerk on the staff of the late Speaker Oswald D. Heck.

He is widely known to political and legislative leaders at the State Capitol, and was Legislative Chairman for the CSEA Capitol District Conference which comprises 42 chapters with more than 16,-

000 members.

In 1965, he was elected to the State CSEA Board of Directors as the representative for Authorities and was re-elected in 1967. He is unopposed for a third term in this important post. During his first term he was a member of the Group Life Insurance Committee and the Special Human Rights Committee.

Sykes was the recipient of a special \$500 merit award from the Thruway Authority in 1965 as the result of his efforts on behalf of the Authority. In 1966, he sponsored a safe driving campaign on behalf of the Thruway CSEA chapters.

He served at the two last annual meetings of the Statewide CSEA as Sergeant-at-Arms, and has been asked to continue in that position at the 1969 Convention, scheduled from September 2 through September 5 at the Hilton Hotel in New York City.

He is active in religious and civic affairs in Schenectady.

JOHN J. OSBORNE

Banking

Born in Troy, N. Y. Osborne attended primary and secondary schools in Troy, and Siena College.

He served in the U.S. Army



Signal Corps during the Korean Conflict. He was employed by Marine Midland National Bank of Troy prior to entering State service in 1966 as a Banking Dept. Examiner.

VINCENT PESCI

Banking

Pesci has been employed by the New York State Banking Department as a Senior Bank Examiner for the past seven years.



He is married to the former Audrey Freed; father of two boys, John, 12, and Michael, 8.

He has served as a member of

the Executive Committee of the New York City Chapter, CSEA for the past four years and is the newly-appointed chairman of the Legislative Committee of New York City Chapter. A member of the Board of Governors of the Association of New York State Bank Examiners, he is a graduate of Rutgers University.

DAVID KEITH

Civil Service

Photo and Biography not submitted.

IRWIN CAMERON

Correction

Photo and Biography not submitted.

EMIL J. SPIAK

Commerce

Spiak is a 20-year member of the CSEA with 11 years as a member of the Commerce staff, previously having been with the



Thruway Authority and the Department of Public Works.

He attended Rensselaer Polytechnic Institute and Russell Sage College.

He is a member of the Hudson-Mohawk chapter of the Data Processing Management Assn. and is chapter secretary for the Association of Computing Machinery and a member of the Latham Council—Knights of Columbus.

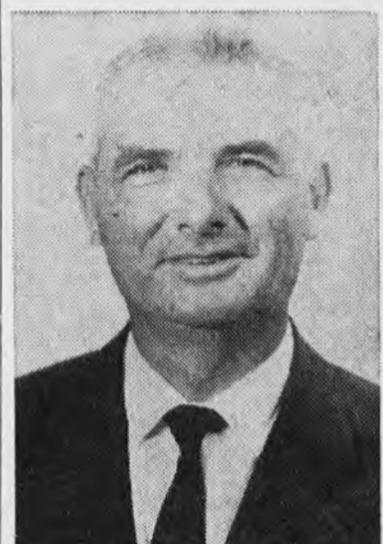
He served as a group staff member of the Amphibious Forces during World War II and was recalled for the Korean conflict with the U.S. Naval Reserve.

Spiak resides with wife, Therese and three children in Latham.

LOUIS COLBY

Conservation

Louis P. Colby of Farmingdale, is a candidate for re-election to the Board of Directors—Conservation Dept.



On the State level, Colby has served three terms on the State Executive Committee for the Department of Conservation, and two terms on the Board of Directors nominating committee and as chairman of the Special Conservation Department Committee.

He has served two terms on the Board of Directors of the Long Island Conference and political action committee, and one term on the union activity committee and nominating committee. He is currently serving as second Vice President of the Conference.

Colby is the president of the Long Island Inter-County State Park chapter in his third term and has been delegate to CSEA annual convention for five terms. He has served as grievance chairman of the chapter and has served two terms as vice-president.

ROBERT CARRUTHERS

Education

(No Photo Submitted)

Robert Carruthers is an associate in English Education with the State Education Department. Most of his work involves serving as a consultant for school districts, preparing State syllabi, and constructing State Regents and scholarship examinations.

Carruthers has been very active in CSEA in the Capital District. A member of the grievance committee for the Education Department chapter for three years, he was president of the chapter from 1968 to 1969. Under his leadership the chapter membership was increased by over 200, a chapter newsletter was issued, and an elaborate education program was conducted.

Since October, 1968 Carruthers has served on the Executive Committee of the Capital District Conference. In addition, he has served as a consultant for workshops and chapter meetings on the Taylor Law. Also he has served as a delegate to several State meetings of CSEA.

Carruthers is active in community groups in Albany such as the Catholic Alumni Club of the Tri-Cities. In addition, he conducts a 20-voice youth chorus.

DOUGLAS BARR

Executive

(No Photo Submitted)

Doug started his employment with New York State in 1950 and had been employed by both the Mental Hygiene and Education Departments before coming to OGS. He began his service with the Office of General Services in 1961 and he is presently employed as a stationary engineer located at the State Office Building Campus in Albany.

Doug has been an active member of the CSEA since 1950 and in his earlier days served successfully on various chapter committees. In 1962 he was elected and served as vice-president of the OGS chapter of the executive Department. From 1964-1967 he served as a delegate to the State CSEA representing the OGS chapter of the Executive Department. Doug is presently serving as president of the chapter.

Doug is a member of the Elks Lodge No. 49 of Albany. Also, was associated with the Little League as team manager and secretary.

He enlisted in the United States Merchant Marines, serving from 1940-1946.

Doug hails from Ogdensburg and resides in Albany with his wife Pauline, formerly of Brentwood, Long Island, and their three children.

JACK WEISZ

Executive

(No Photo Submitted)

Jack Weisz is a parole officer employed by the New York State Division of Parole. He has been

employed in the competitive State Civil Service since 1937. A State correction officer at Sing Sing State Prison from 1937 to 1947, he was appointed a parole officer in 1947 and is still employed there.

Jack graduated from the College of the City of New York with a B.S. in Social Science and has pursued graduate study at Columbia University and at the Moran Institute of Criminology at St. Lawrence University. He was a Petty Officer in the U.S. Navy, serving in the European theatre during World War II, and was awarded a commendation for heroic service, in addition to receiving commendations from New York City Police Commissioner Monohan and the Tuckahoe Police Department for unusual police cooperation. He has also been awarded many commendations from the Division of Parole for distinctive investigatory efforts.

He has been an active member of the Civil Service Employees Assn. since he entered State service in 1937. Since 1957, he has served as president of the New York Parole District Chapter. He has been first and second vice-president of the New York Parole District chapter. He has been first and second vice-president of the Metropolitan Conference of the Civil Service Employees Assn. for the past six years. Jack personally led the fight for the right of State employees to receive compensation for overtime, which resulted in a victory for New York State Parole Officers amounting to more than \$250,000. He has represented more employees in grievance actions than most employee representatives. An active participant in preserving the merit system in the area of ratings, examinations, and seniority, he provided leadership in getting parole officers re-allocated five grades since 1957. In addition, he has been a vigorous supporter of moves for the reallocation of stenotypists, stenographers, typists and clerks. As an officer of the Metropolitan Conference, he has always been on the firing line when any chapter has a problem.

SOLOMON BENDET Insurance

Solomon Bendet, a member of the Civil Service Employees Assn. for 38 years, is seeking Statewide offices in the Employees Association to enable him to work more effectively as chairman of the CSEA Salary Committee. Bendet



feels that because of the Taylor Law, the office of department representative would lend more status to his chairmanship of the Salary Committee and his membership on the Negotiating Committee in seeking to continue to bargain for State workers in all units.

Bendet holds his present civil service position as a result of hav-

(Continued on Page 9)

Candidates

(Continued from Page 3)

ing successfully passed several written examinations.

He has served CSEA in the following capacities:

Negotiating Committee, Salary Committee, Board of Directors, State Executive Committee, Pension Committee, Insurance Committee, Budget Committee, Education Committee, Nominating Committee, Special Committee to Study Cost of Handling Group Life Insurance, Special Committee to Study Necessity or Desirability of a Paid President, Legislative Committee, Chapter President, and Conference President.

