

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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## Legislators Listing

— See Pages 8 & 9

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Solomon Bendet, president of CSEA's New York City Region, gesticulates emphatically as he defends employees at Creedmoor State Hospital against charges linking them to a high crime rate. With him at the press conference in the CSEA Manhattan offices are Terry Dawson, left, president of the CSEA chapter at Creedmoor, and Dr. William Werner, director of the mental hospital.

## Creedmoor Director Defends His Staffers With Highest Praise

NEW YORK CITY — "We have the finest state employees," Dr. William Werner, director of Creedmoor State Hospital, told a press conference at Civil Service Employees Assn. Headquarters here, "but they are being demoralized by the blowup of charges of crime at Creedmoor."

The chief of the big mental hospital in Queens came to the CSEA New York City Region offices at 11 Park Place on Jan. 18 to defend the reputation of his 2,700 employees at a press briefing. The late-morning gathering was called by Region pres-

ident Solomon Bendet, who sought to counter the effects of highly publicized charges by State Senator Frank Padavan about the supposed high incidence of crime at the hospital. Senator Padavan's charges had included allegations against the

employees for some of the crimes. In the question-and-answer period, Dr. Werner was questioned intensively about a statement he had purportedly made that outsiders and insiders were responsible for the crime incidents at Creedmoor. Dr. Werner replied that he never intended and never did cast doubt on the integrity of the employees. A very few members might be involved, he said, but it is unfair to balloon charges so that the whole staff feels victimized.

"The very great majority of our employees are simply marvelous," said Dr. Werner. "They just don't get enough credit for what they do. These civil ser-

(Continued on Page 14)



### All Groups Interested In Money Target On Assembly's Stephens

THE State Legislative Law pays special recognition to the Senate Finance Committee and the Assembly Ways and Means Committee. Under the law these committees serve throughout the year and are empowered to make, through their respective chairmen, such investigations of the various activities of the State as will aid them in their con-

(Continued on Page 6)

## Suffolk Wins In Three Demands

RIVERHEAD — This week, Suffolk chapter Civil Service Employees Assn. president E. Ben Porter announced an agreement with the county eliminating a practice of placing some employees on the prior year's pay scale, and granting increased allowances in cash for nurses' uniforms.

The agreement will advance about 300 employees one to two grades.

It also provides a reimbursement to some employees whom the county had docked after claiming they had been placed on the wrong pay scale.

The uniform agreement affects about 500 members. The cash payment has been sought by employees. In addition, allowances will be increased by \$40 to \$50 to maximums of \$100 to \$150.

In another agreement settling

a CSEA complaint, Mr. Porter said Sheriff Philip Corso had agreed to retitle employees at the jail as correction officers.

Mr. Porter paid "special commendation" to the chapter's labor-management committee for successfully resolving the grievances after "tedious negotiations in which the county at first appeared unusually intransigent." The committee is chaired by Ewa Reid, with Frank Randall and Dominick Giordano as members. They were assisted by Bill Griffin, CSEA field representative.

The pay scale agreement provides that all employees shall be placed in the 1974 pay scale step applicable, and new employees

will be hired in the proper step. Step increments shall be effective at the start of each year.

The misplacement of employees had affected only a small percentage of county employees, but the inequity had been a major irritant to the CSEA.

## Statewide Officers Lend Support For Acceptance Of Oneida Pact

(Special To The Leader)

UTICA — With Civil Service Employees Assn. executive vice-president Thomas H. McDonough attending hearings inside, and CSEA Syracuse Region No. 5's president Richard Cleary and executive vice-president Louie Sunderhaft among the informational picketers outside, Oneida County legislators knew the employees' union meant business.

An average of 50 people a day took part in the informational picketing during most of last week as Oneida County's Legislature met on a fact-finder's report on a contract settlement for county workers.

Mr. Sunderhaft, who is also president of the Oneida County chapter, was joined by fellow officers and chapter members, as well as statewide officers McDonough and Cleary, during the

orderly demonstration on behalf of the report's acceptance.

The legislative hearing is the final stage in settling the dispute between CSEA and Oneida County over terms of a new work agreement for county employees.

Roger Kane, CSEA field representative, said that negotiations on contract provisions had begun last July, but had ended in an impasse when both sides could not agree on a settlement. The CSEA representative said that, in his opinion, the County

(Continued on Page 14)

### INSIDE THE LEADER

Improve Dental Service In  
Syracuse, Buffalo Areas — See Page 3

CSEA Calendar — See Page 3

Latest State Eligibles — See Page 13

Plan SUNY Workshop — See Page 14



**ON THE ISSUES** — Samuel Grossfield, president of CSEA's Rochester chapter, emphasizes advantages of four-day work week during current energy crunch. This and other topics, such as cost of living, agency shop and insurance, were discussed at meeting last week between representatives of chapters of the Genesee Federation (an informal grouping of CSEA chapters in the northeastern area of the union's Buffalo Region 6) and 11 state senators and assemblymen from the area. Among participants at the session were, left, Kenneth Bennett, president of SUNY at Genesee chapter. Huddled at right are Edison O'Brien, Newark State School president, and Newark delegate Frank Napoleon. Thomas Gartley, president of SUNY at Brockport chapter, is identifiable in background. (Additional photos and story begin on page 3.)



**SERVICE PLAQUE** — State Housing Commissioner Lee Goodwin, right, presents the John T. Haugaard Jr. achievement award to Meyer Poses, given annually to a Civil Service employee for outstanding service to the Division of Housing and Community Renewal. Mr. Poses is an associate attorney specializing in public housing law. The award's namesake, who died in 1965, had been Assistant Commissioner of Development and served the state for nearly 25 years.

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### Brady To Chair Probation Study

ALBANY — Members of the Special Probation Departments Study of Local Governments Committee of the Civil Service Employees Assn. have been appointed by Theodore C. Wenzl, president of CSEA.

James Brady of North Tonawanda was named chairman of the special CSEA committee.

Other designated committee members are Allan Greenfield of Monticello; James Frisina, Ogdensburg; Peter Grieco, Watertown; Joseph Gilligan, Center Moriches, and James Mattel, Port Washington.

### O'CONNOR DEPUTY

ALBANY — Former Syracuse Police Chief John P. O'Connor, has been appointed a deputy commissioner of the State Department of Motor Vehicles, effective immediately. His annual salary will be \$25,592.

## Nine In HA Win Awards

Nine employees of the New York City Housing Authority have been honored with cash awards and certificates of merit (including a posthumous award) in the Authority's Employees' Suggestion Plan program.

The top award of \$50 went to Joseph Merola, resident building superintendent of Van Dyke Houses, Brooklyn, for suggesting an easier and safer method for housing firemen to open and close the rear boiler doors of Superior and Cleaver-Brookes boilers.

Other awards were: Sylvia Malman, senior clerk, of Carey Gardens, Brooklyn, \$25; Patrolman Leroy L. Smith, of Lillian Wald Houses, Manhattan, \$25; Antoinette Tuccio, supervising clerk at Central Flies, \$10; Simon Kalinkowitz (deceased) housing assistant at Marlboro Houses, Brooklyn, \$10; Robert G. Thompson, maintenance man at Gun Hill Houses, the Bronx, \$10; Albert Madison, housing assistant of Holmes-Isaacs Houses, Manhattan, \$10; Frances Gorman, senior clerk at Central office, \$10; and Greta I. Agard, supervising stenographer, Central office, \$10.

### KERN SUPERVISOR

ALBANY — Seymour Kern, of Hartsdale, assistant supervisor of the White Plains offices of the State Tax Department since 1970, has been named supervisor of the Binghamton district tax office at an annual salary of \$25,133.

### Bricklayer Prom Exam

Twenty-six bricklayer candidates have been called to take the competitive written part of promotional exam 3654 by the city Dept. of Personnel on Feb. 2.

### 17 Rec Sups Miss

Seventeen assistant supervisor of recreation candidates have been found not eligible for promotional exam 3668, according to the city Dept. of Personnel.

## Police News

### HONORABLE MENTION

The following 22 members of the Police Dept. were awarded departmental honorable mention recognition with 1.25 promotion points, for extraordinary bravery, intelligently performed in the line of duty at imminent and personal danger of life:

Sgts. Stephen Gure and Robert O'Neill; Detectives Stephen DelCorso, Hubert Erwin, Cleave Bethae, Phillip Mogan, Maurice Prescott, Dennis Dowd, Richard Rossi, James Ward, Woodrow Dury, Donald McNeil, Alfred Genova, Harold Dice, Albert V. Casella Jr., Melvin Betty, William Hoy, Maximo Jimenez, Cleotis Wright, Rudolph Francis, John Brown, Bobby Hardwick.

### EXCEPTIONAL MERIT

The following 13 members of the Police Dept. were awarded departmental exceptional merit recognition with 1 promotion point for an act of bravery, intelligently performed involving personal risk of life:

Sgt. Andre Alonge, Detectives Dominick Amemdolare, John D. Flynn, William J. Foley, Gerard Marini, Neil O'Donnell, Thomas Broderick, Joseph Ranone, James W. Green, Edward Wisneski.

