

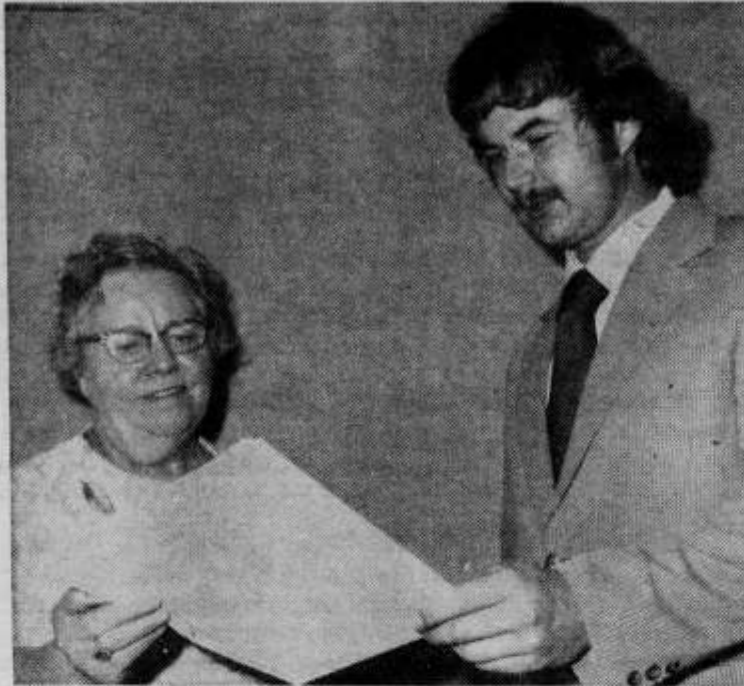
Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIII, No. 21 Tuesday, August 22, 1972 Price 15 Cents

New Eligible Lists

See Page 15



CSEA TAKES CARE OF ITS OWN —

Fifth vice-president Hazel Abrams, administrator of the Civil Service Employees Assn. Welfare Fund which is being used exclusively to help those loyal CSEA members who supported their union over the Easter weekend, receives a reimbursement form from John Treia, assistant manager of the organization's mobile office. The form was one of many from CSEA members who were fined for supporting their union last April. CSEA is reimbursing those who were fined from the Welfare Fund, which is made up of voluntary contributions.

Uphold CSEA Member's Fear For Refusing Job Transfer Because Safety Endangered

(From Leader Correspondent)

BUFFALO—In a landmark decision, a hearing officer here has ruled that a Civil Service Employees Assn. member doesn't have to accept a job reassignment if she feels her safety might be endangered.

The case involved the proposed transfer of Ms. Phyllis A. Furdell, an employment interviewer, from a downtown office to an inner-city office of the Dept. of Labor's Employment Division.

Ms. Furdell argued before hearing officer Abram Pugash that the transfer was actually a punishment for her participation as one of 19 office employees who had earlier signed a petition protesting "intolerable working conditions" and "low of-

rice morale."

"It appears," Pugash ruled, that Ms. Furdell "was fearful for her personal safety and therefore refused to accept the assignment which was offered to her in an area where the incidence of crime and violence is known to be extremely high."

Ms. Furdell, a member of the CSEA Buffalo chapter, was ordered in May to move from downtown offices in the Ellicott Square Bldg. to a storefront office at Broadway and Jefferson Ave. in Buffalo's crime-plagued inner city.

"Testimony . . . indicated that other qualified persons were willing to accept this assignment," Pugash said in his decision.

Cites Lack of Concern

"It is my impression that the confrontation between management and Phyllis Furdell could have been avoided by the exercise of restraint, better judgment and concern for the welfare of an employee by management.

"I find the respondent's (Ms. Furdell's) fear for her personal

(Continued on Page 16)

Affects Thousands Statewide

CSEA Steps Up Fight On Imposing Parking Fees; Files Contract Grievance

ALBANY — The Civil Service Employees Assn. is fighting the imposition of a parking fee on thousands of State employees in Albany and elsewhere in the State on several fronts.

CSEA president Theodore C. Wenzl announced recently that his union had filed a fourth stage contract grievance with the State Office of Employee Relations which must review the matter within 20 working days. "If OER's decision is unfavorable," said Wenzl, "we will go to impartial and binding arbitration."

In a separate but related move, CSEA officials also filed an improper practice charge with the Public Employment Relations Board accusing the State of refusing to negotiate and unilaterally imposing the fee.

In filing the charge, union leaders also asked PERB to stay the imposition of the fee, scheduled for Sept. 1, pending resolution of the grievance and improper practice charge.

CSEA attorneys were also considering possible legal action.

A directive was issued last week to department and agency heads by the Division of the Budget announcing the planned implementation of a \$5 a month parking fee for employees parking on State or State-leased property.

Agreements Violated

CSEA maintains that the Division bulletin is a violation of

several provisions of the agreements between CSEA and the State covering employees in the four bargaining units represented by CSEA and has vowed to take any legal steps necessary to have the proposed fee rescinded. Area legislators, Assemblyman Clark Wemple and Senator Walter Langley, have also urged that the parking fee be reconsidered. Wenzl said that the State "has refused to negotiate on the subject of parking with CSEA's special parking committee, although it is clearly a subject for negotiations."

In a related development, CSEA has branded as "desperation tactics" statements made by Robert Payne, a representative of the Service Employees International Union, an AFL-CIO union that is currently seeking to challenge CSEA for representation of State employees. The SEIU has repeatedly charged CSEA with harassment and disrupting their attempts to get State employees to sign cards designating them as representative.

"Now they are stooping to charging individual staff members of CSEA with harassment," Wenzl said. "We do not wish to lower ourselves to their level of name-calling and obvious threats

(Continued on Page 14)

— BULLETIN —

ALBANY — The State's highest court has ruled once and for all that deputy sheriffs employed in New York State counties are legally entitled to civil service status.

The unanimous 5-0 decision of the Court of Appeals upholds an earlier court ruling of the Appellate Division of State Supreme Court.

The decision stems from a case involving all deputies in Westchester County where the Civil Service Employees Assn. and the County Legislature met stiff resistance from the county sheriff after CSEA and the county had agreed in negotiations to place deputies under civil service. The sheriff challenged the county legislature's action in Supreme Court, but lost in the Appellate Division and subsequently in the Court of Appeals.

CSEA director of local government affairs Joseph J. Dolan Jr. said: "While the final precedent-setting decision does not automatically place deputies under civil service, it gives our chapters the legal go-ahead to negotiate such protection with their respective counties. This decision clears the way for the counties which already have negotiated this provision with CSEA."

First Welfare Fund Checks On The Way

ALBANY — The first checks for partial reimbursement of wages lost by State employees who were fined for their support of CSEA last Easter weekend have been sent out by the Civil Service Employees Assn. Welfare Fund committee.

A spokesman for CSEA said that all penalized employees will receive \$20 for each day they were docked by the State. "The Taylor Law is the only statute in existence," the spokesman said, "that declares a person guilty until he can prove himself innocent to the satisfaction of the accuser."

The CSEA Welfare Fund committee has made assurances that the reimbursement requests are being processed as quickly as possible and the first checks are being sent out. Forms for reimbursement were sent out to all eligible CSEA members, who were instructed to complete the form and have it signed by the appropriate chapter president before returning it to CSEA.

"Any rumors that these checks are not being sent out as quickly as possible should be ignored," the spokesman said. "These are just more desperate attempts to discredit CSEA's obvious concern for the welfare of its members."

City Chap. To Meet

There will be a regular meeting of the executive board of the New York City chapter of the Civil Service Employees Assn. on Wednesday evening, Sept. 6 at 5:15 p.m. at Gasner's Restaurant, 76 Duane Street, New York City.

Inside The Leader

Pact For Seasonal Aides

—See Page 3

Welfare Fund News And Pictures

See Pages 14 & 16

Profile On Samuel Grossfield

—See Page 14

Latest Eligible Lists

—See Page 15

Don't Repeat This!

Or A Fifth Term?

Cabinet Post For Gov. Rockefeller?

THE privilege accorded to Governor Nelson A. Rockefeller to nominate at the Republican Convention the man who is by all odds going to be the next President of the United States is a reflection of the political know-how that guides the destiny of the Nixon Administration.

(Continued on Page 6)

C.S.E. & R.A.

FALL PROGRAM

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 K-3563 Leaving Oct. 7. Returning Oct. 14\$116.00
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 plus 16.00
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 plus 16.00
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 plus 16.00
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 plus 16.00

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 K-3502 Leaving October 19 Returning October 22 Price...\$199.00
 Taxes & gratuities.... 12.50
 K-3505 Leaving November 23 Returning November 26 Price...\$209.00
 Taxes & gratuities.... 12.50
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 Price...\$199 Taxes & gratuities... \$18
 Price Includes: Air transportation; Continental Breakfast daily and sightseeing.

LONDON 3 Nights
 At the lovely first-class CHARLES DICKENS HOTEL
 K-3144 A Leaving November 22 Returning November 26
 Price.....\$199.00
 Taxes & gratuities..... 10.00
 Price Includes: Air transportation; Continental Breakfast daily; Old English Tea Party and sightseeing.

AMSTERDAM 3 Nights
 At the beautiful AMERICAN HOTEL
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 Taxes & gratuities..... 10.00
 Price Includes: Air transportation; Continental Breakfast daily and sightseeing.

PARIS 3 Nights
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 Taxes & gratuities..... 10.00
 Price Includes: Air transportation; Continental Breakfast daily and sightseeing.

BERMUDA 3 Nights
 At the beautiful ST. GEORGE HOTEL, GOLF & BEACH CLUB Price \$179.00
 At the luxurious HOLIDAY INN Price \$198.00
 Taxes & gratuities..... 10.00
 K-3154 Leaving November 23 Returning November 26
 Price Includes: Air transportation; full American breakfast daily at ST. GEORGE; Continental Breakfast and dinner daily at HOLIDAY INN.