During his lengthy civil service career, Sol Bendet has devoted himself to the service of his fellow employees. In addition to his activities with CSEA he has served as treasurer and chairman of the Supervisory Committee of the New York State Employees Federal Credit Union and as president of the Association of New York State Insurance Department Examiners, Inc.

In 1967 he was awarded "The Civil Service Award for Brotherhood" by the New York State Employees Brotherhood Committee.

During his term of office as chairman of the Salary Committee and as a member of the Negotiating Committee, the CSEA has succeeded in securing salary increases and other benefits which amount to more than 500 million dollars.

Sol Bendet desires to continue this type of service to the membership of the Civil Service Employees Assn., in the capacity of department representative and solicits your vote.

DAVID KLINGAMAN

Judiciary

David Klingaman was elected to the State Executive Committee at a special election held to fill the vacancy created when Moe Beran was appointed to the Family Court.

Klingaman is employed by the New York State Court of Claims and is the Deputy Chief Clerk of the Court. He has been active in the affairs of this Association and serving his second term on the legal committee. Active in chapter activities, he is presently



legislative chairman. He is a graduate of Bowdoin College and has received his Juris Doctor from the Albany Law School. Presently, Klingaman is a member of the Bowdoin Alumni Council.

He is a member of the New York State Bar Assn. and the Rensselaer County Bar Assn. He is married to the former Alicia Ward. The Klingamans have two daughters and reside in Troy.

GRACE HILLERY

Labor

(No Photo Submitted)

Miss Grace Hillery, candidate for re-election as departmental representative of the Department of Labor, is Buffalo District office underwriter for the State Insurance Fund and is a CSEA delegate to the Buffalo chapter from that Office.

A past president of the Buffalo chapter and a past president of the Western New York Conference Miss Hillery has also served as treasurer of the chapter and vice president of the Conference. She is chairman of the education committee and the budget committee of the Buffalo chapter and consultant to the resolutions committee of the Western Conference.

Miss Hillery has been a member of the State CSEA nominating committee, CSEA insurance committee, social committee, work performance rating committee and currently is a member of the CSEA education committee.

For several years, she has served as coordinator for the western area of Western Conference's Legislative Contact Committee.

In addition to CSEA interests, Miss Hillery is a member of the Board of Directors and Credit Committee of the Niagara Frontier Federal-State Employees Credit Union; serves on the board of the Business and Professional Women's Club of Buffalo and is a member of the Insurance Women's Club of Buffalo and of Altrusa International.

Miss Hillery was elected in 1967 to the position of Departmental Representative from the Department of Labor.

DOROTHY HONEYWELL

Labor

(No Photo Submitted)

A career employee with Research Office of Division of Employment since 1941, she is presently a head statistics clerk responsible for industrial and geographic classification.

She has served as social and membership chairman, vice-president, and president of Albany Division of Employment chapter and served as membership chairman of Capital District Conference as well as member of executive committee and various other committees.

She has also served on State-wide pension and insurance committees and special Division of Employment committee.

Miss Honeywell is currently serving as vice president, membership chairman and delegate to Capital District Conference of Albany Division of Employment chapter.

HARRY GINSBURG

Law

Photo and Biography not submitted.

AUGUST J. POLETO

Legislative

Photo and Biography not submitted.

ANNA BESSETTE

Mental Hygiene
Southern and Capital

Photo and Biography not submitted.

NICHOLAS PUZZIFERRI

Mental Hygiene
Southern and Capital

Nick entered State service at Rockland State Hospital in 1937 as a student nurse. He graduated in 1940 and moved up in the



nursing levels to his present position of supervising nurse. After a number of years of activity in the Rockland State Hospital chapter he became president of the chapter in 1957 and served in that capacity for seven years.

While president of the chapter, he became involved in the Southern New York Conference by working on a number of committees and serving as fourth and first vice-president. In 1963, he was elected conference president and served for two terms. As Conference president, Nick was a member of the CSEA State Executive Committee and the Board of Directors. After a two-year interval he was again elected to the presidency of the Southern Conference in 1967 and is now serving his second term of this second round.

Nick has gained some rather extensive insight in the organization's membership on the following committees: education committee, legislative committee, constitution and by-laws committee, plaque committee, credentials committee, the no strike committee, the committee to study proposed dues increase, The Leader negotiations committee, and several committees of the Board of Directors. For the last six years he has been a member and one of the committee chairmen of the Metro-Southern and Metro-Southern-Long Island Conference Workshop committees.

Nick and his wife, Marge, who is also a graduate of Rockland's School of Nursing, and does part-time nursing in a local hospital, have a home in Pearl River. In local activities he is chairman of the Rockland State Hospital Boy Scout committee, and is a member of the Triune Council of the Knights of Columbus in Pearl River.

In his work, chapter, and Conference activity, Nick has taken leadership in stride. He now seeks the office of department representative, Southern Conference and is fully convinced that there is enough intelligence, capability, skill, and determination among the public servants of the State of New York and its political subdivisions to enable them to run their own labor organization, and to produce results at the negotiating table which are second to none.

SALVATORE BUTERO

Mental Hygiene (Metro)

Butero bases his candidacy upon a record of experience, service and accomplishment. He has been a member of the Civil Service Employees Assn., for 33 years. During

CSEA's Annual Meeting Will Open September 2

(Continued from Page 1)

presentation to the delegate body. More than 900 delegates from CSEA chapters and units are expected to attend the meeting at the Statler Hilton Hotel on 33rd St. and Seventh Ave.

"Our first item of priority will be, of course, the demands that we will make to the State and to the Counties for 1969-70 negotiations on behalf of our members. We will be revamping our organization on the State scene to conform to the four units," reported Wenzl.

CSEA delegates will also be patting each other on the back for the hard work and dedication that resulted in CSEA's sweeping victory in four out of five units over Council 50, AFSCME in the recent State collective bargaining elec-

tion. Sightseeing tours and shopping trips are being scheduled for delegates during non-business hours by the Social Committee.

Another highlight of this year's meeting will be the announcement of the winner in the CSEA Statewide officers elections at the banquet on Thursday night, September 4. Winners of the eight highest offices in CSEA and the State Executive and County Executive Committees will be announced.

Business meetings will begin Tuesday night and will continue through Friday morning if necessary. The Board of Directors will meet at 1 p.m. Tuesday and the Resolutions Committee will have an open meeting at 7 p.m. Tuesday.

"This annual meeting promises to be the most exciting, active and rewarding meeting in CSEA's history," Wenzl declared. "Our delegates will be sharing in the making of history for public employees of the United States. The eyes of other independent unions across the country are on CSEA. The decisions we make in these four days may well influence the trend to public employee labor relations for years to come."

Chapter presidents who have not yet sent in the names and addresses of the delegates that will represent their respective chapters meeting have been urged to do so immediately.

It is essential that a complete list of the delegates is received at Headquarters as soon as possible, so that the roll call can be prepared and arrangements can be made for the cocktail party and dinner dance on September 4. A reminder has been sent to chapter presidents by CSEA executive director Joseph D. Lochner in hopes that they will take immediate action in submitting their delegate lists.

It is also recommended that chapter presidents consider getting large groups together to travel by bus or plane to the meeting. In an effort to hold down expense and provide for a more organized arrival at the hotel. Members planning to arrive in New York in large groups should contact E. Norbert Zahm at CSEA Headquarters in Albany who will ensure that adequate registration facilities will be available at the Hotel upon arrival.

Butero has been in the struggle to secure salary increases, social security benefits, health plan, and pension benefits for State employees. He was one of the proponents of the legislation recently passed, such as geographical pay differential and night pay differential, and a 25-year half-pay pension plan plus \$600. or five percent across the board.



He has been a member of the Mental Hygiene Employees Assn. for 19 years and has helped to solve many problems for mental hygiene employees.

Butero seeks your support so that he can continue to support and serve you on the CSEA executive committee.