Police Officers Willis Krebs, Carl Garritani, Carlo Antonino.

### COMMENDATION

The following 19 members of the Police Dept. were awarded departmental recognition with  $\frac{3}{4}$  a promotion point for acts involving grave personal danger in the intelligent performance of duty or for a highly creditable unusual police accomplishment:

Deputy Inspector Francis X. Smith; Capt. Thomas J. Gleason; Lts. Gerard L. Drumm, Richard H. McBride, Franklin Daniana; Sgts. Patrick Bradley, Charles Brereton, John M. Gambello, Martin K. Stiasny.

Detectives George Alleyne, Frank Allen, Bruce Brennan, Angelo Garcia, Lawrence Gallagher, William Toy, Victor Taravella, Allen F. Elmore, Joseph K. Euglia; Police Officer Eugene Meghmann.

### MERITORIOUS

The following 60 members of the Police Dept. were awarded meritorious police duty, for half a promotion point.

Cpts. Martin Kost, William E. Farrell; Lts. Frank Pepe, Henry Franklin, Nicholas Passero; Sgts. Thomas Cafferty, Henry J. Muerner, Emidio Ponzl, Sylvester O'Brien, Andrea Bottari, James Blatus, James T. McDonald; Detectives Francis Kealy, Edmond Sorgente, Irwin Vale, Leonard Schniper, Robert Waters, Victor Taravella, Donald Palmer, George Moscardini, Neil O'Donnell, Anthony Sanchez, Raymond Casaburi, Catherine Bertolino, John J. Dwyer, Donald McNulty, Alfred Licata, Donald Leadbetter.

Police Officers William Whitaker, Richard Miller, James Burke, Robert Cianfrone, George Leavey, John O'Shea, Michael Mortak, Robert A. Eugenia, Pedro Crescenti, George Youngman, Paul Schmucker, Lawrence Boyle, John P. Quinn, Walter Voss, John McCarthy, Thomas Todaro, John Hunt, Phillip Cerbini, Barry Goldblatt, Joseph DeBratto, Jerry Lipson, Robert Krosecky, Richard H. Muller, Walter Hickey, Francis K. Clifford, James M. Kennedy, Edward Witkowski,

## Housing, Transit Cop Eligibles Now Being Certified For Feb. Police Officer Class

Certifications for a Police Academy class — now expected to be initiated the first week in February — began last week. Eligibles from the Police Dept. and Housing and Transit Authority lists were certified for the class, which the Police Dept. hopes will include about 400 appointments.

To date, a total of 57 patrolmen, police trainee eligibles and 15 policewomen eligibles from the Police Dept. have been certified. The patrolman eligibles are from eight different lists and the policewoman eligibles are from list 9091, between the numbers of 194 and 1707.

A total of 505 Transit Authority patrolman eligibles from list 2225 have been certified so far. They are between the number 175 and 2900. Forty-four Housing Authority patrolman eligibles have been certified from list 2226, to date, between the numbers 101 and 2293.

For more certification details, see "patrolman, police trainee" under "List Progress" on page 3 of this issue of The Leader.

## Key Answers

### EXAM 3611 PROM. TO GENERAL PARK FOREMAN

Test Held Jan. 5, 1974  
Of the 196 candidates who filed for this exam, 174 appeared. Candidates who wish to file protests against these proposed key answers have until Feb. 8, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

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

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

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

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

81. A; 82. B; 83. C; 84. B; 85. C; 86. C; 87. A; 88. D; 89. A; 90. A; 91. C; 92. C; 93. A; 94. B; 95. C; 96. B; 97. D; 98. A; 99. B; 100. C.

### SMITH, HOLOCOMBE SET

ALBANY — Governor Wilson has named Ralph W. Smith, Jr., of Albany as district attorney of Albany county. The Governor also appointed Jon K. Holcombe, of Syracuse, to be district attorney of Onondaga county. Each will serve until December 31. The offices will be filled at the November election.

### Bricklayer OC Exam

A total of 159 bricklayer candidates have been called to take the competitive written part of exam 3053 on Feb. 2, according to the city Dept. of Personnel.

Joseph Buono, Gerald Bogdanowicz, German Colon Jr., Carlos Emara, Irvin Vardone, John T. D'Elia, William W. John Jr.

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## Rochester Area Retirees To Hear Insurance Reps

ROCHESTER — Health, life, accident and other types of insurance available to retirees will be the subject of a meeting of the Rochester Area CSEA Retirees chapter Feb. 6 at 1:30 p.m. at the Marine Midland Bank — Rochester, 1 Marine Midland Plaza.

John McManaman, senior information representative of the Employees Retirement System, will be available to answer questions, according to Melba Binn, acting chapter president.

She said a representative of Ter Bush & Powell, the CSEA insurance company, will speak on in-hospital, accident, group life, supplemental life, indemnity and other types of insurance available after retirement.

The meeting is open to all CSEA retirees from the eight counties served by the chapter.

# Genesee Federation Of CSEA Chapters Holds Dialogue With Area Legislators

## Cost Of Living, Agency Shop Among Key Topics Of Confab

ROCHESTER — State legislators from an eight-county area were warned here Jan. 12 that they'll have "a flood of disgruntled state employees" if negotiations aren't reopened soon for a cost-of-living wage increase.

"This is our No. 1 priority," said Samuel Grossfield, president of the Rochester CSEA chapter. He was moderator of an informal, 2½-hour meeting attended by 10 state senators and assemblymen, or their representatives, and officers of 11 CSEA chapters.

The luncheon-meeting, held at the Sheraton Gatehouse Motel in suburban Henrietta, was the first of a series CSEA representatives will hold with legislators across the state. It also concerned traveling expenses, the agency

shop, the Albany health insurance plan, civil service law, retirement, the energy crisis, Taylor Law revision and last-minute legislative approval of contracts.

Lorna McGuire, chairman of the Craig State School chapter's political action committee, said state and county workers want a cost-of-living adjustment because the 5½ percent pay raise scheduled for April 1 isn't enough.

"The adjustment wouldn't be for luxuries," she said. "Prices of necessities have risen so

much since negotiations that we can't even tread water any more. I've already cancelled my vacation plans."

Assemblyman Don W. Cook (R-135th District), who also serves as chairman of the Monroe County Republican Party, asked if public employees "would be willing to take an increase if the cost of living continues to go up and then give it back if the cost of living goes down."

"You're more optimistic than the rest of us," said Assemblyman Thomas R. Frey (D-132nd District).

CSEA field representative Thomas Pomodoro said the cost of living adjustment should be based upon Cost-of-Living Council data from Buffalo and New York City.

"This would be good. It would take some of the pressure off us (the legislators)," said State

Senator Gordon J. DeHond (R-53rd District).

"If you ended up with a cost of living adjustment alone, in the long run you'd be better off than going after a flat (wage) increase," he said.

Assemblyman James L. Emery (R-136th District) said if Governor Wilson doesn't agree to re-open the contract, "there's little we can do."

"He'll pay attention to your recommendations," Mr. Grossfield responded. "For example, a letter from the western New York legislators to the governor might be very effective."

Bud Saunders, president of the Rochester DOT chapter, said the state should increase its mileage rate for employees who use their own cars for work to 16.5 cents, as recommended by the American Automobile Association.

He also asked for increases in allowances for meals, which are \$1.65 for breakfast and lunch and \$5.20 for dinner and for daily lodging and three meals: \$26 in New York City, \$20 in the state outside New York City and \$25 outside the state.

Assemblyman James F. Hurley (R-129th District), said the state is considering an increase in the number of state cars used by employees.

"This will be especially important if gasoline is rationed because it won't become a matter of money then," he said.

Kenneth Bennett, president of the Genesee SUNY chapter, asked legislators to set up a committee during the 1974 session to consider some form of agency shop where CSEA employees work.

"We have seven grievances pending now in the Sheriff's Department and two of them are for non-members," said Martin Koenig, president of the Monroe County chapter.

He agreed that Assemblyman Frey made a good point when he suggested that non-CSEA members "might not object" to paying for the costs of negotiations and possibly grievance procedures because "they benefit just as much as members."

"We're not trying to be punitive to non-members and say they must join the CSEA, as in a closed shop," Mr. Grossfield said. "But non-members have been taking advantage of us, and the legislature hasn't done a thing about it."

Assemblyman Cook asked how many employees CSEA represents and was told 82 percent of all state employees and 75 percent of all Monroe County employees.

Every legislator at the meeting was polled and agreed that they favor an agency shop in which negotiating and other CSEA costs are pro-rated for non-members and members alike.