SAN JUAN 4 Nights
 At the beautiful RACQUET CLUB HOTEL
 K-3534 Leaving November 22 Returning November 26 Price \$199.00
 Taxes & gratuities..... 10.00
 Price Includes: Air transportation; tips to porters, bellmen and maids. No meals.

ST. LUCIA (British West Indies) & MARTINIQUE 6 Nights
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 K-3144 A: MR. RANDOLPH JACOBS, 762 E. 217th St., Bronx, N.Y. 10467. Tel. (212) 882-5864 (after 6:00 PM).
 K-3144 B, K-3404: MR. AL VERACCHI, R.R. 1, Box 134 Locust Drive, Rocky Point, L.I., N.Y. 11778. Tel. Home (516) 744-2736, Office: (516) 246-6060.
 K-3534: MRS. JULIA DUFFY, P.O. Box 43, West Brentwood, N.Y. Tel. (516) 273-8633 (after 6:00 PM).

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State Computer Position Open

A vacancy exists for a supervising electronic computer operator, Grade 18, in the State Department of Labor, 80 Centre St., New York City.

Qualifications for appointment requires one year of State service as a senior electronic computer operator or in a position at Grade 14 or higher with one year of experience in the operation of installed computers.

The supervising operator is in charge of a Univac 9200 data processing installation, and supervises and coordinates all computer operations, including key-punch and data preparation. He helps in solving operation and scheduling problems, and works with supervisory staff on projects that relate to procedure, machine-time, rate of out-put, and other operational difficulties.

Correction Officer Lists Made Public

The list of candidates for correction officer, men and women, were made public last week by the city Department of Personnel, after notification to candidates of their test scores and relative standing.

These candidates, who passed the July 15 written exam, have until Oct. 17 to appeal their test scores to the Department of Personnel. The Department of Personnel will review the test booklets of candidates whose written requests are received no later than the eighth day prior to the end of the appeal period.

The 2,549 male candidates and 534 female candidates who passed the exam are still subject to investigation for age, veterans credits, citizenship, and other matters; and to qualifying medical and physical examinations.

The first medical-physical examinations have been set for Aug. 21, 22 and 23 for a total of 540 men, and Aug. 29 and Sept. 1 for 288 women.

The eligible lists for correction officer, men and women, will be established only after these steps have been taken and candidates' protests against test answers have been evaluated.

Appointments will be made only after the eligible lists have been established. The Leader will publish the complete eligible lists when they are finally established by the Department of Personnel.

VA Names Strum

Lloyd V. Strum, assistant director of the Veterans Administration Hospital at Tomah, Wis., has been named assistant director of the New York VA Hospital, First Ave. and 23 St., Manhattan. The appointment will mark a complete change in top management of the hospital, Peter Baglio, administrator of the Brooklyn Malmonides Medical Center having just been named Director of the Manhattan facility.

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The Transit Beat

By JOHN MAYE

President, Transit Police
 Patrolmen's Benevolent Assn.



Lobbying For The Public

A union's primary obligation to its members is to secure the best possible contract for them. When appropriate safeguards have not been set up to protect the working man and woman in the pursuit of their employment by the employer, then it is the duty and function of the union to step in during contract negotiations to ensure these safeguards by including them as part of the union demands.

The teachers' contract talks are a prime example of this procedure . . . where steps that should have been taken years ago by the city and supervisory personnel are now part of negotiations. Steps that should have been taken to put an end to the assaults, robberies and rapes committed in our school system now are part and parcel of the talks because they are one of the demands that the UFT is insistent upon.

This was also the action taken by the Transport Workers Union, which represents the men and women who serve the city's riding public. During the last contract talks, which were completed Jan. 1, 1972, these workers extended themselves one step beyond by attempting not only to insure the safety of their members, but also to relieve the problems faced by the riding public so far as safety and protection are concerned.

DURING THE COMPLICATED and protracted negotiations, the TWU requested a Transit Police Force for protection on the city's buses and bus lines. Although this demand went outside the realm of benefits for its members, it demonstrated responsible leadership and concern for the community and the citizens of this city served by TWU members.

The Transit PBA, equally concerned and interested, supported and promoted this worthwhile demand by supplying and presenting documentation, evidence and testimony on the extent of the vandalism, crime and destruction being perpetrated on the unprotected buses of this city. We lobbied, as it were, to prove the need for prompt attention to this situation and the union's demand. Despite the wide attention and recognition of this, it appeared that only the unions involved would accept the gravity and importance of this fight.

Now, the Transit PBA is negotiating for benefits to improve the lot of its members. Again we wish to aid those we serve. One of the demands we have put forth and intend to fight for as responsible leaders is for the protection so fully needed and deserved by the bus-riding public, knowing full well that this demand falls squarely on our shoulders as another responsibility delegated to us. In a day and age when many are attempting to avoid the pressures of responsibility, here, our members are asking for extra productivity.

IN DEMANDS SUCH AS THIS we are constantly pressured with the question, "Where is the money going to come from for this type of protection . . . ?" We can only wonder if the tax-paying public, who have constantly paid the freight for services, will continue to pay much longer if their tax-paying dollars are not put into directions which most serve their immediate needs and show a concern for their safety and protection.

(Continued on Page 4)



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THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



Raise, Other Benefits Negotiated By CSEA For Seasonal Employees

CIVIL SERVICE LEADER, Tuesday, August 22, 1972

ALBANY — Seasonal employees working for the State of New York will receive a four percent raise, as well as other benefits provided for in regular State employee contracts, as a result of an agreement between the Civil Service Employees Assn. and the State.

The pay boost is retroactive to April 1, 1972 for those workers on the State payroll as of March 31, or is effective on the date of hiring.

A spokesman for CSEA said that seasonal employees will now be included in any contract negotiations with the State on behalf of workers in the four bargaining units represented by CSEA (Administrative, Operational, Institutional, and Professional - Scientific - Technical). Provisions of the existing agreements will now apply to seasonals, where applicable.

"An important additional provision of this new agreement," the spokesman said, "is that seasonal employees not covered by the attendance rules and not eligible for Workmen's Compensation Leave provisions can now have paid leave for injuries sustained on the job."

There are also provisions for compensation for work performed on days observed as holidays when the employee is entitled to paid time off and is scheduled or directed to work on such days.

Involved in negotiations with the State for CSEA were Louis Colby, president of the Long Island Inter-County State Park chapter of CSEA; Joseph P. Reedy, CSEA collective negotiating specialist; and James D. Featherstonhaugh, CSEA counsel.



SEASONAL EMPLOYEES CONTRACT — Signing the first negotiated work contract covering seasonal and part-time employees between the Civil Service Employees Assn. and the State is Theodore C. Wenzl, president of CSEA. As a result of this agreement, seasonal workers will be included in any future bargaining with the State on behalf of State employees in the Operational, Institutional, Administrative, and Professional-Scientific-Technical bargaining units. From left are Joseph E. Reedy, CSEA collective negotiating specialist; Louis Colby, president of the Long Island Inter-County State Park CSEA chapter; Wenzl; and James Featherstonhaugh, CSEA counsel. Among other benefits included in the contract are a four percent raise retroactive to April 1, 1972 and provision for paid leave for job-sustained injury.

To All CSEA Members:

It's that time again, time that is, to "Take Stock in America," and to many of us it's time to take stock in our personal savings program.

In these trying times, saving money is a difficult thing to do but not impossible. Most of us need a little help. The "if you don't see it — you don't spend it" method seems to be the key to saving.

U.S. Savings Bonds have been around a long time, but that doesn't mean they are Old Hat, not on your life. The fact is that they are better now than ever. With a 5½% return when held to maturity, they are a real buy.

The labor unions in this country have always stood solidly behind the Payroll Savings Plan for the purchase of Savings Bonds. Why? Because it's patriotic — well sure, but the program can be a real benefit for the individual union members and their families.

So, if you are not already on the program, the time to start is now. You will be doing yourself and your country a big favor. That's a combination that's hard to beat.

West Conference Meets Aug. 26

ROCHESTER—The state Civil Service Employees Assn. gave "a definite promise" to reimburse all CSEA members living within the Western Conference for any loss of pay during their participation in the March 31 job action, the conference president, Samuel Grossfield, says.

Grossfield will discuss the promise and other highlights of the state Executive Council and Board of Directors meetings held at CSEA headquarters in Albany Aug. 14 when he presides at his first conference meeting as president Aug. 26.

The meeting, scheduled for 10 a.m. at the Treadway Inn, Batavia, also will include recommendations for a political action group in each of the other conference areas—Central, Western, Southern, Long Island, Capitol Dist. and Metropolitan.

Grossfield said conference officers and chapter presidents will review positions on issues to be covered at the statewide annual convention in Rochester Sept. 19 through 22.

"Contract renewal, actions by the State against CSEA, cost of living increases, increments vital to the well-being of state employees and safeguards for our pensions are among the very important matters to be discussed," he said.

He said he and the other conference officers (vice presidents Ed Dudek, Genevieve Clark and Nil Gruppo, treasurer Genevieve Clark and secretary Judith Burgess) also want to discuss committee chairmanships and assignments.

Dadd Renamed

Hayden H. Dadd, of Attica, has been reappointed to the Council of the State University College at Fredonia for a term ending July 1, 1981. There is no salary.

Clinton County Elects Officers

ALBANY—A new slate of officers was elected at a recently held meeting of the Clinton County chapter of the Civil Service Employees Assn.

The certified results of the Clinton County chapter's voting named Frank Lawson, president; Francis Bessette, first vice president; John Ryan, second vice president; Sandra Hipko, third vice president; Barbara McCasland, secretary; Paula McManus, treasurer; Charles Sullivan, delegate; and Jean Kelso, alternate delegate.