Butero has never missed a meeting in any capacity as representative.

(To Be Continued)

Career Ladder

(Continued from Page 1)

of salary. Successful performance in each step in the ladder would be the criterion for advancement."

All office and clerical employees should send their suggestions for a career ladder to The Civil Service Employees Assn., Research Dept., 33 Elk St., Albany, N.Y., attention: Thomas Linden.

Salary Can Soar To \$8,892

Neither Experience Nor Education Required For Bridge/Tunnel Posts

Your best approach to the title of bridge and tunnel officer is to apply in advance of the February filing period at the offices of the City Department of Personnel.

Your route to get there won't be obstructed by any educational or experience requirements, but do heed that there are medical, physical and age criteria needed for admission to the test for eligibles.

Signs will stipulate that the examination falls on April 11, whereas filing will be held between February 4 and 24, 1970. Those who succeed on this test run and are appointed shall be getting a salary ranging from \$6,375 to \$8,892. Higher salaries,

however, may well be on the horizon.

Pre-application forms are available at department offices at 49 Thomas St., Manhattan. Mail requests will be honored only when accompanied by a stamped, self-addressed envelope, postmarked at least a week before personal filing closes.

Duties and responsibilities are diversified: to collect tolls, patrol structures and clear traffic lanes, direct traffic, remove snow and

assist in general maintenance work. These jobs are within the facilities of the Triborough Tunnel and Bridge Authority, now under the Metropolitan Transportation Authority.

Chances Of Promotion

Promotional opportunities are accorded to the title of bridge and tunnel sergeant, now starting at \$7,811 per annum. Successive promotional exams may also lead to the post of bridge and tunnel lieutenant. The latter post pays \$8,571 to start.

Physical requirements state that candidates must be 5 feet 3 inches or more, have normal hearing and vision in each eye of 20/40. Additionally, they must be above 18 (but below 35) and possess a valid driver's license when appointed.

Candidates will be required to pass a rigid qualifying and medical and physical test prior to appointment. They shall be rejected for any deficiency, abnormality or disease that tends to impair health or fitness.

For further information and application forms, contact the department's application section in person. The examination's code number is 70710.

The Job Market
By V. RAIDER WEXLER
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

In Queens, experienced silk screen printers are wanted to work on wood, cardboard, or plastics. The pay range is \$105 to \$120 per week . . . There are many job openings for taxi drivers to drive in Queens on all shifts. Operator's license is required and must be over 21 with three year's driving experience. All fringe benefits including retirement program. The average pay is \$140 to \$150 a week . . . machinists and machine tool operators with six months or more machine shop schooling or experience can earn \$1.75 to 12.50 per hour . . . First or second class machinists can get jobs paying from \$2.50 to \$4.00 an hour . . . Gas station attendants with some experience are also wanted to work in Queens gas stations. The pay for a six-day week ranges from \$85 to \$100 a week . . . Apply at the Queens Industrial Office, 42-15 Crescent Street, Long Island City, New York.

ing on experience. . . Also wanted is a bookkeeper, experienced to type bills, letters on manual machine but no payroll work. The salary is \$150 a week . . . Attractive openings exist for experienced executive secretaries able to take dictation from top executives. The salary is \$130 to \$150 a week . . . Also needed are legal secretaries at \$120 to \$160 a week and beginning secretary stenographers at \$85 to \$100 a week . . . There are also openings in New York State Government agencies for typists and stenographers. Starting salaries are \$4,607 for typists and \$5,044 for stenographers. Excellent fringe benefits, vacation and sick leave . . . There are a number of temporary jobs for clerk typists and typists who are able to type at least 45 words per minute with good accuracy on either a manual or electric typewriter. These temporary jobs run from one day to three months. The pay is \$2.50 to \$3.00 an hour . . . Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Here is a message of interest to Job Corps men and women who have not completed their training, due to the closing of the many Job Corps Centers. A special four-week orientation and counseling program is available to help returning Job Corps men become job ready. Allowances of up to \$46 a week will be paid to those who take the course. Be sure to inquire about this training at the Youth Opportunity Center nearest you. There is one at 330 West 34th St., in Manhattan — in Brooklyn at 394 Bridge St., — in the Bronx at 558 Southern Boulevard — and in Jamaica at 91-14 Merrick Boulevard.

Porters with six months experience are needed to work in hospitals and nursing homes in the Bronx, Manhattan and Queens. Must have checkable work history. The pay range is \$80 to \$90 a week and includes weekend work. There are also openings for orderlies to assist in providing nursing care to male patients in hospitals. Must be able to lift patients from beds to stretchers, take temperatures, give bed baths, alcohol rubs and help feed the sick. No previous experience necessary. Applicants must be in good physical health and have a checkable work history with no arrest record. The pay range is from \$90 to \$100 a week . . . machine pressers experienced in pressing rough and silk garments using a manual type press are wanted for jobs in retail dry cleaning stores. The salary is based on piece-work at 25 cents per garment . . . There are openings for doormen for apartment houses in Manhattan. Experience is not required, but must understand and speak English. The salary is \$100 a week . . . There is also a demand for experienced barbers to do hair styling, razor cuts, shampoo and facials. The salary is \$100 a week plus commission in tips . . . Apply at the Manhattan Service Office at 52 West 54th Street, Manhattan.

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In Police Impasse

CSEA Protests Refusal Of Corning To Negotiate

CORNING—The Civil Service Employees Assn., representing policemen in the city of Corning, today protested Corning Mayor Joseph J. Nasser's refusal to negotiate in good faith with CSEA.

"Although a fact finder from the State Public Employment Relations board was called in when the two negotiating teams reached an impasse, the Mayor disregarded the PERB official's recommendations and went ahead arbitrarily and gave the policemen a paltry five percent raise. This is totally insufficient," said Joseph J. Dolan Jr., director of local government affairs for CSEA.

"The present starting salary for Corning police is a low \$5,250," Dolan asserted. "Many of the policemen are not in their proper salary steps, and a large number of patrolmen leave the force each year for better-paying jobs."

Negotiations, which began in May, reached an impasse in mid-June and the fact-finder, David R. Kochery, was called into the dispute. He recommended that the starting salary for patrolmen be established at \$5,800, and that police be able to reach \$6,600 after five years of service through \$200 yearly increments. He also recommended a \$200 longevity increment at the tenth, fifteenth and twentieth years, and a re-vamping of the entire salary structure to put each policeman at his proper salary step.

"The Mayor's negative reaction to the advice of the fact finder is totally unrealistic," Dolan declared. "The proposed raise is little

enough to give men who protect the people of a city this size

"There are other legal recourses to this problem and CSEA will take them."

LETTERS TO THE EDITOR

LoMonaco Sends Thanks To Members

Editor, The Leader:

Allow me to express, through your paper, my heartfelt thanks to all my friends in CSEA who took the time to cheer me up with cards and telephone calls during and after my stay at the Harkness Pavillion of the Presbyterian Hospital. This demonstration of love and esteem from so many friends has been more beneficial to me than the medicines prescribed by my doctor.

I want also to express to all the members of my chapter, and especially those who worked long and hard to help in achieving the great victory in the representation elections just completed.

I am sure that this victory will be reflected in better benefits that will be negotiated this year.

Sincerely yours,
JOHN L. LOMONACO
President—Metro Division of Employment Chapter Civil Service Employees Assn.

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By A. L. PETERS

TEACHER ELIGIBLE LISTS

CIVIL SERVICE LEADER, Tuesday, August 12, 1969

CUNY Reports Record Number Of Ed. Students

The highest enrollment of teacher education students in the history of The City University of New York was recorded for the spring 1969 semester, according to a report released today by Dr. Benjamin Rosner, CUNY Dean for Teacher Education.

It shows an enrollment of 44,458, an increase of seven percent over 1968. The report—"Teacher Education Census: Spring 1969," includes figures for CUNY senior college students who plan to prepare themselves for teaching or other school positions below college level.