The Genesee Valley Blue Cross-Blue Shield Plan should replace (Continued on Page 16)

## To Upstate Medical Bd.

ALBANY — Mrs. David H. Northrup, of Syracuse, is a new member of, and Dr. Robert V. Persson, of Star Lake, has been reappointed to the Council of the Upstate Medical Center at Syracuse for unsalaried terms ending July 1, 1981, and 1982, respectively.

## Mechanicville Pact Reached

MECHANICVILLE — The Mechanicville unit of the Civil Service Employees Assn. and the City of Mechanicville have reached agreement on a new work contract covering employees of the city.

Highlights of the two-year agreement are:

A 16½ percent salary increase: 10 percent in 1974, 6½ percent in 1975;

Guaranteed minimum death benefit;

One additional week of vacation for most employees;

Seniority to be used to fill all vacancies;

Use of personal leave for sick leave after all sick leave credits have been used.

Members of the CSEA negotiating committee were John Ennello, unit president, Gene LeClair, and Mason Barber. The team was assisted by Aaron Wagner, CSEA field representative.



**TAX AND FINANCE NEGOTIATORS** — Members of the Civil Service Employees Assn.'s Taxation and Finance Department negotiating team meet in Albany to formulate demands for upcoming departmental negotiations. Pictured clockwise from the bottom of the picture are: Flora Cushing, Mary Carnibucci, Mary Brown, Jack Dougherty, Jack Daley, Jack Conoby, CSEA collective negotiating specialist; Joseph Vollmar, Santa Orsino, Stanley Jarocz and Arthur Lakritz.

## Dental Aid Opens Wider; Syracuse, Buffalo Added

ALBANY — Two new offices of the Dental Services Program have been opened in Syracuse and Buffalo to provide six-days-a-week dental service to employees represented by the Civil Service Employees Assn. and their families, according to a spokesman for CSEA.

Under the state program, CSEA-represented employees and their families are covered with a \$50 deductible per person or \$150 per family. There is no other out-of-pocket charge except for permitted charges on posterior crowns and orthodonture.

The program covers the full range of dental services from simple fillings and extractions to root canal therapy and teeth straightening (orthodontia).

Patients must call for an appointment and then have their Health Services Card with them to present to the receptionist.

The new offices are:  
Buffalo: 523 Delaware Ave., Delaware Professional Bldg., telephone (716) 886-4430.

Syracuse: 500 South Salina Blvd., Chymes Bldg., telephone (315) GR 6-8349.

Other offices: New York City: 122 East 42nd St., Room 1410, telephone (212) YU 6-4262.

Monticello: 10 Prince St., telephone (914) 794-1440.

Hempstead, L.I.: 131 Fulton Ave., Room 102, telephone (516) IV 3-2220.

Albany: 900 North Manning Blvd., telephone (518) 463-3235.

Hauppauge, L.I.: 111 Smithtown Bypass, telephone (516) 724-0900.

## Special Elections

ALBANY — Governor Wilson has set Thursday, February 14, as the date for four special elections to fill legislative vacancies. These are seats from the 14th Senate District, Queens; 36th Assembly District, Queens; 117th Assembly District, Oswego/Oneida; 120th Assembly District, Onondaga.

## CSEA calendar

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

### January

- 23—Statewide Board of Directors meeting: CSEA Headquarters, 33 Elk St., Albany.
- 24—Orange County chapter Board of Directors meeting: 7:30 p.m., chapter headquarters, Casa Fiesta Bldg., Middletown.
- 24-25—Workshop on negotiating procedures and tactics for SUNY representatives: Hilton Inn, Syracuse.
- 25-26—Buffalo Region No. 6 meeting: Lydecker Post VFW Hall, Lydecker Rd., West Seneca.
- 28—Albany Region No. 4 meeting: 5:30 p.m., Jack's Restaurant, State Street, Albany.
- 28—Binghamton Area Retirees chapter meeting: 2 p.m. American Legion Clubhouse, 76 Main St., Binghamton.
- 31—New York City chapter executive committee meeting: 5:30 p.m., Barclay's Downtown, 57 Murray St., Manhattan.

### February

- 6—Rochester Area Retirees chapter meeting: 1:30 p.m., Marine Midland Bank Building, Midland Plaza, Rochester.
- 8-9—Syracuse Region 5 meeting.
- 14—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
- 16—Central Islip State Hospital chapter annual dinner-dance: 8 p.m., Robbins Hall, Central Islip.
- 20—Buffalo chapter meeting: 6 p.m. Plaza Suite, Buffalo.
- 22—SUNY at Albany chapter meeting and dinner: 5:30 p.m., Italian Benevolent Assn. Hall, Exchange St., Albany.



## Part-Time Docs Needed At Vet's Affairs Division

Licensed physicians may apply for part-time positions, paying \$14.10 per hour, with the Mayor's Office for Veteran Action, Division of Veteran's Affairs.

Those doctors interested in the position should call the agency at 582-2330 to arrange for an interview. The job will be filled on a non-competitive basis.

The Division of Veteran's Affairs is located at 300 West 43rd St., Manhattan.

## Fed. Gov. Needs Utility Engineers

The federal government is recruiting operating engineers (general utilities) to work in the General Services Administration in New York City and in Newark, N.J. Salary, at the G-10 or G-11 grade level, is \$5.02 per hour or \$5.20 per hour.

Candidates need at least two years of experience in heating and/or refrigeration work. Candidates must also be at least 18 years old and be U.S. citizens.

For applications and further information, contact the Personnel Office, General Services Admin., 26 Federal Plaza, New York, N.Y. 10007 (telephone: 264-8295).

## Send Used Stamps To Brooklyn Assn. For Wounded Vets

All cancelled domestic and foreign postage stamps are needed to help sick and wounded veterans. The Fourteenth St. Block Assn. at 291 14th St., Brooklyn, N.Y. 11215, collects these stamps from citizens and distributes them to disabled veterans through the Veterans Admin. in the New York area.

The collection continues throughout the year. Simply remove the top corner of a used envelope, including the cancelled stamp and the stamp showing the city from which the letter was mailed, and send it to Brooklyn. Telephone for the Block Assn. is 499-0849.

## Elevator Appoints

A total of 65 elevator mechanics helpers have been appointed to four city agencies, according to the city Dept. of Personnel, which held a certification pool last week. The last number appointed was 72 from the eligible list resulting from exam 2082.

## Allen Adler Honored

Allen H. Adler, who is retiring after 37 years of city service, will be honored by the employees of the Dept. of Personnel at a cocktail party to be held on Jan. 31 at 8 p.m. in Miller's Restaurant, 233 Broadway, Manhattan.

## 5 Bus Suprs Miss

Five candidates for supervisor, (bus and shops), have been found not eligible for promotional exam 3581, reports the city Dept. of Personnel.

## 4 Bricklayers Miss

Four bricklayer candidates have been found not eligible for promotional exam 3654, according to the city Dept. of Personnel. Thirty candidates applied.

## ROSIER TO SERVE

ALBANY — Joseph M. Rosier, of Albany, former news director at TV Channel 13, Albany, has been named director of radio and television communications for the State Assembly at an annual salary of \$20,000.

## KATZ JUDGE

ALBANY — Harold W. Katz, of Queensbury, has been named Family Court judge of Warren county for a term ending Dec. 31. He succeeds John G. Dier, who has been named Warren county judge and surrogate.

**Civil Service Activities Association**

# Travel

**February Flights from \$149  
Packages from \$179**

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<input type="checkbox"/> Canary Islands	<input type="checkbox"/> Portugal	<input type="checkbox"/> Greece	
<input type="checkbox"/> Paris	<input type="checkbox"/> Torremolinos	<input type="checkbox"/> Iceland	

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<input type="checkbox"/> Acapulco	<input type="checkbox"/> West Coast	<input type="checkbox"/> Freeport	<input type="checkbox"/> St. Thomas
<input type="checkbox"/> Caracas	<input type="checkbox"/> Las Vegas	<input type="checkbox"/> Aruba	<input type="checkbox"/> Jamaica
<input type="checkbox"/> Guatemala	<input type="checkbox"/> San Juan	<input type="checkbox"/> Curacao	<input type="checkbox"/> Hawaii
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<input type="checkbox"/> Paris	<input type="checkbox"/> Amsterdam	<input type="checkbox"/> Russia
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<input type="checkbox"/> Disneyworld	<input type="checkbox"/> Miami	<input type="checkbox"/> Mexico
<input type="checkbox"/> Acapulco	<input type="checkbox"/> Los Angeles	<input type="checkbox"/> San Francisco
<input type="checkbox"/> Puerto Rico	<input type="checkbox"/> Freeport	<input type="checkbox"/> Nassau
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TUESDAY, JANUARY 22, 1974

## The Agency Shop

RECENTLY an arbitrator issued a decision that provision for an agency shop be included in the bargaining agreement for employees of the Ramapo-Catskill Library System in Orange County.