Contract Set For Cheektowaga Unit

CHEEKTOWAGA — The 115-member Civil Service Employees Assn. unit at the Cheektowaga Central School in this Buffalo suburb has reached contract agreement with the Board of Education.

The one-year pact for the non-teaching employees was negotiated with the help of Robert Young, CSEA field representative.

It provides an 8-cent an hour pay increase on top of a 4½ percent increment pay hike that was given at the bargaining table. It also allows a \$24 uniform allowance for cafeteria workers and ups the district's payments for employee hospitalization plans from \$102 to \$250.

Aides Can Now Withdraw Excess Annuity Funds

ALBANY—State and local government employees who have excess annuity contributions in their retirement accounts will now be able to withdraw this money by filing the appropriate forms with the New York State Employees Retirement System.

The right to withdraw excess contributions results from provisions of the Civil Service Employees Assn. collective bargaining agreements with the State and CSEA-sponsored legislation which provides the same benefit to employees of political subdivisions.

Excess contributions, which may be withdrawn at any time during the course of employment or at the time of retirement, include the following:

1. Amounts which may have been contributed by employees who participated in the 55-year plan which are in excess of the normal (60-year rate) contribution (i.e. the difference between 55 years and 60-year rate contributions);

2. Amounts which may have been contributed by employees at the rate of 50 percent of the normal (60-year rate) contribution;

3. All employee contributions made on or after April 1, 1960.

Forms for withdrawing excess contributions may be obtained by writing to the New York State Employees Retirement System, Alfred E. Smith State Office Building, Albany, New York 12225. Two types of forms are available: one to be filed for withdrawal of excess contributions at the time of retirement, and the other to be filed for withdrawal of excess contributions during the course of employment.

Employees who are not sure if they have excess contributions should contact the Retirement System for information.

Committee Reports For Delegates Due

ALBANY — Officers and chairmen of the various committees who will be attending the 62nd annual fall meeting of the Civil Service Employees Assn., set for Sept. 19-22 at the Flagship Hotel and the Holiday Inn, downtown, in Rochester have been reminded by mail that the reports of officers and committees will start the delegate business session on Wednesday, September 20.

If a meeting of the committee is required prior to the submission of the various reports at the annual meeting, CSEA urged that these meetings be held as soon as possible, so that the committee report can be sent to CSEA Headquarters for printing before Aug. 28. Otherwise such reports cannot be printed and mailed to the chapter delegates ten days before the beginning of the annual fall meeting, as required by mandate of the chapter delegates.

Any officer or committee which needs assistance in this matter is asked to contact P. Henry Galpin, assistant executive director of CSEA.

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.

August

- 24-25—State University chapters workshop seminar: Sheraton-Syracuse Motor Inn, Syracuse.
- 28—Restructuring committee meeting: to prepare final report on Phase III.
- 29—Westchester County chapter meeting: 8 p.m., Health & Social Services Bldg. (basement), 85 Court St, White Plains.

September

- 9—Suffolk County chapter dinner-dance and installation: 7 p.m., Colonie Hill Club, Hauppauge.
- 10—Onondaga County chapter clambake: Hinderwadel's Grove, North Syracuse.
- 18—Mental Hygiene Employees Assn. delegates meeting: Flagship Motel, Rochester.
- 19-22—Civil Service Employees Assn. delegates meeting: Flagship Motel, Rochester.

FIRE FLIES

by Paul Thayer

Heard on the air the other night:

"Battalion 27 to Bronx: We have a pregnant woman about to give birth. We must have an ambulance at once."

In about two minutes the dispatcher came on and told the 27th the bad news. There were no ambulances available and the earliest that one could be expected was 30 minutes! Then came the pathetic question, and the chief wasn't kidding when he asked: "Dispatcher . . . do you know how to deliver a baby?" The dispatcher was Ken Fisher, No. 95. While in the Air Force, he did actually deliver a baby under emergency conditions. He started to clear the decks for what might be a desperate situation. However, just then, the chief came on to say the cops were there and were taking the woman to the hospital.

That incident sort of brought back memories of a certain morning in 26 Truck when a police radio car came to the door asking me to grab my camera because a woman around the corner was about to have a baby and, because of a shortage of ambulances, they were going to have to do the job themselves. When I walked into the tenement rooms where the woman lay, the filth and stench were overwhelming. Big horse flies were all over the place, including the bed where the baby was about to be born. Not being used to things such as this, I was somewhat at a loss and one of the cops whispered, "Don't stand near the walls or the door frames . . . you'll get cockroaches

on you!" The baby came and the cops did a great job. The father was ecstatic and the mother somehow managed a look of serenity as I took the photos which later appeared in the news. The child was named after the two cops. I went back to quarters and threw up.

I learned a few things about that Bronx ambulance thing last week. Like most situations where service stinks in New York City, the problem is money. The man in charge of ambulances, who incidentally is a red hot buff, hopes with government help to add a flock of additional—but so far no dice. Another little item which is appalling is the fact that the ambulance driver gets around \$9,000, and the attendant who decides what's wrong and what to do about it, which could amount to life or death in many instances, only gets around \$6,000. Rub those two little statistics together and see what kind of morale you come up with.

Well! Batten down the hatches and get set for the day because it's coming. The long-anticipated elimination of companies and the relocation of others is about to take place!

You know what I think about that sort of thing. When anybody so much as mentions it I see red and am ready to do battle. It's too important a matter to comment upon without doing a bit of checking . . . which I did. During the conversation with Paul O'Brien, F.D.N.Y. press chief on the subject, he mentioned a factor which puts it pretty concisely. He told me that

the Department has lost on an average of one man a day since the hiring freeze was ordered. If the Department loses that kind of power, then in 30 days they lose 30 men, and that's manpower for a company. When City Hall won't let you replace the losses, you can't man the companies and two plus two makes a very, very painful four! It was logical and it was frightening.

So, when the axe falls, don't blame 110 Church Street. The blame lies squarely with the fellow in City Hall who, with his ever-increasing walks into the under-privileged areas on handshaking trips, looks more and more like a candidate for reelection. Naturally, he expects his Commissioners to take the rap for what will be an appalling cut in fire protection. That's what he has them for . . . to make him look good and take the rap when things go wrong. But in this case . . . if you really mean to remember in November . . . remember well but remember the right guy.

By the way, he has even been heard to refer to Marine 5, which is down by the river at Gracie Mansion, as "my fireboat." He'd sure have a hell of a time getting that one into his bathtub when he departs the staid old edifice! Better he stick to rubber ducks.

We sometimes lament about the "new brand" coming into the job today. Some of the old timers shake their heads and despair for the future of the job. Well, I've been looking around and while the kids of today are much more militant about some things and perhaps very aware of their union rights etc., the spirit is still there. For instance, I never heard of a kid giving a racket to celebrate his becoming first grade, nor have I ever encountered a lad who was so happy to be made a dispatcher that he joined the first grade in throwing that racket. However, that's what happened the other night to Dennis O'Connell who

just made dispatcher (No. 22) and fireman Bob Gannon who just made fireman first in 88 Engine. I stopped in at the tavern in Queens and said hello to both. Congratulations. Thank God the kids still have spirit!

Fire Dept. Promotes 6

Six promotions were made last week in the city Fire Department, to the ranks of captain, supervising fire marshal (provisional), assistant marine engineer and wiper.

Frederick Stengoetter of Engine 285 was promoted to captain. He is number 300 on the 455-name list established Nov. 4, 1968.

Made supervising fire marshal (provisional) was First Marshal Ernest C. Graham of the Bureau of Fire Investigation.

Appointed assistant marine engineer were William J. Kerrigan and Maurice E. O'Connor. Named wiper were Fr. Angelo A. Scorzelli and Fr. Edward N. Beck.

Court Throws Out Biaggi Suit To Block Police Plan

Manhattan Supreme Court Justice Harry B. Frank last week dismissed the suit brought by Rep. Mario Biaggi which sought to bar implementation of the Police Department's "master plan" for redeployment of police personnel.

The master plan, scheduled for implementation in November, will assign more policemen to high-crime areas and reduce police strength in low-crime neighborhoods. Biaggi and co-petitioners, residents of an area slated to lose police protection, charged that this would be an unlawful deprivation.

X-Ray Tech Title Joins Open-Continuous Jobs

The City Personnel Department last week added the title of x-ray technician to the growing category of open-continuous jobs. The \$8,200 position demands a State license only.

Job duties focus on preparing patients for x-ray pictures, adjusting and operating x-ray equipment, and developing and drying exposed film according to dark room procedures. Promotional opportunities in this title can lead to senior x-ray technician.

Interested persons should apply any day between 9 and 11 a.m. to Room M-1, 40 Worth St., Manhattan, beginning Sept. 6. Training and experience will be given full weight and there will be no written exam conducted.

DID YOU GIVE?

Justice Frank ruled that the courts could not intervene unless a law had been violated or there had been an arbitrary application of power. He found that this was not the case, since the plan will apply to the entire city.

Biaggi said he is reviewing the decision to determine a new course of legal action and administrative appeal to the city. "We cannot allow attrition and budgetary considerations to further weaken our law enforcement program," the Bronx Democrat said. "Every area should receive the maximum police protection as the most meaningful deterrent to crime."

said, such as reviews of the classification system, validity studies of the examining process, and data processing analyses of employee contract proposals. Funds for employee training may be in the administrative, professional or technical fields.

Fed. Funds Aid Local Government Personnel Management, Training

Federal funds will again be available to state and local governments for improving personnel management and employee training, it was announced by the U.S. Civil Service Commission.