The greatest enrollment increase in the past year was found among graduate students in the field of teacher education, a rise of 13.4 percent. The long-term rate of increase in graduate enrollment in teacher education has gone up dramatically—averaging 16 percent per year for each of the five years from 1964 to 1969. In 1964, there were 10,686 graduate education students. In 1969, there were 16,928.

An apparent shift in emphasis in the area of preparation has been noted on both the undergraduate and graduate levels—away from elementary or early childhood education toward junior and senior high school academic subjects. In terms of numbers, elementary and early childhood education still draws more students than other fields (8,784 out of a total 21,707). The percentage of students specializing in junior and senior high school academic subjects, however, has risen from 34.8 percent in 1967 to 36 percent this year.

The report also notes an increase in the percentage of male teacher education students in each of the four classes, with the highest percentage of male students indicated for seniors (33.9 percent). A similar report is-

Community To Air Voting Preferences

Following its policy of promoting community participation in school affairs, the Board of Education will hold public meeting Friday, August 12 at 7:30 p.m. in the auditorium of PS 28, 475 West 155 Street, Manhattan.

The meeting is planned to give the community an opportunity to present its views on a proposed set of procedures for an election on September 30 in Community District 6.

Included in District 6 is all of Manhattan from West 135 Street to the Hudson River and East 132 Street at the East River, north of Washington Heights and Inwood.

sued in 1968 listed the male percentage in the total teacher education enrollment as 25 percent. In 1969, the male enrollment increased to nearly 30 percent. This could be partly due to the draft deferment given to teachers by most New York City draft boards, Dean Rosner said.

Of the undergraduate matriculants in teacher education, 57 percent were juniors and seniors. This is partly because most undergraduate students do not make their final career decisions until they are in the upper division of college. According to Dean Rosner, this is also attributable to the large numbers of students from CUNY two-year community colleges who enter senior colleges in their junior year and go into the teacher education programs.

First Across Nation

City University Inaugurates Program To Upgrade Nurses

To help ease the critical shortage of professional nurses, City University of New York has started the first college-sponsored program in the country to prepare licensed practical nurses (LPNs) to qualify as registered professional nurses or RNs.

The New York City Health Services Administration will co-sponsor the new LPN-to-RN program. It is the first which allows students to attend classes on a released-time basis while continuing to receive full on-the-job salary.

CUNY's Chancellor Albert H. Bowker recently spoke at the inauguration ceremony at the Bellevue Schools of Nursing, 440 East 26th Street. Commenting on the experimental project he asserted: "The number of Americans who receive hospital care is increasing each year; it's now one in seven. Yet fewer and fewer are receiving direct, or even indirect, care from professional nurses during their stay in a hospital. This program is designed to help ease the critical shortage of RNs. If successful it will serve as a model for similar programs throughout the country. Through it we plan to demonstrate the training potential of mature, experienced people who want to advance in the nursing field."

Meeting Triple Goal
The program meets three requirements set by the university and the City. It trains nurses in the shortest possible time: 17 months of half-time study. Students receive their education from a degree-granting institution with long experience in nursing education, and they attend classes where they are assigned to work—at Bellevue Hospital—to avoid extra travel time.

City University's Hunter College, with one of the largest four-year schools of nursing in the

ASST. TO PRINCIPAL, JUNIOR HIGH SCHOOLS

(Continued from last week)

Gerald Flechner, 7447; Gerald Schackler, 7445; William I. Cohen, 7441; Emanuel Gluck, 7440; David Spiwak, 7437; Lewish B. Lachman, 7428; Noel Gurin, 7428; Calvin Hart, 7427; Thomas J. O'Brien, 7427; Robert Klenosky, 7427; Jack Zuckerberg, 7426; Charles T. Baus, 7426; Richard J. Boccadoro, 7425; Harold N. Alper, 7425; Fay Mendoza, 7424; Martin R. Levinson, 7423; Ruth L. Wood, 7423; Daniel Appel, 7422; Anthony J. Caporaso, 7418; Marjorie A. Louer, 7405; Norma Landi, 7403; Allyn Simon, 7403; Michael J. Costello, 7400; Richard T. Scarpaci, 7400; Matthew D. Cowitt, 7396; Alan R. Starok, 7396; Calvin R. Stark, 7389; Allan I. Newman, 7387; Gail Donnenfeld, 7387; Martin Karman, 7387; Joel Cadoff, 7383; Frederick D. Mavs, 7380; Deborah R. Kanter, 7379; Vincent D. Luciano, 7377; Joseph D. Volne, 7376; Lester Israel, 7370; Nathan W. Marman, 7376; Robert J. Porras, 7366; Melvin Hyman, 7364; Jeannette B. Diloranzo, 7363; Elihu A. Bondi, 7352; Harold H. Osmer, 7350; Ruth S. Fineg, 7343; Liborio J. Lamagna, 7342; Aaron Shubitz, 7341; Frank J. Oliva, 7337; Herman Katz, 7337; Noel N. Krifcher, 7335; Frank Volpicella, 7335; Martin H. Siner, 7332; Elvira A. Ball, 7332; Fdvehe Fishbach, 7330; Vincent J. Foley, 7330; Seymour Berdy, 730; Herbert Greenfield, 7329; Ruth J. Cohn, 7326; Barbara H. McKeon, 7325; Sanford K. Einhorn, 7322; Stephen Prenner, 7321; Neil W. Kurtz, 7320.

Leon H. Margolis, 7319; Harry Klein, 7318; Andrew J. Gatto, 7316; Anthony L. Napoli, 7309; Bernard J. Mckelowitz, 7302; Herbert R. Tuckman, 7300; Seymour C. Samuels, 7288; Melvin A. Wermuth, 7286; William C. Graham, 7286; Melvin David, 7281; Anthony J. Cardamone, 7278; Gertrude Berns, 7278; Blanch H. Rudolph, 7276; John A. Russo, 7271; Ira M. Blassberg, 7270; Thomas M. Green, 7667; Jack W. Kenward, 7263; Thomasine N. Coombs, 7262; William H. Chabus, 7260; McLester Brisbane, 7258; Stanley W. Schessel, 7250; William P. Rogers, 7250; Albert I. Klein, 7249; Jay W. Sanford, 7247; Bernard D. Schwartz, 7247; Erlhin M. Lamos, 7244; Stanley Xenakis, 7242; Edward P. Aquilone, 7242; Richard A. Pearl, 7240; Morton M. Levine, 7236.

Morris M. Katz, 7233; Albert Plocik, 7231; Robert M. Hausner, 7227;

Daniel Rosenstein, 7227; Doris Lewis, 7226; Howard L. Mattice, 7225; Mildred Kalter, 7225; Arthur H. Rosenfeld, 7224; Seymour W. Siegel, 7222; Marvin Budow, 7220; Elizabeth A. Bate, 7220; Stanley Wolfe, 7216; Norman P. Miller, 7212; Sidney F. Adler, 7212; Isabelle F. Brown, 7212; Richard Boyman, 7210; Stanley Witty, 7210; Stephen C. Axelrod, 7208; Seymour Handel, 7208; Harvey Steinerman, 7206; Eugene Y. Gayer, 7206; Martin B. Herman, 7205; Joseph J. Agnello, 7205; Harvey A. Kaplan, 7203; Vincent Navarro, 7202; Neil Slater, 7202; Stephen Stoller, 7201; Michael L. Grossman, 7200; Lee E. Olshan, 7199.

Catherine R. Nagi, 7197; Patricia Vandervoort, 7194; Betsy M. Shack, 7191; Albert C. Calabro, 7186; Lawrence K. Schaeffer, 7186; Joseph Vadnos, 7185; Marvin Resnick, 7184; Robert E. Mars, 7182; Bruce A. Hollander, 7182; Arthur Coultoff, 7180; Eversley Vaughan, 7183; Allen B. Boyce, 7171; Jeffrey B. Moskowitz, 7170; Solomon Zion, 7169; Vincent P. Bellafiore, 7168; Eugene E. Harris, 7168; Nathaniel Levine, 7161; John L. Graves, 7160; Clifford W. Rosenthal, 7158; Donald T. Price, 7150; Stanley Miller, 7150; Perry Sandler, 7150; Kurt L. Waldmann, 7148; Melvin A. Chernoff, 7148; Martin Turkewitz, 7145; Evelyn S. Miller, 7144; Sidney Lesser, 7143; Seymour Sorkin, 7142; Stuart Krauss, 7139; Herbert Stevelman, 7138.