This case, argued successfully by a field representative of the Civil Service Employees Assn., is an exception to the rule, unfortunately, as far as its relevance to other public employee contracts in New York State. The legal ramifications are a bit complex, but, in essence, certain library systems in the state receive moneys from private sources as well as from state funds. As a result, regulations of the Taylor Law are not necessarily binding, but rather, there is the option of negotiation under the state's labor laws for private industry. It was under the Labor Law that the Ramapo-Catskill agreement was arbitrated.

Nevertheless, the agency shop is a subject dear to the hearts of many public employee union leaders. At a meeting of CSEA chapter leaders and state legislators in the Rochester area last week, for example, the topic was again discussed. In this case, the CSEA representatives urged that legislation allowing for agency shop provisions for public employees be given serious consideration by the Legislature.

The Leader stands firmly on the side of the agency shop for public employees.

First, though, we would like to present the key ethical point made by opponents of the agency shop: that no one should be forced to join or provide financial support to any organization against his will. This doctrine is commonly known as "The Right to Work." It presumes that if a majority of employees vote for union representation, the minority has the right not to join.

It is on this key point, moreover, that we believe the strongest argument exists in favor of the agency shop.

The CSEA field representative in the Ramapo-Catskill case had argued that it is unjust for an employee to obtain the benefits negotiated without contributing a fair share of the expense involved in negotiating and then policing a collective bargaining agreement.

It is a reality that what the union negotiates, state employees right up the line also receive. Thus, when the Legislature votes on a CSEA contract, the budget figure is quite misleading to the general public, since not only are rank-and-file non-members automatically given the same wage improvements, but so are the judges, commissioners and other government functionaries in management/confidential positions who are prohibited by law from union membership.

Thereby, the Employees Association is, in truth, negotiating for everyone, whether it likes it or not, because that's the way things are.

These are confusing times in many ways, as judges, lawyers, commissions find themselves issuing opinions on many controversial issues. Thus, every so often, someone delivers an opinion that seems at odds with conventional interpretations. Suddenly people realize that the times have changed, and that it is now the moment to rethink some of the standard answers.

We believe that the Ramapo-Catskill arbitrator, Bernard Davis, has made just such a breakthrough in thinking.

The crux of the agency shop question for public employees, in our view, is that if an employee is willing to accept the services of the union — and that includes negotiated pay raises and other so-called fringe benefits — that he must be prepared to pay a nominal, fair share of the expenses for those services.

If everyone is to be treated equally, then everyone should contribute equally. Fair is fair.

## Don't Repeat This!

(Continued from Page 1)

sideration of the budget and other appropriations proposed to the Legislature.

Assemblyman Willis H. Stephens, the chairman of the Ways and Means Committee, fills that important post with rare distinction, but he is likely to be the first to deny it, since that post had once been held by his late father, D. Mallory Stephens. There is very little glamour attached to that office, because it deals with the nuts and bolts of government, the financing of each government operation, and requires the keeping of a sharp eye on the expenditure of every penny of State money. These special responsibilities make Assemblyman Stephens one of the hardest working legislators.

### Mass Transit Aid

The significance of Stephens' work surfaced last week with respect to one of the most critical issues before the Legislature, improving mass transit facilities throughout the State and maintaining low transit fares on commuter rails, buses, and the city subway system. The proposal recommended by Stephens would provide a continuing subsidy to local transit systems based on the number of riders each system carries — a formula somewhat similar to the one used to calculate the distribution of state aid to local school boards.

The Stephens program would thus recognize state aid to local mass transit systems as a long-term state responsibility as against a reflex response to a crisis that typically confronts the city subway system, the Long Island Railroad and the Penn Central lines.

The recommendations made by Stephens were worked out after an intensive four-month study by staff members of the Ways and Means Committee and deal creatively and imaginatively with a State transportation problem that is likely to become worse, in this period of a gas shortage and skyrocketing prices for gasoline, without an affirmative program like the one developed by Assemblyman Stephens.

During the regular course of the Session, Assemblyman Stephens becomes the focus of attention of all of those seeking greater appropriations for the causes they espouse — PTA's for more money for schools; civil service employee organizations who want salary increases and improved working conditions; representatives of cities, towns, and villages demanding improved state aid formulas; the judicial system asking better financing for the courts, and a wide variety of other sources.

### Pressure From Groups

At the same time, he is also the target of various business and industry groups, taxpayers organizations and other organizations who want the budget pruned in order to reduce taxes.

The state budget is a complex compendium of appropriations and expenditures that can't be mastered overnight. It takes continuing study and the constant accumulation of statistics. Preparation and management of the budget is not a one-man job. In the Assembly, he shares his responsibility with the legislative leaders and with the members of the Ways and Means Committee. Outside the Assembly, he must be in constant touch with

(Continued on Page 11)



## Civil Service Law & You

By RICHARD GABA

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

### Takes Leave, Loses Seniority

A Long Island teacher has succeeded in winning reinstatement to his teaching position in an Article 78 proceeding. (*Dreyfus v. Union Free School District No. 3, Town of Huntington.*)

The teacher and a colleague had been hired to fill two French teaching positions in the foreign language department in the school district. Both had been hired simultaneously. The school district concluded that they had identical seniority status and, therefore, felt free to choose the teacher it preferred when the elimination of one of the two French teaching positions necessitated a layoff. They chose to retain the petitioner's colleague.

Dreyfus challenged the decision, claiming that his colleague had lost seniority when he took a year's leave of absence to teach in Greece. He argued that when the position was abolished in 1972, the colleague who had taken the leave of absence in 1969/1970 had only two years of seniority, while the petitioner, Dreyfus, had five consecutive years of service. The school board rejected this argument. Supreme Court, County of Nassau, granted the petition in an Article 78 proceeding and directed that Dreyfus be reinstated.

**THE COURT FOUND** that Dreyfus' colleague was ineligible for continued seniority during his leave of absence, because at the time he had not been employed in the district for a minimum of five years. At the time of his leave, the teacher preferred by the board had been employed by the district for only a two-year period.

The court cited Section 3005 of the Education Law, which spells out the five-year minimum. The court said, "The statute gives discretion to the school board to grant teacher exchange leaves of absence with the specified benefits of retirement protection compensation and service credit in the local school system, but only for teachers with at least five years' service in the school."

While the teacher was permitted to go and was even accorded service credit for his year away, the court said, he was ineligible at that time to receive the benefit of Section 3005 of the Education Law. Relying upon this section, the court rejected the school district's reasoning that it had discretion outside of the statute to grant leaves of absence, particularly since in the instant case there had been no compensation paid to the teacher taking the leave.

**THE COURT CONCLUDED** that Dreyfus' colleague had stepped out of the seniority line when he went abroad. It said that there was no authority outside of complying with Section 3005 for the board to have saved his place in line ahead of others faithfully performing their duties in the school district. The ruling further emphasized that such discretion is not accorded to a Union Free School District since they "are creatures of statutes and are accorded only such powers in the State Education System as are specified by law."

The court directed that Dreyfus be reinstated to his full-time position with retroactive pay and benefits to September 1972.

## New PERB Member Serves

ALBANY — Fred L. Denson, of Rochester, is the newest member of the State Public Employment Relations Board.

He succeeds George H. Fowler, who resigned from the 3-member board to join City University of New York.

His term extends to May 31, 1975. Since May 20, 1969, he had been a member of PERB's Panel of Mediators and Fact-Finders, and served in 55 disputes between public employees and school districts and local governments.

An attorney, Mr. Denson has been active in labor relations, community and human rights programs in Rochester and throughout New York State. He is a native of New Brighton, Pa., and has a bachelor's degree from Rensselaer Polytechnic Institute



FRED L. DENSON

# State Promotional Job Calendar

Applications Accepted To Feb. 11;  
Written Exams March 23

Title	Salary Grade	Exam No.
Associate Librarian (Medicine)	G-23	35-446
Research Series	G-18	35-460 to 35-466
Senior Biostatistician	G-18	35-470
Senior Economist Series	G-18	35-474 to 35-478
Senior Statistician	G-18	35-471
Senior Personnel Examiner	G-18	35-423
Assistant Director Soil Mechanics	G-29	35-473
Assistant Soils Engineer	G-19	35-450
Associate Soils Engineer	G-27	35-451
Director of Soil Mechanics	G-33	35-474
Engineering Materials Technician	G-8	35-432
Principal Engineering Materials Technician	G-14	35-434
Principal Engineering Technician (Soils)	G-15	35-436
Research Analyst (Transportation)	G-18	35-467
Senior Engineering Materials Technician	G-11	35-433
Senior Engineering Technician (Soils)	G-11	35-435
Senior Soils Engineer	G-23	35-452
Assistant Building Construction Engineer	G-19	35-499
Assistant Superintendent of Construction	G-15	35-455
Senior Building Construction Engineer	G-23	35-481
Senior Superintendent of Construction	G-19	35-454
Assistant Superintendent of Construction	G-15	35-453
Associate Park Engineer	G-27	35-396
Park Engineer	G-19	35-394
Senior Park Engineer	G-23	35-395
Senior Nursing Services Consultant	G-23	35-459
Supervisor of Health Dept. Office Services	G-23	35-479
Driver Improvement Adjudicator	G-9	35-456
Senior Driver Improvement Analyst	G-23	35-457
Chief Gas Technician	G-19	35-480
Senior Gas Inspector	G-14	35-472

## Oral Tests To Be Held In February Or March

Traffic and Park Captain	G-21	35-482
Employment Security Superintendent	G-28	35-412

## Application Accepted To March 4; Oral Test In March

Chief State Accounts Auditor	G-31	35-417
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Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10048, 488-4248; State Office Campus, Albany, N.Y., 1226; and Suite 750, 1 W. Genesee St., Buffalo, 14202.