Congress has appropriated \$15 million under the Intergovernmental Personnel Program for fiscal 1972-1973, the second year of the program. The funds will be available to state and local governments on a matching-fund basis. The law authorizes the Civil Service Commission, which administers the program, to support up to 75 percent of the cost of approved projects.

Of all the states and territories, New York State has the second-largest allocation, 1,192,000, of which at least \$873,259 must be used by local governments.

Most of the funds are used for personnel management studies, a spokesman for the U.S. Civil Service Commission area office

College Office Assts.

Nine of the 2,203 candidates for college office assistant "A" have been declared not qualified according to the terms of the announcement by the Department of Personnel. The remaining candidates will be ranked on their performance on the April 22 written exam.

Drop Social Worker Test

The cancellation of continuous recruitment exams for state social worker was announced last week, effective Aug. 11. The Department of Civil Service stated that "no further opportunity for re-test exists after the program has been cancelled, and no review or appeal of questions or rating is permitted."

The Transit Beat

(Continued from Page 2)

Maybe some day in the future, before any additional taxes are approved the City, State and Federal governments alike will have to negotiate a contract with the tax-paying public to really see what their true demands are.

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"DENTALLY SPEAKING!"

by MANNING V. ISAACS
Vice President, Group Relations

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NOTE: This column deals with deductibles coinsurance, permitted charge, maximum allowance and Participating Dentist as used by our dental programs.

51. Q. What is a Deductible?

A. That amount a subscriber must pay for covered dental services before the dental plan begins to pay. The initial deductible period runs from the effective date of coverage through December 31 of that year. Subsequent deductibles are figured on a full calendar year basis. Note the annual deductible amount is not based on actual expenses incurred but on "Value for Deductible" assigned each dental service.

52. Q. What is Value for Deductible?

A. The dollar value allowance assigned each dental service in the particular contract.

53. Q. I didn't satisfy my 1971 deductible. Can I use any part of it for 1972?

A. Yes. If total accumulated Value for Deductible during '71 didn't satisfy the annual deductible, then the Value for Deductible applied for services rendered between October 1 and December 31 may be applied against deductible of '72

beginning January 1.

54. Q. What is a Permitted Charge?

A. The maximum amount which GHD Participating Dentists may charge for covered services.

55. Q. What is Coinsurance?

A. The amount a subscriber must pay the dentist, i.e., the difference between Plan's payment and a Participating Dentist's Permitted Charge, or the difference between Plan's payment and total charge of a nonparticipating dentist.

56. Q. What is GHD's Maximum Payment?

A. The amount GHD must pay for each covered dental service after the deductible is satisfied and the coinsurance applied.

57. Q. I received a GHD check for my son's dental work but on the statement you subtracted \$25 for coinsurance. Why?

A. If your particular dental plan allowed \$125 for covered services rendered your son, then, after satisfaction of deductible, 20% coinsurance or \$25, was subtracted.

58. Q. My non-participating dentist put a crown on one of my back teeth. I paid him \$125, submitted my claim and received your check for \$15 with an explanatory voucher. Why?

A. First, your GHI contract provides for back teeth only, allowances for caps (crowns) when used in lieu of fillings. Secondly, for this cap on a single back tooth, we allowed the equivalent of one 3-surface amalgam filling (3 X \$5 each surface) making a maximum total of \$15.

59. Q. What is a Participating Dentist?

A. A dentist who has agreed to charge no more than the GHD Permitted Charge for covered services, provided the subscriber notifies him of his GHD coverage before services are rendered.

60. Q. What is a Participating Dental Specialist?

A. A dentist qualified as a specialist in his field who has agreed to charge no more than the GHD Permitted Charge for covered services, provided the subscriber notifies him of his GHD coverage before services are rendered. Out-of-pocket expenses may be reduced when subscribers choose GHD Participating Dentists and Specialists.

Yonkers To Accept Police Applicants From Five Counties

Qualified males from any of five counties in the New York metropolitan area are being sought to take the Oct. 14 exam for police patrolman with the City of Yonkers. Application deadline is Sept. 11.

Candidates must be at least 19 and no older than 29 by the exam date. They may reside in Westchester, Nassau, Putnam, Rockland or Bronx Counties.

The minimum education needed for this title is a high school diploma or equivalency. No experience will be necessary, however.

Other qualifications mention physical, medical and character requirements and possession of a valid State driver's license. Minimum height stands at 5' 8"; minimum weight at 140 lbs. Vision must be 20/40 in each eye.

Required knowledge and skills are good social and general intelligence; ability to be courteous

yet firm; a good knowledge of first aid; good judgment in emergencies, and some skill in the use of firearms. More details are found in Announcement No. 62-978.

Typical duties may involve patrolling a specific district or beat on foot; checking doors and windows of unoccupied businesses; investigating suspicious activities and making arrests; escorting prisoners to jail and to court; directing traffic and checking cars for violations; maintaining order in crowds; operating communications equipment.

To apply, write: Municipal Civil Service Commission, 87 Nepperhan Ave., Yonkers 10701.

Det. Investigators

In line with salary adjustments recently issued for City titles under the Career and Salary Plan, retroactive wage boosts for assistant chief detective investigator give general increases back to 1968 to bring present pay range to \$10,800-\$14,700, effective Jan. 1, 1971.

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Want Vocational Teachers In 32 Trade Specialties

Thirty-two trade specialties have been indicated in the latest State bulletin for vocational instructors, issued last week. Application deadline is Oct. 9.

Four instructor categories are available, offering: \$8,497 for instructor I; \$9,005 for instructor II; \$10,089 for instructor III; and \$11,277 for instructor IV. Salaries are paid on a ten-month basis.

Locations exist throughout New York State. Some 45 institutions are included, in agencies such as Departments of Correctional Services, Mental Hygiene, Social Services, and the Narcotic Addiction Control Commission. Three hundred vacancies are reported at present.

Appointments will be made from separate eligibility lists set up for each specialty. Candidates may apply for more than one trade if qualified.

Among the trades are: auto body and fender repair; auto mechanics; auto service station management; baking; barbering; beauty culture; carpentry; carpet and tile installation; commercial art.

Dental technology; drafting; electricity; food service management; foundry practice; laundry practice; machine practice; masonry.

Other choices are: oil burner service; optical technology; painting; plumbing; power sewing machine operation; printing; radio and tv maintenance; sewing; sheet metal work; shoe-making and shoe repairing. Also,

tailoring; upholstering; welding; wood patternmaking; woodwork-ing.

Vocational instructor I candidates will need a high school diploma or equivalency plus five years as a journeyman in one of the various trades listed. Persons applying for this level must participate in the Vocational-Technical Teacher Training Program run by the State.

Entrants for instructor II will need similar background, and in addition must take the following tests: a theory exam in the trade specialty; a performance exam in that specialty; the California Test of Mental Maturity, and the State University Admissions Exam. A passing

score is required on each.

To qualify for instructor III rank, entrants need provisional State teaching certificate in the relevant trade. The instructor IV standards require this provisional certificate plus either a permanent certificate or two years of teaching experience in the relevant trade.

For information on the teacher training program, write: Director of Teacher Vocational Education, City University of New York, 134 W. 51st St., New York 10020.

For general job information, contact the Department of Civil Service and request Announcement No. 27-111. See page 15 of The Leader for regional office addresses.

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Tax Prober Deadline Near

Numerous vacancies exist for excise tax investigators with the State Department of Taxation and Finance, according to the State Department of Civil Service. Application deadline is Aug. 28.

Beginning salary is \$9,205. All of the affected vacancies are within the metropolitan New York area. Aside from the five boroughs, this includes Nassau, Suffolk, Rockland and Westchester Counties.

Required are seven years of law enforcement experience "dealing with the investigation of criminal activities," and a driver's license.

Background as a bank guard, private investigator, military policeman or beverage control investigator will receive no credit.

Minimum height is 5-foot-8; weight must be 145 lbs. or more. Conviction of a felony will rule out appointment. Other legal infractions or a history of mental illness will be weighed on a case-by-case basis.

A written exam will be held in October. Test content will cover techniques of investigation; preparing written reports; interpreting written material, and evaluating information and evidence. Obtain Announcement No. 20-976 for more data.

Page 15 of The Leader provides a guide to filing for State Jobs.

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TUESDAY, AUGUST 22, 1972

A Golden Opportunity

BOTH Republican and Democratic campaign strategists are hard at work trying to align endorsements and/or financial support for the Presidential candidates of their respective parties and for other elective offices up for grabs this November.

This is a good time, therefore, for civil service unions to get some solid commitments from New Yorkers seeking election or re-election to the State Legislature and a host of local and national offices. While civil service voting power continues to grow in New York, public employees still have to work hard in the State and with local legislative bodies for beneficial public employee gains and, at the same time, fend off acts that are anti-civil service.

We think, in general, that the unions have done a good job for their members even though the going got rough at times, as evidenced by the 200,000-member Civil Service Employees Assn.'s strong battle to get a pay raise for their employees members.

The CSEA, the City's police and fire organizations and others, are now planning political action to an unprecedented degree. They have the political wallop to make changes, keep the status quo, or what-have-you. They also have an unprecedented opportunity to make candidates pledge open support for civil service goals in this year's election, the results of which are so vital to the future of both political parties.

Protection From Fear

FOR two reasons, we are heartened by the determination of a State hearing officer that a female employee in the Buffalo office of a State agency could refuse reassignment to another area of the City because she feared her safety would be endangered, based on the record of violence reported in the district to which she would have been transferred.

There appears to be little doubt that the transfer was ordered as punishment and we are pleased the hearing officer took note of this and admonished the concerned agency officials on that score.

We are pleased also that a precedent has been set on recognizing the right of an employee to refuse transferral on the grounds of insufficient safety guards.

Both aspects are meaningful to civil servants and should serve as a warning to State and local government planners they cannot move workers around just to suit their own whims without hearing how the employees feel about such actions.