Louis Galinsky, 7137; John J. Rodgers, 7134; Sherwin Erman, 7133; Stanley Nass, 7132; Gertrude Giovannelli, 7130; Maurine C. O'Brien, 7128; George Landberg, 7126; John V. Mooney Jr., 7124; Irvin Henley, 7121; Gordon A. Gauthier, 7120; Elmer P. Klein, 7113; Norman Ochs, 7112; Bert Wellman, 7100; Agnes S. Hoffman, 7095; Godfrey W. Jackson, 7093; John P. Ryan, 7089; Stuart M. Kumm, 7087; Edward M. Funk, 7086; Robert D. Diamond, 7086; Lawrence Kushner, 7085; Louis H. Cohen, 7082; John A. Beyrer, 7081; Bernard Tabachnick, 7078; Martin N. Adler, 7078; Martin Grove-man, 7076; Norman Wasserstein, 7075; Bernard M. Lief, 7074; Burton S. Robins, 7069; Joseph Silverberg, 7066; Harold Zimmelman, 7066.

Douglas Berman, 7065; Harry A. Cohen, 7064; Howard R. Dornald, 7064; Osey L. Sandifer, 7059; Eli Abolafia, 7056; Sheldon J. Adler, 7055; Joseph J. Breen, 7055; Herman M. Budow, 7052; Osiias Gold, 7052; Joseph Potozkin, 7050; Marilyn F. Isaacs, 7049; Martin Gonsler, 7046; Rebecca DeMarco, 7046; Thomas Nikides, 7041; Herrebt Stein, 7036; Bruce D. Kletz, 7035; William F. O'Shaughnessy, 7035; Howard C. Greenwald, 7034; Alvin E. Sedler, 7032; Richard G. Cincotta, 7032; Peter J. O'Rourke, 7031; Joyce P. Warshaw, 7029; Alfred Abati, 7028; Sol Turk, 7028; Herman H. Krull, 7026; Francis X. Maguire, 7026; S. Edward Palmer, 7025; Ralph J. Letizia, 7021; Robert Dankowitz, 7016; Blanche L. Glass, 7013.

Walter Metral, 7012; June S. Harris, 7009; Andre E. Boulin, 7007; Fred W. Goldberg, 7006; Myron Lazar, 7005; Donald R. Tippitt, 7003; Adolph Rotter, 7002; Kenneth L. Pittman, 7001; Max Smith, 6999; Daniel C. Bolosh, 6991; Alvin J. Calick, 6984; Elliot Weintraub, 6984; Donald M. Horowitz, 6984; Joseph F. Quinn, 6982; David Balfour, 6980; Elaine P. Gobsstein, 6979; Robert Fass, 6979; Philip Corseolo, 6978; Harold S. Kalter, 6975; Reginald H. Landeau, 6973; Edward M. Chasman, 6973; Paul B. Shapiro, 6963; Anthony L. Petrocelli, 6957; Melvin Kaufman, 6955; Sarah Resnick, 6951; Patrick F. Dunleavy, 6950; Robert M. Friedman, 6950; John J. DeMartini, 6948; Jean A. Leach, 6947; Mark J. Walters, 6946; Joseph Hahn, 6944; Miriam B. Loefer, 6943; Edward Gershoff, 6952; Morton Klein, 6937; Martin H. Simon, 6935; Stanley Ravett, 6933; Josephine A. Yurek, 6932; Howard Heller, 6929; Harvey I. Gold, 6928; Mel Steinhandler, 6925; Lawrence N. Antoine, 6922; Allen I. Schwartz, 6919.

Albert Wilensky, 6919; Robert F. Wagner, 6919; Burton Radish, 6918; Edward J. Ferraro, 6915; Gerald S. Brumberg, 6912; Marion E. Thomasen, 6910; Richard W. Topp, 6889; Seymour M. Rosen, 6887; Eugene Becker, 6880; Mildred A. Steiner, 6879; Murray Hoffman, 6874; Salvatore Lagreca, 6869; Arthur Schwartz, 6863; Nathan Chesler, 6860; Bernard S. Jacobson, 6845; Carlo B. DeFrancesco, 6842; Donald Colen, 6842; Michael Z. Schwartz, 6839; William Warmbrand, 6839; Herman Smith, 6828; Natalie M. Bennett, 6822; Edward T. Heller, 6818; Harvey Kudler, 6817; James Shevlin, 6806; Sidney W. Goldstein, 6805; Irwin M. Ostree, 6798; Antoinette J. DeGaetano, 6797; Harry Novogrodsky, 6790; Evelyn F. Wade, 6786; Melvin Heller, 6784.

Marilyn Radosh, 6777; Stephen B. Bergheser, 6777; Jules Heyman, 6768; Sheldon Laborowitz, 6766; Ictor E. Ravens, 6760; Jack Smith, 6752; Howard A. Rich, 6751; Ann G. Dubuisson, 6750; William T. Flaherty, 6738; Stanley M. Reis, 6715; Murray J. Gradesky, 6711; Alexander Reich, 6709; Arnold A. Birke, 6705; Harvey Savov, 6703; Sheldon Polner, 6702; Mildred D. Firshberg, 6698; Paula B. Shapiro, 6696; Harvey D. Raizin, 6690; Joseph Adams, 6687; Charles J. Flohr, 6680; Herman S. Wanner, 6669; Jerome Wallach, 6667; David Feldman, 6662; Martin J. Hamer, 6659; Howard Z. Chusick, 6654; Bernard Alfant, 6650; Mark D. Weiner, 6645; Frank Frasca, 6644; Erwin Soroka, 6593; Marvin Underweiser, 6572.

Hyman I. Resnikoff, 6535; Rena E. Bobrowsky, 6529; Molliera Alexander, 6524; Edna Z. Siegel, 6520; Emanuel Ball, 6507; Alfred F. Abramson Sr., 6502; Ida Neuman, 6435; John B. Jackson, 6399; Burton S. Frank, 6351; Donald Weiss, 6221; Seymour I. Fox, 6134.

LICENSE AS TEACHER OF MATHEMATICS IN DAY HIGH SCHOOLS; DATE: JUNE 17, 1969

Fred C. Dubinsky, 9599; Lillian Weintraub, 9199; Marilyn L. Ball, 8996; Stephen J. Tricamo, 8980; George D. Garfield, 8768; Thomas A. Schwarz, 8720; Marcel Weinberger, 8230; Sualice Lucia, 8154; Roger Wunderlich, 8120; Anita J. Sobol, 8030; Helen H. Kusofsky, 7892; Yale Yurman, 7892; Lorraine K. Krinsky, 7692; Richard H. Herzberg, 7630; Katen E. Alweis, 7554; Arnold H. Diamond, 7402; George T. Hadjiplou, 7336; Robert J. Crescenai, 7230; Eileen M. Lissmann, 7198; Arnold J. Schlichter, 6988; Stewart F. Westerman, 6984; Stephen R. Emers, 6922; Benjamin I. Aizenman, 6726; Victoria P. Amoroso, 6678; Howard N. Lubatkin, 6588; Herbert S.

Sananman, 6512; Charles F. Tannenbaum, 6450; Marita G. Vulpi, 6312; John R. Pflomm, 6032.

LICENSE AS TEACHER OF HEALTH AND PHYSICAL EDUCATION IN DAY HIGH SCHOOLS

Peter W. Gibbs, 7954; Kenneth M. Trell, 7813; William M. Reynolds, 7809; Stanley Kelsonsky, 7752; Barry Goldsmith, 7717; Louis Howort, 688; Bruce S. Lincoln, 7617; Laurence Umansky, 7567; Howard A. Newman, 7517; Julius Levin, 7502; David M. Cohen, 7433; Bernard F. Martin, 7418; Fred M. Blumenfeld, 7414; Michael H. Vogel, 7410; Seymour Ginsberg, 7391; Nicholas L. Gaetan, 7375; Michael M. Sandler, 7313; Roy H. Savarrick, 7297; Jeffrey B. Moskowitz, 7264; Murray M. Low, 7239; Stephen Karmiol, 7233; Maurice Goldberg, 7192; Richard L. Lamann, 7186; Barry S. Pearlstein, 7180; Andrew J. Brennan, 7153; Ralph J. Ronga, 7151; Howard D. Newman, 7145.