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# FIRE FLIES

by Paul Thayer

Anthony DeFalco got his lungs of leather in Engine 37 while it was part of the 16th Battalion. Tony was a fastidious dresser, thus earning the name "Don Juan." He was a "stand up guy" where company matters were concerned and if the Mount Loretto Booster list was lagging, it soon caught up on it's quota thanks to him.

I remember the apple of his eye, his little girl Dona whom he would bring to quarters on payday. She was seven or eight years old then and cute as a kitten. Tony used to kid me about the fact that maybe I forgot to put



ANTHONY DeFALCO

film in the camera. A standard joke between firemen and photographers.

If one of the brothers ever seemed down, Tony's hand on his shoulder, a cup of coffee and a heart to heart talk usually put a smile back upon the face of the downtrodden brother. Rivalry in the cooking department was enormous. There was

a running battle among Bill Sohmer, Gene Auletta and Tony DeFalco to be the master chef of Engine 37. There wasn't much doubt that Tony was the number one chef.

When he worked, he took the nozzle, period. There were times when he heard of people trapped in rooms beyond the fire. Mask or no mask, water or no water it was always the same. "Hey Lou . . . I'm going after them" and false alarm or not, after them he went.

In 1965 he put in his papers for Engine 298 in Queens. It came through and Tony left Harlem.

A few months ago Tony ran for U.F.A. Company Delegate and in accordance with the rules was automatically placed in the Captain's group. Had he lost the election he would most probably be alive today because his normal groups would not have been working that night. Between 6 p.m. and 2:46 a.m. there were five runs, the last of which was an all hands where the company was first due and got their brains beaten in. At 2:46 a.m. Box 9892 slammed in and they were first due at that one too.

The fire was out the windows of the first floor on the side of the building. Taking advantage of the fact that he was first due, Tony shunned the mask, took the pipe, entered the first floor, belted the fire down and then stretched up the inside stairway to the second floor of the "Queen Anne" frame building where the fire was spreading fast and needed attention.

As the Truck opened up, Tony hit the fire with the line — standard procedure. Suddenly he had a heart attack. He was the second man in three days to

## Federal News

### Few Promotions

The federal Civil Service Commission has told agencies it will be monitoring their promotion practices this year. Budget and promotion fund cuts through the Office of Management and Budget will be made, if necessary, to cut down promotions.

A strict hold-the-line position is expected within agencies and promotions this year probably will be hard to come by.

### More Employment

President Nixon is not expected to propose major reductions in government in his budget for July 1. Agencies in energy, conservation and anti-pollution may even be given funds to hire more people.

### Executive Service

An effort to establish a gradeless corps of career-political executives, with base pay in GS 16, 17 and 18, will again be tried by the Nixon administration this year. The President wants Congressional approval of the federal executive service (FES) plan, which would mean new rankings for most executives and more flexibility for agencies to transfer or trade employees.

The plan was dropped by Congress last year.

die that way while operating at a fire.

He was a little guy. Wiry and tough. If Tony couldn't make it down the long hallway, nobody could.

I think Saint Peter is in for several shocks upon the arrival of Tony DeFalco. He's going to find that you don't need a mask when a life is involved. And he's going to learn new ways to cook spaghetti a la dante and he better believe it.

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# This Week's City Eligible Lists

## EXAM 3076 LAW CLERK

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1 Jeffrey E Schanback, Rene Ramirez, Ralph J Cohen, Nicholas H Cobbs, Sandra B Goldsmith, Steven C Decosta, Richard J Stratford, Marc R Leventhal, Martin Jacobson, Gabriel Tausig, Thomas C Grebel, Diane R Elsner, Israel Schechter, Paul J Lane, Henry R Deutsch, Eileen F Shapiro, Edward A Friedman, William L Scheffler, Robert I Kurtz, Robert J Miller.

### No. 21 — 95.0%

21 Stephen H Rappoport, Jon L Besunder, Harry L Sheinfeld, William J Leininger, Stephen H Klausner, Stanley C Hunterton, James P Griffin, John C Brennan, Marvin Grey, Roy Warner, Terrance J Nolan, Donald Mallo, Morrell I Berkowitz, Nancy A Serventi, Larry H Hecht, Howard F Daniels, Virginia M Edwards, Mary E Lupo, Mark I Schlesinger, Jan I Gellis.

### No. 41 — 93.80%

41 Joseph A Calvaruso, Robin W Welner, Thomas G McKeon, Bruce A Siegel, Barry Strom, Joseph P Sherer, William S Liebman, Peter H Jacoby, Kevin M Ryan, Kathleen H Casey, Tullo R Prieto, Philip J Levine, John A Sotirakis, Michael C Marlin, Robert W Kaufmann, Jeffrey A Reiner, Mona D Shapiro, Leon Z Mener, Norman S Hatt.

### No. 61 — 92.50%

61 Elliot Norman, Robert I Fiedelman, Mark S Borten, John B Fitzpatrick, Freddy P Yalkowsky, Devora B Cohn, John L Araujo, Gary D Gruber, Thomas M Kennedy, John M Manos, Deborah E Abramson, Eric K Tarlow, Michael Kopcsak, Daniel E Greenburg, Antonetta Gubitosi, Marianne G Regitsky, Richard M Cohan, Arnold L Bartfeld, George M Donahue, Charles N Tetunic.

### No. 81 — 91.0%

81 Ira Z Kevelson, Samuel J Freund, Mary J Hammer, Amy E Topiel, Joel A Mintz, Irving D Alter, Norman L Greene, Joel D Leiderman, Stanley R Chesler, Betty J Santangelo, John Kelly, Irving M Funk, Charles C Shain-

berg, Joan M Levy, Kenneth W Malamy, Barry M Goldstein, James P Ragio, Jeffrey I Richman, Belvyn S Jackowitz, Thomas J Farrelly.

### No. 101 — 90.0%

101 Jeffrey A Juster, Alice A Collins, Franklin D Tell, Howard J Peyser, Susan W Sciacca, Paul D Shur, Sharon L Mirsky, Marilyn G Rinsler, John L Cuff, Charles W Segal, Robert J Hindman, Susan E Goldenkranz, David A Goldenberg, Robert A Mansbach, James L Stern, Alan D Rubinstein, Barry S Port, Joseph Samet, Margaret O'Neill, Jacob Laufer.

### No. 121 — 88.50%

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241 Dennis Bellovin, George R Green, Lenore S Birnbaum, Marjorie Q Printz, Jane H Grande, Mark E Slegal, Robert M Simels, Joel I Sosinsky, Regina M Sarnese, Ormond N Smith, Jonathan P Blucher, Leonard A Davis, Frederic R Mindlin, Salfy Weinraub, Gail D Rothstein, Barry L Kluger, Burt Grayman, Joel B Rubin, Jerome L Levine, Barbara T Zimet.

### No. 261 — 76.50%

261 Leonard R Wizmur, Michael J O'Connor, Scott M Schwartz, Elliot Stein, Ronald S Melynk, Phyllis B Davis, Carol N Kriesberg, Courtney D Edwards, Roseanne M Lippman, Gary R Tarnoff, George E Hagerty, Antonio I Brandveen, Joseph J Arata, Roni N Schnitzer, Harvey S Sander, Ronald Turbin, Demetria B Lu, Steven L Rosenthal, Stecen M Ingis, Mark W Alexander.

### No. 281 — 75.0%

281 Jeffrey L Chase, Helen D Johnson, Jimmy Weathersbee, Stuart C Levitas.

## EXAM 1681 PROM TO SR INVESTIGATOR, REVISED LIST

This list of 86 eligibles, published here as a 'revised list' established Sept. 12, 1973, for use by seven city agencies, resulted from written testing in Nov., 1972. Of the 332 candidates who filed, 296 were called and 151 appeared. Salary is \$10,800.

### Bd. of Ed.

#### No. 1 — 75.35%

1 Grace L Spano.

### Finan Admin

#### No. 1 — 96.55%

1 Raymond F Bechmann, John W Miller, Gerard J Rose, Harold F Callaghan, Julian Bell, David Astor, Milton P Melsner, Anita Pfeffer, Robert L Singrossi, Charles J Venezia, Saul L Jacobowitz, Seymour Siegel, Richard L Katz, Harold Hood, Robert S Fuchs, William H Art, Pauline Strausberg, Lela M Valvera, Teeny Marchese.