SOCIAL SECURITY

Questions and Answers

Q. I'm receiving monthly disability payments from social security. If I continue to get disability benefits for 5 or 6 years before I recover and return to work, would my retirement payments at 65 be less because I was disabled and unable to work?

A. No, your retirement benefits would be reduced because you were disabled. Furthermore, the years while you were dis-

abled will not be used in figuring your retirement benefits later. This gives you the advantage of retaining a high yearly average of earnings.

Q. I have been on Medicare since it started. My friend, who is also on Medicare, stated that you can submit doctors' bills for reimbursement only within the year you received the service. Is this correct?

A. This is incorrect. If you have any doctors' bills dated from Oct. 1, 1970 through Sept. 30, 1971, you have until Dec. 31, 1972 to file claims for reimbursement under Medicare.

Don't Repeat This!

(Continued from Page 1)

Despite ancient ideological differences that in the past have strained the relationship between President Nixon and Governor Rockefeller, the political realism of both men has succeeded in buoying these differences for the purpose of advancing common causes. Shortly after the Nixon Administration took office, the President called upon the Governor to make a tour of our Latin American neighbors to assure them that the widely heralded Alliance for Progress program developed by President John F. Kennedy would be continued. In view of the divergent attitudes of the South American republics, this mission required the utmost in delicacy, statesmanship, and diplomacy. The Governor succeeded in this mission with rare aplomb and tact, notwithstanding controversy over the value of the trip.

Again in the closing months of his Administration, the President called upon the Governor to undertake a mission to Israel. Political overtones overshadowed the purpose of the mission in terms of the Jewish vote. Yet the essential purpose was an exchange of ideas between the United States and Israel as a result of the change in situation in the critical Middle East produced by Arab eviction of Soviet military might from Egypt. Again the Governor carried off both the diplomatic and political aspects of his mission with characteristic charm and success.

Respect In Depth

Obviously the decision to call upon Rockefeller to nominate Richard M. Nixon as the Republican candidate for President is pregnant with political considerations. No Republican in the country is as widely respected among black, Puerto Rican, and Jewish voters as the Governor. Massive assistance to the blacks has been a Rockefeller family tradition that goes back countless years before the Governor became a candidate for public office. His fluency in Spanish has won him the affection and admiration of voters of Hispanic origin. His overwhelming victory in 1970 over former Supreme Court Justice Arthur J. Goldberg demonstrated once again the Rockefeller ability to attract the Jewish vote, even against a Jewish candidate with unusual qualifications.

Clearly, the Republican campaign strategists look to the Governor to coalesce in support of Mr. Nixon the minority group voting blocs in such critical states as New York, California, Illinois, and Pennsylvania. If this strategem is successful and the President carries each of these four critical states, there is no prospect that Senator George McGovern can possibly win the election.

Cabinet Post?

The special position that the Governor enjoys at the Republican Convention has given rise once again to speculation that the Governor will resign for a cabinet appointment. Secretary of Defense Melvin Laird has already announced that he will quit his post at the end of the President's present term. It also is clear that Secretary George Romney will not be around much longer as head of the Department of Housing and Urban Development. Also there have been countless rumors that Secretary

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA



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

How Different Laws Relate

A decision rendered by the Appellate Division, Second Department on July 13, 1972 places in proper perspective the relationship between a local law and a general law. (In the Matter of Lo Bello v. McLaughlin, 168 New York Law Journal No. 30, August 14, 1972).

In that case, Lo Bello, a fireman in the Mount Vernon Fire Department, was brought up on written charges and was dismissed by the Fire Commissioner after a hearing. The employee then commenced a proceeding pursuant to Article 78 of the Civil Practice Law and Rules for the purpose of reviewing the Commissioner's decision. The Supreme Court, Westchester County, sitting at a Special Term, decided to reduce the penalty from a dismissal to a two-month suspension without pay.

On appeal to the Appellate Division, the Fire Commissioner argued that the exclusive remedy of the employee was to appeal directly to the Appellate Division in accordance with Section 127-f of the City Charter. That section, in pertinent part, provided:

"Appeal from determination of Commissioner. In case any such officer or member is aggrieved by the determination of the Commissioner on any trial of charges as specified in the preceding section, he may, within thirty days after the rendering of such determination, take an appeal therefrom on questions of law to the Appellate Division of the Supreme Court."

In a previous case (Matter of Ryan v. Hand, 258 App. Div. 912), the very same Appellate Division said that Section 127-f of the Mount Vernon City Charter provided the exclusive remedy of going directly to the Appellate Division and that an Article 78 proceeding was improper.

The court now holds in the Lo Bello case that the Article 78 remedy is available because a local law such as Section 127-f of the Mount Vernon City Charter cannot take precedence over the general statutes dealing with the jurisdiction of the Appellate Division. Section 5501(c) CPLR limits the jurisdiction of the Appellate Division to a determination of questions of law and fact on appeals from orders or judgments from a court of original instance or on appeals from orders of the Supreme Court, County Court or an Appellate Term determining an appeal.

Insofar as Section 127-f purports to confer jurisdiction in the first instance on the Appellate Division to review administrative action, it is invalid because it is in conflict with the general statutes of the State setting forth the jurisdiction of the courts.

The court pointed out that Sections 75 and 76 of the Civil Service Law provide methods of review of penalties or punishments imposed on civil service employees, and that nothing in Section 75 or 76 of the Civil Service Law shall operate to repeal any inconsistent local law or other provision. The court further said that the State Legislature had nothing to do with the passage of Section 127-f of the Mount Vernon City Charter and held it invalid. This is not based on the savings language in Section 76(4) of the Civil Service Law but rather on the premise that the State Constitution and the CPLR set forth the Appellate jurisdiction of this court.

While holding that an Article 78 proceeding was the appropriate review procedure for the petitioner, the court agreed with the determination that a two-month suspension without pay was appropriate. The Fire Commissioner's determination to dismiss Lo Bello was "disproportionate to the offense" and was "harsh and unwarranted and, as such, an abuse of discretion."

The petitioner urged, however, that the two-month suspension could not be sustained because Section 127-e of the City Charter limits the Fire Commissioner's power to a one-month suspension if there is not a dismissal from service. The Appellate Division disagreed with petitioner and pointed out that in an earlier case (Mitthauer v. Patteson, 8 N.Y. 2d 37) a dismissal was reduced to a six-month suspension without pay by the Appellate Division. That action was upheld by the Court of Appeals in spite of the two-month limit imposed by Section 75 of the Civil Service Law.

Don't Repeat This!

(Continued from Page 6)
of State William P. Rogers wishes to resign his office to return to private life.

The interesting thing about Governor Rockefeller is that he is particularly qualified to assume any of these posts, armed with credentials that can be duplicated by few Americans. Whether he will assume the obligations of any of those offices is obviously at the moment a private matter between himself and the President. Political observers are convinced that the ultimate decision will be made by Governor Nelson A. Rockefeller.

Note: Notwithstanding all the above, a long time observer of the Governor says: "I'm making all bets in my 'summer book' that Rockefeller will run for an unprecedented fifth term as Governor—and win!"

Continue Quest For State Court Reporter Entrants

Applications are still wanted for court reporter jobs, the State Judicial Conference revealed this week, noting that 101 entrants filed for the last exam in April. The results of that exam are expected to be announced shortly.

Standards for applying are twofold: having a high school diploma, and four years of relevant work history in court reporting.

The next test will be given in the early fall, a spokesman predicted. He pointed out that the present group of openings are located in the metropolitan area, offering in the range of \$12,139-\$13,035. Salary differs with the location.

NYC And Nassau

Exam No. 20-189 is for court reporter I in the civil, criminal and family court system in New York City; this post pays \$12,600. District and family court reporter titles in Nassau County, Exam No. 20-190, offer \$13,035.

The similar title in Suffolk falls under Exam No. 20-191, at the \$12,139 pay level, while court reporter posts in Westchester, Rockland and Orange Counties, coming under Exam No. 20-133, vary with the assignment.

Judicial Conference filing procedures are enumerated under "Where to Apply on page 15.

Radiochemist Sought

An opening for radiochemist has been noted by the U.S. Atomic Energy Commission, which offers \$13,309 for the position.

Requirements include having a baccalaureate in chemistry and "a good background in wet chemical separation techniques." The job will focus on developing methods for trace metal analyses. The AEC says that familiarity with math and biology "will be helpful."

The position affords the opportunity for professional growth to the senior scientific level. For more details, contact: Ms. Elena Olmo, Health and Safety Laboratory, U.S. Atomic Energy Commission, 376 Hudson St., New York 10014.