Mark D. Becher, 7140; Howard S. Schwell, 7140; Fred I. Eckhaus, 7121; Peter R. Crane, 7105; Nicholas Sforza, 7101; Alan Unger, 7100; Stanley F. Masowski, 7086; Melvin J. Goodman, 7084; Eric C. Prager, 7082; Gerald K. Kamler, 7060; Martin J. Raccanelli, 7058; Mark Scheinbart, 7052; Steven R. Zalinsky, 7043; Barry L. Pekar, 7036; Charles Williams, 7012; Gus Constantine, 6976; Franklin D. Perlman, 6975; Allan H. Sacks, 6964; Joel Balizer, 6963; Gary Woies, 6949; Jerome Feigold, 6938; Howard S. Weintraub, 6923; Joseph C. Spilberg, 6910; Fred G. Passell, 6890; Raymond C. Caffiero, 6865; Michael M. Simmons, 6863; Martin D. Malkin, 6852; Robert J. Herman, 6837; Anthony P. Pucciarelli, 6818; Stewart Levine, 6818.

Joel Goldstein, 6805; Lawrence Brauner, 6801; Irwin R. Span, 6796; Alex W. Englese, 6733; Gary A. Judelson, 6732; Charles L. Brandy, 6720; Vernon D. Perry, 6681; Sol H. Zam, 6658; Herbert Abramowitz, 6637; Martin P. Berlin, 6633; Stephen R. Gurin, 6628; Bernard Hirschenfang, 6616; Bernard D. Natow, 6576; Philip F. Math, 6575; Stephen M. Samtur, 6569; Theodore I. Lederman, 6552; Michael J. Taub, 6542; William H. Stern, 6526; George P. Tomka, 6502; Angelo V. Vivolo, 6501; Harvey I. Baskin, 6476; Michael I. Auerbach, 6470; Robert Neuman, 6451; Leonard Klepac, 6445; Henry T. Baietti, 6436; Kenneth J. Simon, 6430; L. William Miller, 6428; Ronald Aronson, 6426; Mark Redlus, 6413; Melvin Berman, 6396.

Monte Midler, 6387; Richard M. Defronzo, 6384; Anthony T. Depinto, 6381; Richard P. Perfito, 6371; Jeffrey L. Asbell, 6368; Ralph A. Mustillo, 6352; Burner Walker Jr., 6320; Constantine V. Kamaras, 6273; Richard A. Abramson, 6264; Ira M. Abramson, 6263; Sheldon L. Silver, 6206; Howard A. Puro, 6195; Charles Pollack, 6191; Charles A. Randida, 6164; Steven W. Jaffer, 6082; Ira J. Brand, 6035.

Guidance Counselor

Florence Miller, 78.70; Suzanne E. Shames, 677.70; Belle V. Yarrow, 62.45.

Tr. of Early Childhood Classes

Iris G. Block, 75.40; Lawrence F. Levison, 64.00.

Tr. of Common Branches

Harriet Brownstein, 73.50; Harriet R. Wigder, 69.50.

LICENSE AS PRINCIPAL IN DAY HIGH SCHOOLS

Samuel P. Altman, Herbert Balish, Philip Eisman, Lawrence H. Feigenbaum, Bertha C. Gordon, John K. Kunit, Seymour Levey, Sol Levine, Rubin Maloff, Herbert A. Orshan, Jack M. Pollock, Lillian M. Popp, Julius R.R. Rubin, Daniel A. Salmon, Howard M. Saranson, Robert L. Schain, Melvin Serisky, Irving J. Siegel, Solomon Silver, Murray Spoopack, Abraham H. Venit.

Key Answers
UNOFFICIAL ANSWERS:
TEACHER OF HEALTH
June 23, 1969

1, 3; 2, 4; 3, 1; 4, 2; 5, 3; 6, 1; 7, 3; 8, 2; 9, 1; 10, 2; 11, 4; 21, 3; 13, 3; 14, 1; 15, 4; 16, 3; 17, 3; 18, 2; 19, 3; 20, 4; 21, 3; 22, 3; 27, 2; 24, 4; 25, 1; 26, 3; 27, 2; 28, 3; 29, 2; 30, 4; 31, 3; 32, 3; 33, 3; 34, 2; 35, 3; 36, 2; 37, 1; 38, 4; 39, 3; 40, 1; 41, 2; 42, 4; 43, 4; 44, 4; 45, 1; 46, 4; 47, 1; 48, 3; 49, 1; 50, 3; 51, 1; 52, 3; 53, 4; 54, 3; 55, 3; 56, 2; 57, 1; 58, 3; 59, 2; 60, 4; 61, 3; 62, 3; 63, 1; 64, 4; 65, 3; 66, 4; 67, 3; 68, 2; 69, 2; 70, 1; 71, 3; 72, 3; 73, 1; 74, 4; 75, 3; 76, 4; 77, 1; 78, 2; 79, 3; 80, 3; 81, 2; 82, 4; 83, 2; 84, 4; 85, 1; 86, 2; 87, 3; 88, 1; 89, 2; 90, 1; 91, 2; 92, 4; 93, 3; 94, 2; 95, 1; 96, 2; 97, 3; 98, 3; 99, 4; 100, 3; 101, 4; 102, 1; 103, 2; 104, 2; 105, 2; 106, 3; 107, 2; 108, 2; 109, 2; 110, 1; 111, 3; 112, 4; 113, 3; 114, 1; 115, 2; 116, 1; 117, 1; 118, 2; 119, 1; 120, 4; 121, 1; 122, 1; 123, 1; 124, 2; 125, 3; 126, 3; 127, 1; 128, 1; 129, 3; 130, 1; 131, 1; 132, 1; 133, 2; 134, 3; 135, 1; 136, 4; 137, 3; 138, 4; 139, 3; 140, 3; 141, 3; 142, 2; 143, 1; 144, 1; 145, 2; 146, 4; 147, 4; 148, 2; 149, 2; 150, 1.

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DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...



	YES	NO
Out-of-Pocket Expenses for Doctor Visits?	<input type="checkbox"/>	<input type="checkbox"/>
Maternity Bills?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Specialist Care?	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



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LEGAL NOTICE

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'65 BUICK Sta. Wgn., A/C, 9 pass. Vista Cruiser	\$1755
'67 OLDS 4 dr HT, FP, R&H	\$1711
'67 PLYMOUTH Sports Fury, 2 dr, AT, 4-on-the-floor, PS	\$1711
'67 BUICK 2 dr Special, Vinyl Top, Auto, PS	\$1677
'65 BUICK Riviera, Full pwr, WW, Auto, Magnesium wheels	\$1677
'66 CHEV Imp. 2 dr HT, R&H, WW	\$1577
'66 PONTIAC Catalina, Auto, PS, 2 dr HT, R&H	\$1525
'66 COMET Sta. Wgn., 4 dr, Auto, PS	\$1177
'65 MERCURY 4 dr, R&H, PS, AT, WW	\$ 833
'64 PONTIAC 2 dr HT, Bkt. seats/console, R&H, WW	\$ 744

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Key Answers

EXAMINATION NO. 7617, ADMINISTRATION FOR PROMOTION OF ASSISTANT SUPERVISOR OF RECREATION (HEALTH SERVICES ADMINISTRATION)

Final Key Answers for Written Test Held December 14, 1968

The following are the final key answers as adopted by the Commission at a meeting held on the 4th day of August, 1969. These key answers result from careful consideration of all protests submitted by candidates and include such modifications of the proposed key answers as were allowed by the Commission.