### Housing Auth

#### No. 1 — 79.55%

1 Sam Guberman.

### Hous Devel Adm

#### No. 1 — 85.075%

1 Charles N Valenti, Saul T Black, Joseph T Loring.

(Continued on Page 11)

# Federal Job Calendar

Detailed announcements and applications may be received by calling, writing or visiting the Job Information Center of the U.S. Civil Service Commission, New York Region, at 26 Federal Plaza, Manhattan 10007, telephone: 264-0422. Those living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd., West Syracuse, 13202. Toll free calls may be made to (800) 522-7407.

Applications will be received until further notice, unless a closing date is specified. Jobs are in various Federal agencies throughout the country unless a specific agency or location is indicated.

Use Application Form 5000-AB whenever the listing indicates a written test is required. For others use Standard Form 171 and CSC Form 5001-ABC; the announcement will tell you if any supplementary forms are required.

## Agricultural

Title	Salary Grade	Exam No.
Agricultural Commodity Grades (Fresh Fruit and Veg., Grain, and Poultry)	GS-5 to 9	CH-1-06
Agricultural Commodity Grader (Meat) (Dept. of Agriculture)	GS-5	WA-0-14
Inspector — Meat and Poultry (Consumer and Marketing Service, Dept. of Agriculture)	GS-5	CH-6-05 (written)
Meatcutter	GS-8	NY-0-30 (West Pt.)
Warehouse Examiner (Dept. of Agriculture)	GS-5, 7	CH-0-02 (written)

## Business

Accountant, Auditor and Internal Revenue Agent	GS-5 to 9	452
Computer Specialist	GS-11, 12 in NY	420
Tax Examiner	GS-5 to 12	NY-1-15 (Suffolk Co.)
Treasury Enforcement Agent	GS-2 to 4	NY-1-05 (NY St.)

## Engineering And Scientific

Carrers in Biological and Agricultural Sciences	GS-5 to 15	421 (Feb. 15 deadline)
Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Health Scientist Administrator and Grants Associate	GS-12 to 15	WA-1-11 (D.C. area)
Industrial Hygienist	GS-5 to 13	230
Journeyman in Skilled Trades	GS-9 to 12	NY-1-11 (NYC)
Meteorological Technicians	GS-6, 7, 9	NY-8-43 (NY-NJ)
Photographers and Photographers (Laboratory)	GS-4, 5, 7	WAM-924 (D.C. area)
Technical Aid (Medical, Science and Engineering Fields)	GS-2, 3	NY-0-22 (NYC & St.)
Technical Assistant	GS-4	409
Technicians in Engineering and Physical Science	GS-5 to 12	WA-0-04

## General

Air Traffic Controller (FAA)	GS-5, 7	418
Deputy Marshall	GS-5	WA-3-03 (written)
Fed. Service Entrance Exam	GS-5 to 9	410 (written)
Frieght Rate Specialists	GS-7, 9	WA-8-13 (D.C. area)
Hearing Examiner (Administrative Law Judge)	GS-15 to 16	318
Illustrator	GS-5, 7	W-2-07 (D.C. area)
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Office Assistant	GS-2 to 5	WA-01-02 (D.C. area, written)
Senior Level Positions	GS-13 to 15	408
Technical Assistant (Agr, Bio, Data Processing, Engn, Med, Sci and Other Fields)	GS-4	409
Worker Trainee	GS-1	NY-1-08 (NYC & St.)

## Medical

Aids, Assistants, Technicians	GS-5 to 9	WA-8-13
Audiologist, Speech Pathologist, and Audiologist Speech Pathologist	GS-9 to 12	WA-7-27 (D.C. area)
Autopsy Assistant	GS-4, 5	NY-9-05 (NYC area)
Dental Hygienist, Dental Laboratory Technician	GS-5 to 7	NY-3-03 (NYC & St.)

(Continued on Page 13)

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Zip Code \_\_\_\_\_

# O'Hagan Tries To Halt PO Is Seeking Jr. Stenos 25% Cut Of Probies

As of Leader presstime Friday the Fire Department was continuing to urge its recommendation against reducing the classes of probationary firemen from 152 to 112 appointments. Final decision on the size of classes was expected to be made by Jan. 21.

If the effort fails, only 112 eligibles will enter the fire training session Jan. 26.

Fire Commissioner John O'Hagan told The Leader the Department "needs the probies" and would like to be able to comply with a court order which set the number of appointees at 152.

The move to reduce the classes by about 25 percent came from the city after studies showed the actual attrition rate of the Fire Dept. was lower than projected.

The civil service list from which fire eligibles will be ap-

pointed was split into two groups — one of minorities and one of non-minorities — when a federal judge said the exam was racially discriminatory. The two lists would be used to make appointments at the rate of three white per each black or Hispanic, not to exceed a total of 152, the court said.

If the class of 112 is approved, no. 7,736.5 will be the last minority appointed, and no. 1,954 will be the last non-minority. The class would consist of 84 non-minorities, and 28 minorities. This will be the third class to be hired under the court order, and the next class is expected to be appointed March 23.

## 45 Cement Masons Miss

A total of 45 candidates for cement mason have been found not qualified or not eligible for promotional exam 3516 by the city Dept. of Personnel.

Anyone with one year's general office experience or a commercial high school diploma may apply for a junior stenographer examination being offered by the New York City Regional office of the U.S. Postal Service. There are presently five junior steno vacancies and more are expected. The position pays \$8,851 to \$11,441.

Candidates will be summoned to a written test and must type at least 40 words per minute for five minutes with no more than two errors and take a dictation test in shorthand or on a stenotype machine requiring 80 words per minute.

All applicants will be notified by the Postal Service when and where to appear for the tests.

Candidates must be U.S. citizens and must be at least 18 on the date they file, except for high school graduates, who must be at least 16. There is no mini-

mum age limit.

Form 2479 AB may be obtained from the Job Information Office, lobby of the Church Street Station, 90 Church St., New York, N.Y. 10007; or at the General Post Office, 380 West 33rd St., Room 3508, New York, N.Y. 10001.

Completed applications may be filed in person at those locations or may be mailed to the Post Office Examination Section, 90 Church St., New York, N.Y. 10007, Room 1505.

## Plumber Appoints

Nineteen plumbers helpers have been appointed to five city agencies following a certification pool by the city Dept. of Personnel last week. The last number appointed was 26 from the eligible list resulting from exam 2122.

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Call UN 1-7200  
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## Don't Repeat This!

(Continued from Page 6)

his Senate counterpart, Senator John Marchi, chairman of the Senate Finance Committee. Both must work closely with Governor Malcolm Wilson, Budget Director Richard Dunham and their staffs.

Despite the constant pressures on him, Assemblyman Stephens is typically affable, never at a loss for flashes of wit, and courteous to all who besiege him. Through his hard work and diligence, Stephens has won the admiration and respect of his colleagues and the public representatives he must deal with.

## Eligibles

(Continued from Page 10)

**Law Depart**  
No. 1 — 81.20%

1 Charles Slater, Horace W Elliott, Ralph L Melady, Edward J Conroy.

**Personnel Dept**  
No. 1 — 83.60%

1 Andrew R Horn, Harold R Carney, Michael A Gentile, Edward T Dunn, Martin Prince, Ralph J Bova.

**Social Services**  
No. 1 — 88.0%

1 Elizabeth Mitzner, Jerome S Herman, Richard H Farkas, Richard P Barcla, Willie Stuckey, Neal B Freuden, Kenneth S Levin, Frank T Olton, Edward A Yowell, Joseph J Magavero, Marjorie Agger, Robert J Cohen, Michael A Garfinkel, Joseph P Murray, Gary A Feigenbaum, Leonard M Arak, Edward Grandt, Michael T Schmidt, Bernard A Nicholas Duczak.

No. 21 — 78.50%

21 Robert J Baron, Richard N Wahl, John M Gargano, Sheldon J Mermelstein, Harold G Malament, Herbert M Hersch, Jan G Schneider, Michael R Deprino, Eugene S Goldin, Robert A Becker, Amy A Pampille, Jean A Kline, James N Mehmet, John J Kelly, Wolfram D Tschapka, Charles M Floyd, Barbara J Brown, Salvatore Buccellato, John J Redmond, Stephen C Hull.

No. 51 — 73.506%

41 Joseph C White 3rd, Louis S Cappellino, Morton L Janis, Bruce K Sheriff, Sally R Malamud, Enzo Bercari, Flora Newsome, Annette Sferuzza, Nicholas C Zubrick Jr, Joan Slotnick, Erich Klein, Michael Kahan.

**NEW YORK CITY HEALTH & HOSPITALS CORP  
PROM TO FOREMAN  
ELECTRICIAN**

List Estab. Jan. 10, 1974

1 Charles R Benson, John L Tuozolo, Angelo Tagarelli, Nicholas R Delouisa, Louis M Squitieri, Michael A Basta, John C Coen.