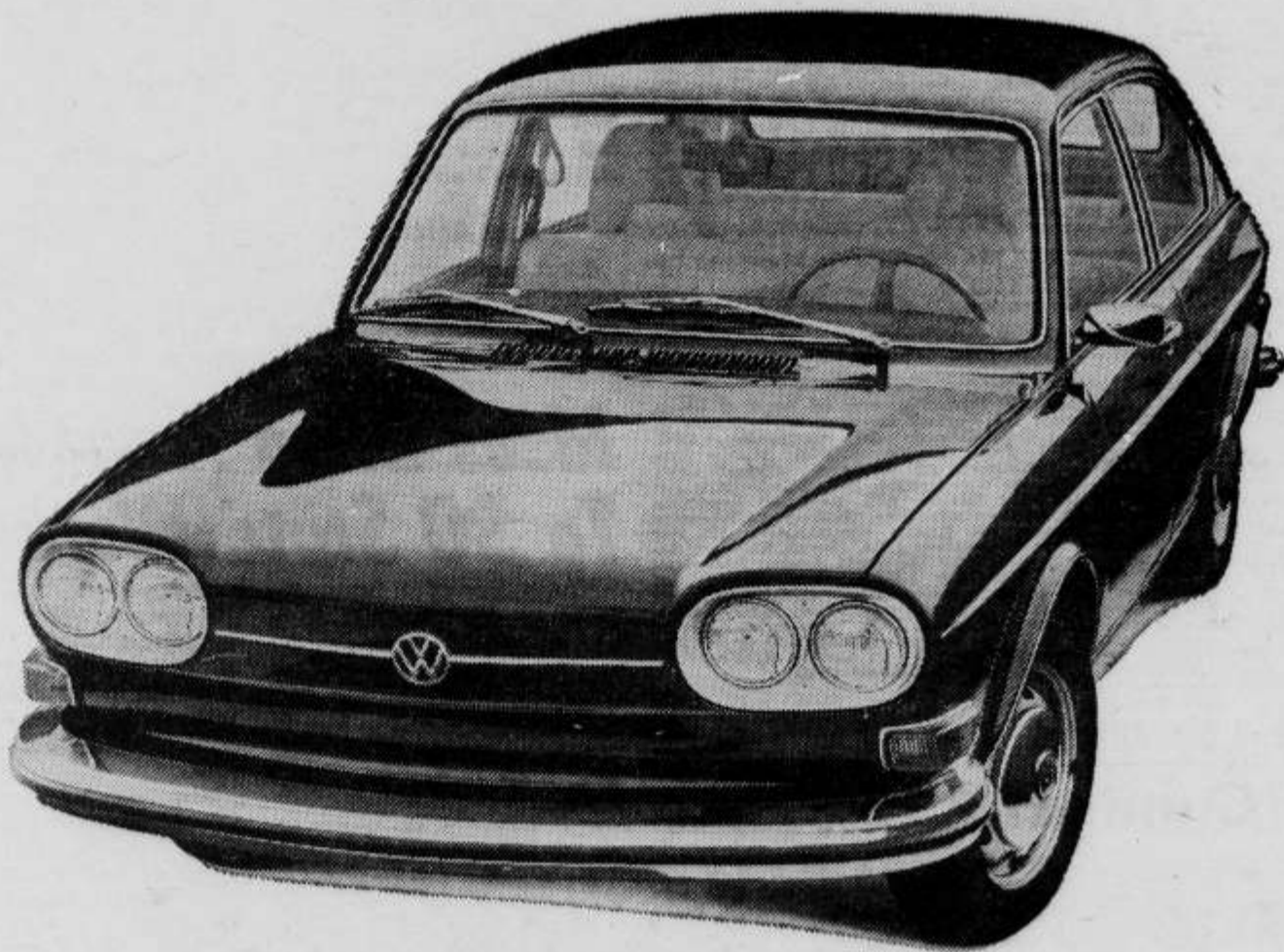
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East Syracuse Precision Autos, Inc.
North Syracuse Finnegan Volkswagen, Inc.
Tonawanda Granville Motors, Inc.
Utica Martin Volkswagen, Inc.
Valley Stream Val-Stream Volkswagen, Inc.
Watertown Harbin Motors, Inc.
West Nyack Foreign Cars of Rockland, Inc.
Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc.
Yonkers Dunwoodie Motor Corp.
Yorktown Mahagon Volkswagen, Inc.



N. Y. C. List Progress

The listing below shows the status of eligible lists from which certifications have recently been made. Certification is basically an administrative process. The City Personnel Department "certifies" eligibles, which means supplying their names to appointing agencies. The agencies then may call the certified eligible for job interviews.

Eligibles may either fill existing vacancies or replace provisionals. After certification, however, a background investigation is conducted to confirm items such as citizenship, license or diploma as required. A medical exam will also be given prior to appointment.

Those who fail to appear when notified of an interview or decline appointment at the interview will be removed from the list. To have their names restored to the list, they must ask the Personnel Department. When restored, their names are placed at the bottom of the list, providing it is still in existence.

Those certified but not interviewed remain in the list order and are recertified when hiring is next conducted.

The letters following the job title on the listing below indicate the appointing agency or department (see listing of abbreviations), which is followed by the number of vacancies (if known) and salary. "Also cert" indicates that the same list of names has been supplied to the indicated agencies to fill an unspecified number of vacancies. "OC" indicates an open competitive eligible list, "prom" a promotional list, and "SM" a special military list. The exam number and date the eligible list was established are given in parenthesis.

For more information about the certification process, contact the Department of Personnel at 566-8804 or 8809.

Account Clerk — BE, 2 vacancies; \$5,600; also cert to BB, DK, PD, HSA, ST, TA — 51 cert, between nos. 366 & 523.6, from OC list (exam 9115, 9-14-70).

Administrative Assistant — EPA, 4 vacancies; \$9,400 — 2 cert, nos. 15 & 20, from prom list (exam 9559, 6-18-71).

Assistant Accountant — HSA; \$8,400; also cert to PRCA, HA, DSS, CO, TAD, FA — 1 cert, no. 6, from OC list (exam 1034, 1-13-72).

Asst Civil Engineer — EPA, 5 vacancies; \$12,000; also cert to DSS, PRCA, MSA — 8 cert from 4 OC lists (exam 1111, various dates); Grp 2 — 1 cert, no. 6; Grp 24 — 1 cert, no. 1; Grp 28 — 1 cert, no. 1.7; Grp 31 — 5 cert, nos. 1 to 5.

Director of Employees Counseling (Transit Authority) — TA, to replace 1 provisional; \$13,100 — 1 cert no. 1, from OC list (exam 1169, 8-10-72).

Foreman House Painter — DSS, to replace 1 provisional; \$6,30-hr. — all 4 cert from prom list (exam 1583, 8-10-72).

Human Rights Specialist — BE, 2 vacancies; \$9,800 — 18 cert, between nos. 3 & 41, from OC list (exam 0187, 2-5-71).

Investigator — DA-Kgs., 3 vacancies; \$7,500; also cert to CS, DE, HSA — 51 cert, between nos. 111 & 462, from OC list (exam 1058, 2-10-72).

Parking Enforcement Agent — TAD; \$6,300 — 1 cert, no. 9, from Grp 3 of OC list (exam 1047, 10-1-71).

School Lunch Manager — BE, to replace 20 provisionals; \$7,500 — 43 cert from Groups 2 through 20 (exam 2011, various dates); Grp 2 — 1 cert, no. 3; Grp 3 — 1 cert, no. 2; Grp 4 — 4 cert, nos. 1 to 4; Grp 5 — 3 cert, nos. 1 to 3; Grp 6 — 4 cert, nos. 1 to 4; Grp 7 — 2 cert, nos. 1 & 2; Grp 8 — 1 cert, no. 1; Grp 9 — 1 cert, no. 1; Grp 10 — 1 cert, no. 1; Grp 11 — 5 cert, nos. 1 to 5; Grp 12 — 3 cert, nos. 1 to 3; Grp 13 — 2 cert, nos. 1 & 2; Grp 14 — 2 cert, nos. 1 & 2; Grp 15 — 2 cert, nos. 1 & 2; Grp 16 — 3 cert, nos. 1 to 3; Grp 17 — 1 cert, no. 1; Grp 18 — 1 cert, no. 1; Grp 19 — 3 cert, nos. 1 to 3; Grp 20 — 2 cert, nos. 1 & 2. Also, no. 19 cert from OC list (exam 1223, 3-9-72).

Sr Computer Operator — BE, 1 vacancy; \$8,200 — 1 cert, no. 61.7, from OC list (exam 6067, 11-12-68).

Sr Methods Analyst — CO, BEDSS, HSA, EPA, FA; \$14,375 — 10 cert, nos. 2 to 9, from OC list (exam 1143, 5-17-72).

Stockman — BE, 5 vacancies; \$6,850 — 1 cert, no. 41, from dept prom list (exam 8599, 12-22-69); 19 cert, between nos. 5 & 177, from general prom list (exam 8589, 12-22-69).

Supv Clerk, Supv Stenographer — EPA, 8 vacancies; \$7,300 — 1 cert, no. 27, to Supv Clerk from prom list (exam 0574, 12-14-71).

Agency abbreviations are as follows:

AS, Administrative Services; ASA, Addiction Services Agency; BE Board of Education; BHE, Board of Higher Education; BP, Borough President; BWS, Bureau of Water Supply; CL, City Clerk, City Council; CO, Comptroller, CPC, City Planning Commission; CS, City Sheriff; CUNY, City University of New York; DCA, Department of Consumer Affairs; DOC, Department of Correction; DI Dept. of Investigation; DK, District Attorney, Kings County; DSS, Department of Social Services; ERS, Employees Retirement System; EDA, Economic Development Administration; EPA, Environment Protection Administration; EST, Board of Estimate; FA, Finance Administration; FD, Fire Dept.; HDA, Housing & Development Administration; HRA, Human Resources Administration; HHC, Health & Hospital Corp., and HSA Health Services Administration; KC, Kings County; MA, Mayorality; MSA, Municipal Service Administration; OCB, Office of Collective Bargaining; OLR, Office of Labor Relations; PD, Police Dept.; PRCA, Park-Recreation-Cultural Affairs Administration; SD, Sanitation Dept.; TA, Transit Authority; TAD, Transportation Administration; TBTA, Triborough Bridge & Tunnel Authority; TLC, Taxi & Limousine Commission; TRS, Teachers Retirement System; TX, Tax Commission; VA, NYC Division of Veterans Affairs; YSA, Youth Services Administration. ALSO: DT, Department of Traffic.

300,000 Aides Affected

City Grants HIP 15% Hike

A 15 percent increase in rates was agreed to last week by the City and the Health Insurance Plan (HIP), costing the City approximately \$3 million. Covered will be the municipal work force of 300,000 as well as other HIP subscribers.