- 1, B; 2, C; 3, C; 4, C; 5, B; 6, D; 7, B; 8, A; 9, B; 10, A; 11, B; 12, D; 13, D; 14, D; 15, C; 16, A; 17, B; 18, D; 19, C; 20, B; 21, D; 22, A; 23, D; 24, C; 25, D; 26, delete; 27, D; 28, D; 29, D; 30, B; 31, delete; 32, C; 33, D; 34, B; 35, C; 36, D; 37, A; 38, B; 39, C; 40, B; 41, B; 42, A; 43, C; 44, B; 45, A; 46, B; 47, C; 48, D; 49, B; 50, D; 51, B; 52, B; 53, C; 54, C; 55, B; 56, C; 57, A; 58, D; 59, A; 60, A; 61, A; 62, C; 63, A; 64, B; 65, D; 66, C; 67, B; 68, D; 69, D; 70, A; 71, D; 72, C; 73, C; 74, D; 75, D; 76, A; 77, A; 78, D; 79, C; 80, B; 81, E; 82, C; 83, A; 84, B; 85, D; 86, B; 87, E; 88, D; 89, C; 90, A; 91, A; 92, D; 93, B; 94, A; 95, A; 96, A; 97, C; 98, D; 99, A and/or B; 100, A.

EXAMINATION FOR PROMOTION OF ASSISTANT SUPERVISOR OF RECREATION (PARKS, RECREATION AND CULTURAL AFFAIRS ADMINISTRATION)

Final Key Answers for Written Test Held December 14, 1968

The following are the final key answers as adopted by the Commission at a meeting held on the 4th day of August, 1969. These key answers result from careful consideration of all protests submitted by candidates and include such modifications of the proposed key answers as were allowed by the Commission.

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

- 51, A and/or B and/or C; 52, A; 53, C; 54, A; 55, D; 56, C; 57, A; 58, D; 59, A; 60, A; 61, A; 62, C; 63, A; 64, B; 65, D; 66, C; 67, B; 68, D; 69, D; 70, A; 71, D; 72, C; 73, C; 74, D; 75, D;

- 76, A; 77, A; 78, D; 79, C; 80, B; 81, E; 82, C; 83, A; 84, B; 85, D; 86, B; 87, E; 88, D; 89, C; 90, A; 91, A; 92, D; 93, B; 94, A; 95, A; 96, A; 97, C; 98, D; 99, A and/or B; 100, A.

MH Appointments

ALBANY—Kenneth V. Skrivanek, who is on the staff at New York Medical College, has been named a consultant to the State Department of Mental Hygiene. He will receive \$18,910 a year.

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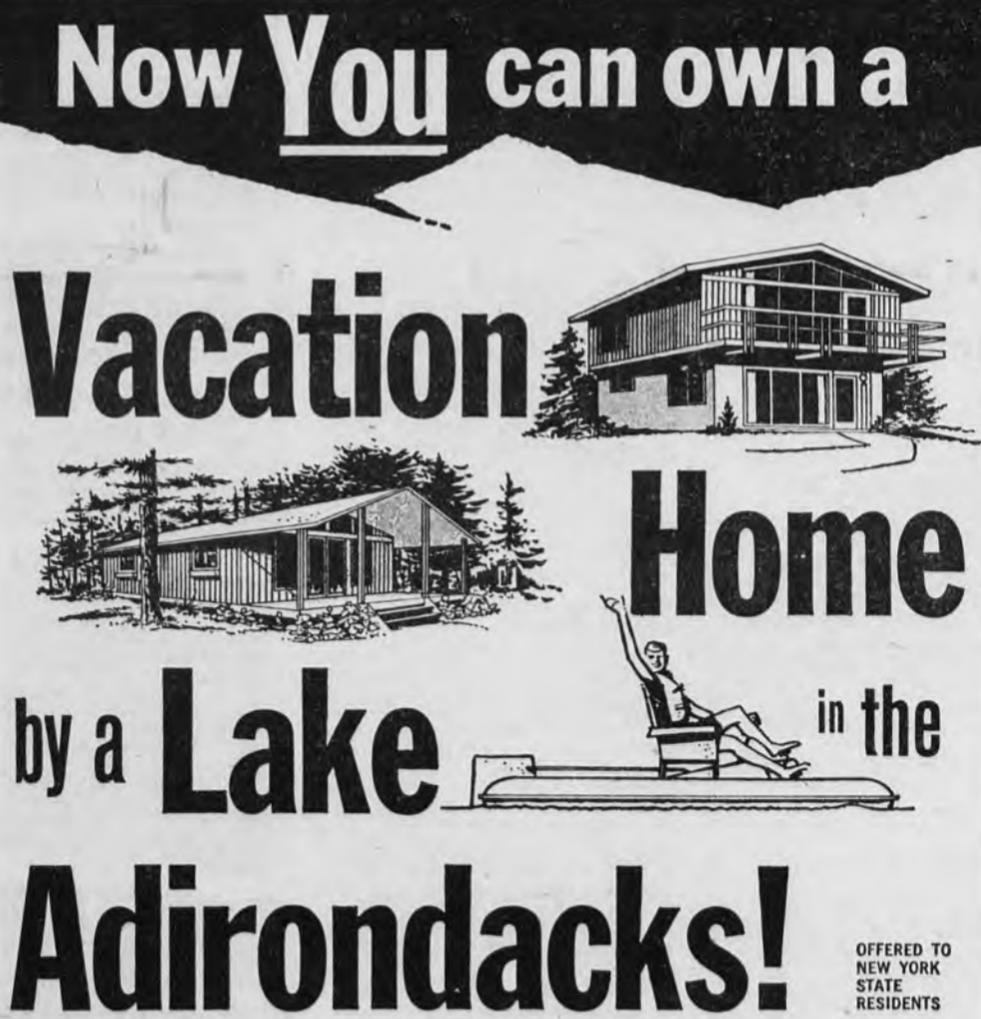
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Don't Repeat This!

(Continued from Page 1)
and attaining high political of-
Dwight D. Eisenhower was a
er soldier — a public em-
ee — who attained the highest
service job in the land.
recent years many civil ser-
career employees have aimed
such posts within the State and
government.

Police Officers

Two of the latest in the New
York City area to seek political
office are retired police officers.
Bronx Congressman Mario A.
Fino succeeded Judge Paul A.
Fino in the Congressional post
in 1964. Fino was elevated to the
senior rank of judge. Fino, prior to his elec-
tion to Congress, served as New
York City Civil Service Commis-
sioner. Blaggi, president of the
New York City Police Columbia
Assn., was the founder of the
New York City Council of Columbia Assn.
Civil Service and was the City's
most decorated policeman, prior to
retirement from the depart-
ment as a lieutenant.

Now, former career policeman
Edward D. Garelik is seeking the
presidency of the City Council
in an uphill fight against popular
incumbent City Council President
Frank Smith. The highly-respect-
ed former chief inspector of the
department certainly will have
strong support from his former
associates and subordinates within
the department, although the
Police Men's Benevolent Assn. has
come out in his corner.

A Fair Boss

"Sandy" as everyone knows him,
has the reputation of a "good
boss" who would hear the com-
plaints and problems of police-
men and act fairly in his decisions.
Garelik, too, has a lot of friends
among the members of the work-
press — the reporters and
photographers who respond to in-
terviews seeking the basics of a
story. Again, "Sandy" would al-
ways make himself available to
the press, favoring no one with
special story and withholding only that
which he deemed necessary to
complete an investigation.

Recently, Garelik was visiting
Queens nursing home with
Mayor Lindsay. The patrolman
post gave a salute to the mayor
in his old boss. Garelik return-
ed the salute and greeted the man
with his first name with the quip:
"Haven't you retired yet? . . .
What's the family?" Fine, chief,"
was the reply, "We're with you!"