## Prom. to Storekeeper

Filing for promotion to storekeeper, exam 3623, will reopen Feb. 4 and continue for one week. That filing must be done in person at the city Dept. of Personnel, 49 Thomas St., Manhattan. In addition the oral exam for promotion to storekeeper candidates has been changed from March 21 to April 25, and will include the New York City Health and Hospital Corporation.



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# Correction Officer Jobs Open

Correction officer jobs with New York State are still available. Men between 20 and 37 years old with a high school diploma and in good physical condition may apply to take an exam for correction officer (male) from now until further notice.

Starting salary is \$10,155 to \$10,355 for a job in one of the various correctional facilities, correction youth camps or cor-

rection hospitals throughout the state.

Candidates must compete in the examination for the region in which they live and the state has been broken into seven regions (1 through 7) with exam numbers 20-541 through 20-547, respectively. Region 7, which is exam no. 20-547, encompasses Bronx, Dutchess, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, Sullivan, Ulster and Westchester

Counties.

See page 15 of The Leader for where to apply for this job. Date of exams will be announced to candidates through the mail.

The written exam for correction officer is designed to test candidates' knowledge, skills and/or abilities in such areas as using good judgment, following directions and understanding and interpreting written material.

Those who pass the written test will undergo a medical exam and investigative character screening. Candidates must have at least 20/40 vision in each eye (glasses permitted), be at least 5'7", weigh at least 145 lbs. and have satisfactory hearing. They must also be legally eligible to carry firearms.

## MABSTOA Cleaner Jobs Open For Filing To January 25, No Experience, Education Needed

No formal education or experience is needed for anyone at least 18 years old interested in becoming a cleaner with the Manhattan and Bronx Surface Transit Operating Authority (MABSTOA). Applications may be filed to Jan. 25 for the position, which pays \$4.69 an hour to start and \$4.82 an hour the second year.

Applications for the Feb. 9 exam may be obtained only in person from 10 a.m. to 4 p.m. at room 407, 84 Fifth Ave. (at 14th St.), in Manhattan, or at MABSTOA, 7th floor, 605 W. 132nd St., Manhattan.

Cleaners are assigned to clean, sweep and wash buses and other automotive equipment as well as shops, garages and other MABSTOA facilities. The work is both indoors and outdoors and cleaners may be required to work day, evening or night shifts, including Saturdays, Sundays and holidays.

The written exam on Feb. 9, will cover general maintainer and mechanical knowledge and aptitude, including basic job-related arithmetic. Those successful on the written test must then pass qualifying physical and medical tests and background investigation before appointment.

The qualifying physical test will consist of two sub-tests. In one sub-test, eligibles will be required to do a free-style broad-jump of 4 feet, taking off with both feet at one time. In the other sub-test, eligibles will be required to lift a dumbbell from a stop position at the shoulder to a full arm vertical extension above the head, raising a minimum of 35 pounds with each hand and a combined total of at least 80 pounds.

In evaluating the medical qualifications of eligibles, special emphasis will be given to the following: vision of less than 20/30, each eye separately, rejects (eyeglasses allowed, contact or tinted lenses not allowed); peripheral visual fields of less than 140 degrees, reject; color vision, inability to hear a whispered and conversational voice, (hearing aid not allowed), hernia, epilepsy, varicose veins, asthma, presence of chronic anemia, diabetes, alcoholism and drug abuse — all rejects.

Heart condition, lung condition, hypertension, hypotension, impairment of back or extremities, paralysis, history of mental or nervous ailment — may reject.

Any disease, injury or abnormality which in the opinion of the medical examiner would prevent performance of the duties of the position — rejects.

For more information call the MABSTOA Examining Board at 691-1054.

### FARMER IN POST

ALBANY — Bernard W. Potter, a Truxton dairy farmer, has been appointed deputy commissioner of Agriculture and Markets at an annual salary of \$36,542.

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

## REAL ESTATE VALUES

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# Elmira Water Board Cited For Improper Practices

ELMIRA — The Chemung County chapter of the Civil Service Employees Assn. has filed three improper practice charges with the State Public Employment Relations Board charging the Elmira Water Board with breach of contract.

At the same time, CSEA has begun State Supreme Court proceedings connected with one of the three improper practice charges.

Richard E. Miller, Chemung County CSEA chapter president, delivered the notices of the improper practice charges to Water Board Manager Edward Considine and City Manager Joseph E. Satori. The city was named in the actions because it is the water board's legal superior.

CSEA has asked PERB to force Mr. Considine to adhere to grievance procedures contained in a signed contract with CSEA covering 1973 and 1974.

## Employees Fired

Two of the charges involve employees who were fired, the third case deals with an employee who is not receiving a shift differential. In all three cases CSEA states that Mr. Considine has refused to hear grievances, grant hearings to explain dismissals, or attend Elmira Civil Service Commission or Elmira Grievance Board meetings dealing with the charges.

Mr. Miller's charges accuse the

Water Board of previously "refusing on three separate occasions to honor grievance procedure."

In one case, Mr. Miller explained, Mr. Considine was ordered to reinstate an employee fired in April, to grant him back pay and write a letter of apology for the dismissal. This was accomplished in August by order of the Elmira Grievance Board and the Elmira Civil Service Commission.

The second case sought the reinstatement of a second employee fired from the Water Board in April, who has not been rehired although the Grievance Board had ordered the Water Board to do so.

## Not Exempt

Mr. Miller said, "The Water Board is clearly in violation of the contract and Mr. Considine has been told that a number of times. We don't see how Elmira can be exempt from the state civil service laws, but apparent-

ly Mr. Considine thinks he is exempt."

In all three cases local rulings have been in favor of CSEA and against the Water Board. But according to CSEA the Water Board still refuses to acknowledge "that they have an agreement to live by or even any laws to obey." Mr. Miller explained that the Water Board does not even acknowledge the fact that the city, which created the Board, has the right to direct it in any way.

CSEA believes that the PERB decisions will be in CSEA's favor and that the State will enforce its decisions as necessary.



**PUBLIC SPIRITED** — A check for \$500 toward funding of a center for handicapped persons is presented by Charles Peritore, left, president of the CSEA chapter at Craig State School. Accepting the chapter's contribution is Michael Roche, Livingston-Wyoming Vocational Rehabilitation Project Coordinator. The sheltered workshop/activities center for multi-handicapped persons is to be established at the Livingston County Campus in Mt. Morris.

# Creedmoor Director Lauds Staff

(Continued from Page 1)

vants who work in our mental hospitals are generally underpaid, but they really put themselves out to do the job. Now at Creedmoor they are beginning to feel demoralized because of this."

He said that the incidence of crime at the Creedmoor grounds, which cover 238 acres in Queens Village and are freely open to access by the public, is comparable to any similar institution or complex.

Mr. Bendet, who was accompanied by Terry Dawson, president of the CSEA Creedmoor chapter, began the press conference with a statement, in which he said, "I have conducted my own independent investigation. Nowhere do I find any evidence incriminating state employees."

After pointing out that CSEA has long been asking for more security guards at the institution, Mr. Bendet noted: "We agree with the honorable sen-

ator that there has been and is crime at Creedmoor State Hospital. We resent his unsubstantiated charge that state employees are involved. . . . Where has the Senator been all these years when we requested adequate appropriations from the Legislature?"

Both Mr. Bendet and Ms. Dawson expressed apprehension about the future, since the wave of publicity has shown that Creedmoor is very open to outsiders and the employees feel vulnerable.

Mr. Bendet said appeals will continue to be pressed in the Legislature for more funds for security, and he hoped that Gov. Malcolm Wilson might help.

Following is the text of Mr. Bendet's statements to the press.

"I have been listening to the comments and reading the communications of the State Senator regarding intolerable crime conditions at Creedmoor State Hospital. As president of the Civil Service Employees Assn. New York City Region, which includes Creedmoor, I have conducted my own independent investigation. Nowhere do I find any evidence incriminating state employees.

"Unsubstantiated buckshot charges will not cure anything. For years, the Civil Service Employees Assn., which represents the majority of employees at Creedmoor State Hospital, has been making public statements

that more security guards and measures are required at the institution. The 300 acres of grounds as well as the thousands of inhabitants and employees cannot be adequately guarded around the clock by approximately 23 security guards. The City of New York Police do not patrol the state grounds. They come in when called.

"We agree with the honorable Senator that there has been and is crime at Creedmoor State Hospital.

"We resent his unsubstantiated charge that state employees are involved. We, as well as the Senator, desire to have crime eliminated. The situation becomes more critical now since the criminal element has learned from the Senator's unsubstantiated, well publicized statements that the institution and its inhabitants, as well as the employees, are at their mercy.

"Where has the Senator been all of these years when we requested adequate appropriations from the Legislature? Crime at Creedmoor will decrease in proportion to the increase in security.