The agreement reached represented a concession on the part of HIP, which had wanted a hike of double that amount to help finance a broadscale expansion.

The expansion plan would have put the physician staff on full-time and also widened HIP's hospital base. HIP officials felt that the 15 percent boost they obtained was "inadequate," it was reported. They intend to proceed with the expansion program, probably on a slower scale.

A five-man committee was recently created to chart a course of action for the organization, experiencing financial problems of late. The group's president, James Brindle, and executive vice president Martin Cohen, submitted their resignations last week. HIP's general counsel, Allan Kornfeld, was named acting administrator.

William Michelson, a member of the HIP governing committee who is also the labor member of the Office of Collective Bargaining, said he welcomed the resignations and maintained that the officers had "negotiated with the doctors" over planned services but had failed to go to the consumers for any measure of approval.

About 45 percent of HIP's total budget is obtained from premiums of City employees, who may choose any of three plan options.

A statement from City Comptroller Abraham D. Beame on the rate increases' impact on the City fiscal picture is expected this week.

Place With Personnel

The Personnel Department establishes many eligibility lists each month, and the next step is certification. Check the "N.Y.C. List Progress" column for the latest developments on your chances of appointment.

Typist Testing

Practical testing of 48 open competitive candidates for typist will be held Aug. 23, the Department of Personnel announced last week. Candidates are being scheduled for testing in the order of application.

CSEA Now Bargainer For Non-Teaching Aides in Waterford

WATERFORD — The Civil Service Employees Assn. has won recognition in the Waterford-Halfmoon School District in Saratoga County in the union's efforts to become the exclusive bargaining agent for the non-instructional employees of the school district.

A spokesman for CSEA said that efforts to gain recognition began when employees of the district contacted CSEA and expressed their dissatisfaction over action by the school board "decreasing their employee benefits."

As a result of their campaign, according to the CSEA spokesman, over 80 percent of eligible workers signed cards designating CSEA to be their bargaining agent in contract negotiations with the Waterford-Halfmoon School Board.

The approximately 40 non-teaching employees of the district are mainly custodians, clerical and food service workers, and teacher's aides.

Exam Aftermath

Check each week's issue of The Leader to discover what eligibility lists have been established and which persons have scored.

Ideas Bring Awards To 30 State Workers

The names of 30 State employees who received cash and certificate awards under the State Employee Suggestion Award Program for July, have been announced by Ersal H. Poston, president of the New York State Civil Service Commission.

The following received cash awards and certificates of merit: A \$50 award was presented to Kathleen Grant, Workmen's Compensation Board, New York City.

Awards of \$25 were presented to: William J. Burns, Department of Labor, New York City; Helen A. Crowe, Department of Health, Albany; Bertha Heller, S.I.F., New York; Regina A. Werder, Narcotic Addiction Control Commission, Beacon; and a joint award to Anthony DiMatteo and Benjamin Kanarick, Workmen's Compensation Board, New York City.

Awards of \$20 were received by: Peter Basalyga, Office of General Services, Albany; Louise C. Case, Alcoholic Beverage Control, Buffalo; Joseph Parvana, Division of Employment, Albany; Maurice Peltzer, Workmen's Compensation Board, New York; Harry Schelman, Division of Employment, Jamaica; Hazel E. Young, Department of Labor, White Plains; and a joint award to Doris Townsend and Cynthia Golderman, Department of Audit and Control, Albany.

Awards of \$15 were presented to: Anne Deitch, Division of Employment, New York City; Beas Green, Department of Motor Vehicles, Bronx; Mary C. Hudson, Department of Agriculture and Markets, Albany; and Richard I. Weiss, Department of Cor-

City Rewards 60 For Suggestions

"Bomb suppression blankets" to reduce the risk of shrapnel injuries to Police Department Bomb Squad personnel are now available, thanks to a suggestion by Police Sergeant William H. Courtney of the Bronx, who received a \$25 award in the City's Employee Suggestion Program.

This was one of 60 suggestions for which city employees received a total of \$1,640 in cash awards, it was announced last week by city Personnel Director Harry I. Bronstein. The program encourages city employees to submit ideas to improve efficiency and productivity. Awards ranged from \$10 to \$150.

Other award-winners, by borough of residence, are:

Bronx: Joseph W. Carroll, Police Department; Edward Chisholm, Transit Authority; William H. Courtney, Police Department; Joseph Curry, Transit Authority; Sol Elbaum, Fire Department; John J. Greaney, Police Department; Mitchell Land, Transit Authority; Walter Quinn, Transit Authority; David Waksman, Police Department; Allan Weisman, Department of Social Services.

Brooklyn: Joel Binenfeld, Transit Authority; George J.

Chakedis, Police Department; Sara Cohen, Transit Authority; J. Della Monica, Transit Authority; Dominick A. Ditaranto, Transit Authority; Oreste A. Fazio, Police Department; G. Gallo, Transit Authority; Albert Garner, Transit Authority; Hanna Gastwirt, Finance Administration/Tax Collection; Elijah Hilbert, Transit Authority; Herman Keslow, Transit Authority.

Manhattan: Bernard W. Kosman, Transit Authority; J. Maliziosio, Transit Authority; Anthony Natale, Transit Authority; Robert D. Nesbit, Police Department; Sarah Pandolfini, Transit Authority; Edward J. Rogan, Police Department; Thomas Sinatra, Transit Authority; Sylvia Sulsky, Finance Administration/Tax Collection; Bernard V. Trotta, Police Department; Oscar Yablow, Transit Authority.

Queens: David B. Barrow, Transit Authority; Philip J. Caruana, Transit Authority; C. Costanzo, Transit Authority; Murray H. Dulberg, Department of Social Services; Andrew J. Furlong, Police Department; William A. Hegmann, Police Department; J.C. Hudson, Transit Authority; Adolph W. McCook, Department of Social Services; Joseph J. McGee, Fire Department; Benjamin F. Postman, Environmental Protection Administration/Department of Air Resources; Richard J. Sloan, Fire Department.

Staten Island: N.S. Cesaro, Transit Authority; James J. Horan, Police Department; Jean Marotti, Department of Health; Bertha Moniot, Municipal Services Administration/Department of Real Estate.

Long Island: Edward Brennan, Transit Authority; Joseph C. Greco, Transit Authority; Gordon Hansen, Transit Authority; Joseph J. Kostecki, Transit Authority; Mrs. Anne Nichols, Board of Education; Frank J. Stoothoff, Fire Department; Alfred S. Vulpis, Transit Authority; Frank B. Wakely, Transit Authority.

Yonkers: Laurence Fraulo, Transit Authority.

New York State: Alfred W. Hoveling, Department of Traffic.

HHC Establishes 2 Recruiting Units

The Health & Hospitals Corp. has established two separate numbers for recruiting personnel. Applicants wishing information on professional nurse openings may call 566-6930; all other positions are filled through the central personnel office at 566-7002.

The first number refers only to registered and practical nurse positions, while the second covers the more numerous nurse aide category.

New Assistant

Gerald L. Freeborne, 32, of Elnora, has been named assistant commissioner for long range planning in the State Education Department at an annual salary of \$32,971.

He has served in long range planning with the Department since 1969. Prior to that, he had been with Department of Transportation and the Division of the Budget.

Understanding Fact-finding

By BARRY LEE COYNE

(Last Of A Series)

Arbitration, mediation and fact-finding comprise the trio of available tools used to handle most major labor disputes involving civil service. Previously, The Leader published informational articles on the first two, arbitration and mediation.

For a full definition of fact-finding and when it is most useful, we spoke with Arvid Anderson, New York City's director of the Office of Collective Bargaining. His remarks on the topic follow:

What is the definition of fact-finding?

Fact-finding is a semi-judicial process of dispute settlement in which findings of fact furnish the basis for recommended solutions by a neutral third party. The facts are usually presented by the parties and depending on the fact-finder's authority the recommendations may be either binding or non-binding on the parties. Under the New York City Collective Bargaining Law, the fact-finder's recommendations are binding; he may also act to mediate the dispute.

We realize that the popular term is 'fact-finding;' however NYC Collective Bargaining Laws use the term 'impasse proceeding.'

While often the parties are in disagreement on facts, our experience has been that they're less likely to dispute an impasse panel's recommendations.

Can you explain the binding provision?

Under this law, the recommendations of an impasse panel become binding—unless rejected within 30 days of submission by either party. If rejected, the findings may be appealed to the Board of Collective Bargaining, consisting of two City members, two labor members and three impartialists. The BCB's recommendations are final and binding, but prior to our recent amendments, they were merely advisory.

How was it that fact-finding was made binding?

The basic reason was to bring us under the substantial equivalence part of the State's Taylor Law. That law says that in the event a fact-finder's recommendations are rejected, the parties must state their case at a public hearing. The appropriate government body then hands down a final decision. We are no such finality provision in our law and were mandated to come up with one.

What is the OCB record on impasse cases handled?

Of the 92 impasse cases handled at OCB during 4½ years of existence, just about half—or 52—have gone all the way to a recommendation and acceptance (or in a few cases, rejection) by the parties. Some cases were settled before the fact-finding process reached conclusions. The handful of rejections have been made by employee organizations with very minor reservations, and the City has accepted the recommendation. The City signs 100 contracts a year on the average.

What happens once fact-finding gets under way?

The impasse panels have the authority to mediate. Thus, a significant number of reports issued are the confirmation of the bargaining process between the parties. This is so because in some situations they believe they can best effect a resolution by using an impasse panel. But this is far from a way of life for the vast majority of disputes, and demonstrates that the impasse panel has not chilled or destroyed bargaining.

What impasse panel disputes are presently pending?

There are four active impasse panels under the new procedure, all in the medical or paramedical area: practical nurses, podiatrists, x-ray technicians, and lab technicians. All are being handled by a single impasse panel.