Safety in the streets is upper-
most in the minds of the elector-
ate these days and Garelik knows
something about this subject. His
knowledge was gained from over
20 years as a professional police-
man. He is quick to point out to
factors of policemen that the
focus of attention should be on
the whole aspect of law enforce-
ment — from the time a suspect
is arrested, through the district
attorney's offices, the courts, the
probation and parole system and
the jails. He follows closely the
doings of President Nixon on not
turning hard-core criminals to
the streets stressing the fact that
measures should be based more
on the criminal and not on the
victim. He also feels that J. Edgar
Hoover was correct when he noted
that the Black Panthers are one
of the most serious threats to the
purity of the Nation. He has
worked with responsible leaders
of the Negro community to offset
the influences of the radical rac-

ists in keeping the City's streets
"cool" during the hot summers.

Henry Shemin

Another career State employee,
Henry Shemin, Liberal candidate
for Brooklyn Borough President,
had an impressive record as a
public servant.

He too, is in an uphill fight and
most difficult race. After passing a
competitive entrance examination
in 1934, he became an attorney
with the State Insurance Fund
and rose to Workmen's Compens-
ation Board to referee prior to
his retirement from competitive
service. Active in the labor front,
he served as president of the Civil
Service Employees Assn.'s Metro-
politan Conference and chaired
the Statewide legislative, pension,
resolutions and labor relations
committees of CSEA. Following
his retirement from State service
he became the City's Labor Com-
missioner by appointment of
Mayor Lindsay.

In Buffalo, Erie County career
employee, A. Samuel Notaro,
served many years as a City Coun-
cilman from Buffalo's East Side.
In addition to his political office,
Notaro is active on various com-
mittees of the Civil Service Em-
ployees Assn.

Other civil service career em-
ployees also have aimed for polit-
ical office in recent years. Relat-
ively unknown to the electorate,
they, although failing in their at-
tempts, narrowly missed election.
Retired Fire Department Deputy
Chief Thomas Dillon, in his first
try at public office — the Consti-
tutional Convention — narrowly
missed election against political
pros from Queens. Another retired
firefighter, Manhattan attorney
James Egan, sought a City Council
seat after years of community
leadership in urban renewal in The
Bronx. He, too, lost by a small
margin in a primary battle.

Behind The Scenes

Behind the scenes, also, civil
service employees are taking a
major role in political life.

When the Haverstraw Village
Police PBA started picketing the
Village Hall for better working
conditions last month, they re-
ceived strong support from The
Shields, a fraternal organization of
peace officers either working or
living in Rockland County. Most
of the members are New York
City policemen residing in the
County. The night before the vil-
lage agreed to discuss the de-
mands of the village police and
act favorably, hundreds of off-
duty "brothers-in-blue" joined the
demonstration.

A political action group is also
in the planning stage in Rockland.
Groups of dissatisfied public em-
ployees from all jurisdictions, see-
ing that many State and local leg-
islators on all levels, are not work-
ing in the public employees' be-
half, are considering taking strong
action against them at the polls.
Some of the office-holders they are
preparing to ax are supervisors
who are keeping taxes down by
refusing to bargain in good faith
with the employees.

Since Rockland is a "bedroom
community" for State and City
employees, the effects of any group
of this nature will be sorely felt
by those office holders who have
gained the disfavor of civil ser-
vice.

Twenty percent of the electorate
is civil service. That's a lot of
votes — either for or against.

Wenzl Praises Volunteer Poll Watchers' Scrutiny During Ballot Counting

(Special To The Leader)

ALBANY—"Without the help of the dedicated CSEA
members who served as observers during the long, hot days
of the ballot-counting, the whole election procedure would
not have gone so smoothly," said Theodore C. Wenzl, presi-
dent of the Civil Service Em-

ployees Assn., last week.
Wenzl praised the 54 observers
— volunteer CSEA members from
around the State—who spent five
days keeping a watchful eye on
the ballot-counting for the elec-
tions in the five Statewide bar-
gaining units at the New Scot-
land Avenue Armory in Albany.
Observers from all of the employee
organizations participating in the
elections were required to watch
the sorting, eligibility-checking,
slitting and counting of the
ballots.

"It is the devotion of members
such as these which has made
CSEA great and will continue to
serve CSEA in the future," Wenzl
declared. "My personal thanks
and the thanks of CSEA members
everywhere goes to them."

The CSEA observers were:

David E. Baker, Latham, Misc.
Tax Bureau, Dept. of Tax & Fi-
nance; Mary M. Baldwin, Rens-
selaer, Dept. Social Services; Dou-
glas Barr, Sr., Albany, OGS; Elo-
uise G. Bell, West Brentwood,
Pilgrim St. Hospital; Charles
Benett, Albany, SUNY at Albany;
Donald Blake, Rensselaer, Dept.
Identific. & Intelligence, AESOB;
Dorothy A. Bradshaw, Waterford
OGS; Alphonse Briere, Waterford,
D of E, State Campus, Albany;
Irwin Cameron, Coxsackie, NYS
Vocational Institute; George Cel-
entano, Pearl River, Rockland St.
Hospital; Marlene Connell, Al-
bany, SUNY at Albany; Daniel
J. Crowley, Loudonville, Dept. of
Transportation; Shirley Czajka,
Cheektowaga, Masten Park Re-
habilitation Center; Nellie Davis,
Staten Island, Willowbrook St.
School; Margaret U. Egan, Troy,
Div. of Professional Licenses (Edu-
cation Dept.); Nicholas J. Fer-
rone, Beacon, Matteawan St. Hos-
pital and Maynard Gardner, Sar-
anac, Dannemora St. Hospital.

Orville Gload, Champlain, Clin-
ton Prison; Eileen Gorski, Cen-
tral Islip, Central Islip St. Hos-
pital; George P. Halbig, Ellen-
ville, Catskill Reformatory; Dan-
ford Hoffman, Cohoes, Dept. Au-
dit & Control; Viola M. Horton,
Brentwood, Pilgrim St. Hospital;
Anne Karabin, Watervliet, Men-
tal Hygiene Dept.; Dorothy King,
Queens Village, Creedmoor St.
Hospital; George Lafaro, Rensse-
laer, Insurance Dept.; Mrs. Rita
Lennon, Central Islip, Central
Islip St. Hosp.; Eugene L. Lyons,
Rensselaer, Dept. Social Services;
Margaret Lyons, Kings Park,
Kings Park St. Hosp.; William
McGowan, Orchard Park, West
Seneca St. School; Joanne Mett,
Schenectady, Dept. Audit & Con-

trol; William Morse, Kerhonkson,
Conservation Dept.; John M.
Mroczkowski, Wilton St. School
and Louise E. Nash, Workmen's
Compensation.

Also Eva Nelson, Staten Island,
Willowbrook St. School; Clara K.
Pruitt, Binghamton, Binghamton
St. Hospital; Arthur E. Reinhardt,
Loudonville, Dept. of Transporta-
tion; Dennis Renahan, Auburn,
Auburn Prison; Michael Rizzo,
Troy, Workmen's Compensation;
Luther Robbins, Brooklyn, Willow-
brook St. School; Cornelius Rush,
Fishkill, Green Haven Prison;
Eleanor Smith, Albany, Dept. of
Agriculture & Markets; Audrey
Snyder, Syracuse, Syracuse Psy-
chiatric Hospital; Peter Stemsky,
Cohoes, Dept. Tax & Finance;
John C. Thomas, Greenfield Cen-
ter, Wilton State Sch., Mt. Mc-
Gregor; Kathleen Anne Valuso,
Amsterdam, Civil Defense Com-
mission; Dorothy M. Vanderzee,
Albany, Dept. Agriculture & Mar-
kets; William Van Wie, West
Coxsackie, NYS Vocational In-
stitute; Kathleen Yuschak, Lath-
am, D of E; G. L. Fassel, West
Seneca; E. E. Skorulski, New
Hartford; P. V. Orsini; Cindy
Egan, Loudonville; T. Cosco, Al-
bany; and D. W. Rutledge, Albany.

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the qualifying medical and phys-
ical examination recently, it is
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On Port Authority

ALBANY—Governor Rockefeller
has named Sidney S. Hein of
Queens to the Port of New York
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S. Cullman of New York City,
whose term had expired. Hein is
an attorney and Queens County
GOP chairman.

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