"The Legislature is now in session. We suggest to the honorable Senator that he reserve his speeches for the floor of the Legislature and make certain that the Legislature appropriate sufficient funds to provide adequate security for Creedmoor State Hospital and other state institutions similarly situated."

# Plan Workshop For SUNY Reps



ALBERT VARACCHI

SYRACUSE — State University chapter representatives will sponsor a negotiation Workshop at the Hilton Inn, Syracuse, on Jan. 24, and 25, 1974, according to Albert Varacchi, chairman of the Civil Service Employees Assn.'s State University committee.

The sessions are being planned with the cooperation of Cornell University's School of Industrial and Labor Relations, and are designed to equip members of negotiating teams to function more effectively in negotiating local contracts. Resources consultants from Cornell will offer guidance.

# Flaumenbaum Vs. Pugliese As Nassau Picks Nominees

MINEOLA — The nomination committee of the Nassau chapter, Civil Service Employees Assn., has proposed 50 names for election to chapter offices in the spring.

The committee proposed chapter president Irving Flaumenbaum and Carl Pugliese, president of the Health Department unit, for president.

For other chapter positions, the committee proposed:

Ralph Natale and Kenneth Cadieux for first vice-president; Nick Abbatiello and Howard Quann for second vice-president; Beatrice Jeanson and Augie Lauzillo for third vice-president; Alex Bozza and Edward Logan for fourth vice-president, and

Tom Stapleton and Ruth Braverman for fifth-vice president.

Also: Mary Calapietra and Esther Phillips for secretary; Sam Piscitelli and Anthony Giannetti for treasurer; Dave Silberman and Edward Ochenskoski for financial secretary; Sally Sartor and Molly Falk for corresponding secretary, and Dudley Kinsley and Carmine Santoli for sergeant-at-arms.

Mr. Abbatiello, Mr. Flaumenbaum and Mr. Natale were nominated to run for two posts of executive representative.

Named for delegate were: Mr. Abbatiello, Mr. Bozza, Ms. Braverman, Mr. Cadieux, Ms. Calapietra, Kenneth Darby, Ms. Falk, Mr. Flaumenbaum, Mr. Giannetti, Ms. Jeanson, Mr. Kinsley, Mr. Natale, Mr. Silberman, Ann Rehak, Blanche Reuth, Mr. Stapleton and Rita Wallace.

For the board of directors, representing the county, they

named Salvatore Abbey, Virginia Baglin, James Callan, Tom Gargiulo, Frank Griffin, Thomas Healey, Doris Kasner, Ms. Reuth, Pauline Szymanski and Ms. Wallace.

For the Town of Hempstead, they named: Bob Campbell, Winifred Franks and John Cozellino, who declined and is to be replaced.

For the Town of Oyster Bay: Pasquale Gialliso and Thelma Powell.

For the School Districts: Ruth Grimmer.

For combined areas: Kenneth Darby.

And for Glen Cove: Gertrude Schwind.

Ms. Reuth headed the committee, which included: Salvatore Abbey, Virginia Baglin, Ed Sartor, Ruth Grimmer, Thomas Healey, Helen Natale and Thelma Powell.

## Oneida Pickets

(Continued from Page 1)

failed to negotiate in good faith. "The County has not submitted any documents to support its position," he said.

A fact-finder, appointment by the State Public Employment Relations Board following the declaration of impasse, prepared a ten-page report with recommendations for a settlement. This report has been accepted by CSEA, according to Mr. Kane, but not by Oneida County.

## A Reminder

# Maternity Leave Is Considered Comparable To Disability Leave

ALBANY — The Civil Service Employees Assn. reminds state employees that, as the result of an agreement negotiated by CSEA with the state during last year's contract talks, maternity leave is now considered to be comparable to disability leave under civil service rules.

Under the provisions of the memorandum of understanding between the State and CSEA, a pregnant employee shall be allowed to perform the duties of her job as long as her doctor says she is medically able to do so.

Although the pregnant employee may be encouraged to report her condition, she is not

required by her agency to do so.

At her request and upon filing of appropriate medical evidence that she is unable to perform the duties of her position due to pregnancy, an employee shall be granted sick leave for the period of her disability, and shall be eligible for sick leave at half pay and extended sick leave in accordance with existing civil ser-

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High-powered political line-up of legislators gives thought to brainstorming session with CSEA leaders in Genesee area. From left are Assemblyman James Emery, legislative assistant Gary Mervis (representing Assemblyman Don Cook), and Assemblyman Frank Carroll, Mr. Cook, Thomas Frey and Raymond Lill.



Other legislators at the meeting, besides Assemblymen Cook, Frey and Lill, who are first three men at left of picture, are Gordon DeHond, William Steinfeldt, James Hurley and Fred Warden. The legislators engaged in frank exchange of opinion with CSEA delegates, often expressing different viewpoints even among themselves.

# CONFRONTATION: GENESEE STYLE

(Continued from Page 3)  
 the Albany plan in the Rochester area because doctor and hospital fees are much higher here, said Carmen Farrugia, former president of the Industry chapter.

"We must make up the difference, and it's a big difference," said Michael Alletto, of the Rochester State Hospital chapter's political action committee.

He said his son had knee surgery in Rochester, where the surgeon charged \$250 and the semi-private hospital room cost \$58 daily. Under the Albany plan, Mr. Alletto received only \$146 for the surgeon's fee and only \$46 daily for the hospital.

"I don't think it's legal for them to pay a rate from an area where you don't live," Mr. Frey said. "Maybe we can correct this by getting Blue Cross and Blue Shield to obey the law."

Assemblyman Hurley confirmed that legislators, too, were being affected since the change-over to the Albany plan, and cited his own experience after a recent operation.

Assemblyman Cook agreed that the present arrangement "hurts us just as much," and he and the other legislators agreed to work for a change.

Under Civil Service Law, said Charles Peritore, president of the Craig State School chapter, state employees who are suspended must be on the job 90 days after they return to work to be eligible for the death benefit.

"We should receive coverage the day we return," he said.

Senator DeHond said "corrections are on the way."

Melba Binn, president of the Rochester Area Retirees chapter,

asked that the supplemental pension be available for all retirees.

Because "inflation is eating up our pension," she asked for a permanent cost of living escalator clause instead of one that is dependent upon annual legislative action.

"We also want the Taylor Law amended so CSEA can represent all retired employees," she said. She also asked that retirees' health insurance credit paid by unused sick leave be transferable to the spouse or another dependent.

Mr. Grossfield asked legislators to consider a four-day week of nine hours a day. "The state would save fuel, and production might even improve because people are tired on the fifth day," he said.

Several CSEA representatives recommended a Taylor Law amendment to penalize public employers as well as employees for a strike.

"A county manager or chief executive is an employee just like anyone else," Mr. Pomodoro said.

"You fine a mayor \$1,000 and next year the council raises his pay by \$1,000," said Assemblyman Emery.

Mr. Frey said binding arbitration might be the answer.

Mr. Grossfield said contracts no longer can wait for "last-minute approval by state legislators."

"I'd like to vote on the contract by March 1, but it's up to you people how soon we receive it," said Assemblyman Raymond J. Lill (D-131st District).

"Once we get the contract, it doesn't take long to vote on it," Assemblyman Cook said.

Other legislators attending the meeting were Senator Frederick L. Warden (R-52nd District), and Assemblymen Thomas A. Hanna (R-130th), William M. Steinfeldt (R-134th) and Frank A. Carroll (R-133rd).

Representatives came from the Rochester, Monroe County, Rochester State Hospital, Rochester DOT, Genesee Valley Armory, Newark State Hospital, Rochester Retirees, Industry, Brockport SUNY, Genesee SUNY and Craig State School chapters.



Craig State School chapter president Charles Peritore, who also serves as a Mental Hygiene representative to CSEA's Board of Directors, reviews a key point, as Lorna McGuire, chairman of the Craig State School chapter's political action committee and Craig delegate Daniel Donovan listen.



Rochester DOT chapter president Bud Saunders takes floor to contribute suggestions for legislators' consideration.



State Senator Gordon DeHond, left, shares dinner table with Newark State School chapter president Edison O'Brien, center, and legislative aide Harry Taylor, who represented Assemblyman Thomas Hanna.

## Maternity Leave Is Considered Comparable To Disability Leave

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Also as a result of the change, an employee may continue to use any or all leave she has accumulated while on maternity leave.

And, at her request, an employee may be granted a leave of absence without pay from three months to two years.

This agreement was negotiated during the Administrative Services Unit negotiating sessions last year, but applies to state employees in all four units represented by CSEA.

John Conoby, CSEA collective negotiating specialist for the Administrative Unit, said that the maternity leave provisions were being restated at this time because of several recent inquiries on the subject received at CSEA Headquarters.

**AGRESTA NAMED TRUSTEE**  
 ALBANY — Governor Wilson has appointed Edwin A. Agresta, of Schenectady, as a trustee of Schenectady Community College for a term ending June 30, 1975. Members serve without salary.