In general what issues are subject to fact-finding?

Anything with the scope of collective bargaining. As you touch different subjects, the ability to have finality—a binding decision—becomes involved. If we were to make recommendations on pensions, for instance, we'd have to go through the Council, the Pension Commission and the Legislature.

Is there a minimum time before an impasse can be called?

This can happen any time during the period of negotiation. That period runs 90-150 days prior to a contract's expiration. Parties start by submitting bargaining notices to each other. We technically could go to an impasse panel before a contract expires but usually want to allow a sincere effort for the parties to engage in bargaining.

We have a day-to-day process of informal mediation before we go to impasse panels, however. We try to determine first what issues are going to impasse.

Is any side ever reluctant? On what grounds?

Of course there are reluctant parties. Either the City or the union may feel it's to their advantage to delay negotiations; for instance, they may be waiting for a Pay Board ruling.

What guidelines does the impasse panel use?

There are several standards: comparison of wages, hours and fringe benefits with persons in private employment, the cost-of-living picture, and the general welfare of the people whom civil servants are serving.

How is the fact-finder actually chosen?

Only persons mutually chosen by the City and impartial members of the Board can get on the panel. From that list, the parties make their selection. They must mutually agree and mutually pay them. They are paid on a per diem basis; which includes hearing and days of study to prepare their report. Some issues are more complex and so the process takes longer.

What channels exist to challenge a fact-finding decision?

The decision can be appealed, within 10 days, to the Board of



FOR SAFETY — William Ryan, second from left, of the Department of Transportation Planning and Administration offices in Albany, receives the Region 1 DOT Regional safety award from Frank J. Fuller, retirement regional director, while Timothy McInerney, left, DOT representative on the Civil Service Employees Assn's. Board of Directors, looks on. The presentation took place at the combined steak roast and clamsteam of the Region 1 and Main Office chapters of CSEA.

On Tap For Oct.

Tentative schedules list some 20 City titles on the open-competitive roster for filing in October. Sixteen promotion posts are also expected. The Leader will confirm the final schedule as soon as official exam notices are approved.

Among those expected for approval are: assistant community liaison worker; attorney (P); bookkeeping machine operator; chief community organization specialist (P); computer operator; computer systems manager; cultural programs assistant; department librarian; director of excise tax bureau; engineering technician-drafting; first assistant marine engineer; foreman auto mechanic (P); general entrance series.

Also, housing inspector; maintainer's helper-Group B; motor grader operator (P); oiler; pile driving engineer; project services specialist (P); public health assistant; purchase inspector; relocation aide; senior attorney (P); senior chemist (P); senior computer systems analyst (P); senior fingerprint technician (P); senior landscape architect (P); senior project services specialist (P); senior public health physician (P); stationary engineer (P); statistician (P); supervising auditor (P); supervising buyer (P); transportation inspector, and welder, "P" identifies the promotional titles.

U.N. Comm. Director

Salary for the Career and Salary Plan title of director, United Nations and Consular Corps Committee, has been raised to a \$14,000 maximum.

Collective Bargaining, which has 30 days to act. However, it may extend that time. Also, we are bound by the statute to assure that due process has been followed. The same grounds apply as for setting aside an arbitration decision: lack of due process.

It would then go to court, but they would make no change in the substantive recommendations. If anything requires that a further law be enacted, it can be challenged as well. And we cannot disregard that super-finality board, the Pay Board.

In summation, what do you regard as the main benefits of fact-finding?

I think it should be stressed that the Municipal Labor Committee and the City jointly agreed on this procedure. In circumstances where the right to strike is denied by law, we believe an alternate effective means of settling disputes has been provided.

It can balance the bargaining power of some organizations who do not have the power to strike—regardless of the legitimate right—and may temper the power of some groups who may have too much power to strike in terms of public health and safety. It's not a panacea.

State Has 5 Options For Parole Officer Trainee Positions

Parole officer jobs and traineeships have been added to the list of open-continuous titles for which the State is conducting recruitment.

Vacancies are reported to exist throughout the State, with trainees embarking at \$10,507 and full officers at \$12,588. Those in metropolitan New York or in Monroe County, moreover, are entitled to a \$200 annual differential rate.

Minimum requirements provide for five alternates to become a trainee:

- Graduation from a recognized law school;
- A bachelor's degree plus a master's in a related social service specialty, such as psychology or sociology;
- A bachelor's degree plus two years in social casework with a recognized agency;
- A bachelor's degree plus two years of group work "with the delinquent, disturbed or deprived";
- A bachelor's plus two years in the guidance and counseling of prison inmates.

"A satisfactory equivalent combination" will also be considered for these jobs, which stipulate an age range of 21 through 40.

Character and medical standards have also been established. Candidates "must be physically, mentally and morally fit," according to Announcement No. 20-318. Conviction of a felony bars consideration, but those with other violations of law will

be assessed individually.

Eyesight calls for 20/70 without lenses in both eyes. No hearing aids will be permitted. Further data on medical criteria may be obtained from: Medical Review Unit, State Civil Service Department, Albany 12226.

Full Officer Posts

Parole officer posts require one more year of training or experience than the trainee I positions. The experience may be in casework, groupwork, or guidance and counseling of inmates.

"Only women will be certified to fill positions involving the supervision of women," declares the State.

Applicants will face a written exam prior to appointment, set to cover practices of social casework and counseling, human behavior, social work programs and socio-economic concepts. Tests will be conducted periodically.

To file an application, consult information on State job filing on page 15 of The Leader.

Court System Issues Call For Accountants

Openings for accountant at \$9,700 have been announced by the Administrative Board of the State Judicial Conference. Location of the jobs are in New York City.

Applicants must file by Oct. 6 and submit proof of a bachelor's degree. In addition, they must have one year of professional accounting experience.

However, additional accounting background may be substituted for the baccalaureate on a year-for-year basis. Cashier or payroll clerk experience will not receive credit.

Candidates should anticipate taking a written exam on Nov. 11. Its content will include accounting and auditing, interpreting written material, office management and arithmetic.

Job duties are described in Announcement No. 45-250, obtainable from the Judicial Conference in Manhattan.

To contact that office, see page 15 of The Leader.

Police Officer Featured

10 State Titles Slated To Close In September

Sept. 11 has been designated as the final date to file for 10 diverse State titles, ranging from police officer to unemployment insurance examiner.

Topping the latest roster is the post of senior capital police officer, which pays \$8,497. A driving permit is required, and high school grads may qualify without experience.

Non-grads may supply law enforcement experience, credited year-for-year up to four years. These openings, with the Office of General Services, are located in Albany.

Candidates may be between 20 and 40 to qualify. Those with military service, however, may deduct that service in computing age requirements.

Medically, candidates must be at least 5-foot-8 with weight in proportion to height. Detailed physical requirements can be obtained from: Medical Review Unit, State Civil Service Department, State Office Campus, Albany 12226.

Data on the written test for this title appears in Exam Notice No. 23-648.

The other nine titles, each having exams set for Oct. 14, include:

Associate research analyst-correctional services (\$19,175): master's in sociology, psychology, social work or criminal justice plus paid research experience

sought; see Exam Notice No. 27-107. (Currently, three openings.)

Research analyst-correctional services (\$11,929): bachelor's in psychology, sociology, social work or related social science plus paid research experience sought; see Exam Notice No. 23-635. (Currently, four openings.)

Research assistant-correction services (\$9,535): bachelor's in criminal justice plus paid research experience in correction or parole fields; see Exam Notice No. 23-647. (Currently, four vacancies.)

Senior lab illustrator-photographer (\$11,929): experience in the preparation of illustrations and photos of scientific subjects; training as a partial substitute; see Exam Notice No. 23-644. (Currently, two vacancies.)

Senior offset machine operator (\$7,166): experience in the operation of offset printing machines sought; see Exam Notice No. 23-622. (Currently, three vacancies.)

Senior research analyst-correction services (\$15,512): bachelor's in psychology, sociology, social work or related social science plus paid research experience sought; see Exam Notice No. 23-636. (Currently, three vacancies.)

Supervising nurse-rehabilitation (\$11,929): State license plus clinical nursing experience and bachelor's in nursing; more ex-

Sanitation Reports 31 July Retirees

Thirty-one uniformed employees of the Sanitation Department retired during July, it was reported last week. They are:

- Foremen Albert F. Somma and Vito J. Vascillaro, and the following sanitationmen: Anthony Alesius, Anthony J. Alu, Joseph Arciuolo, Joseph A. Capriotti, Victor Ciampoli, Harold C. Clackett, Sigismund Grockowski, Eugene L. Iannarelli, Albert Jeremia, Frank L. Leo, Carl J. Levitt, Alfonso Lomba, Charles Lombardozi, Howard McLaurin Jr., Peter F. Montalto, John J. Murphy, Vito W. Pampalone, Francis Pecoraro, Nicholas F. Petito, Anthony J. Romano, Michael P. Salerno, Joseph C. Sardo, Anthoyn Scaringi, Edwin C. Schindler, Thomas J. Tautmann and Eugene F. Viglietta.

perience may be substituted for training; see Exam Notice No. 23-645.

Supervisor-instructional materials for the handicapped (\$20,197): master's plus experience in education of the handicapped sought; see Exam Notice No. 27-104. (Currently, one vacancy.)

Unemployment insurance accounts examiner (\$7,586): completion of 60 college credits including six in accounting or graduation from a business school with an accounting major; see Exam Notice No. 23-646. (Several vacancies forecast.)

Check out "Where to Apply" on page 15 for details on obtaining these exam notices.

Public Contact Wanted

CSEA Seeks Field Service Aides For NYC, Syracuse

The Civil Service Employees Assn. is hunting for candidates to become field service assistants in two locations: New York City and Syracuse. The starting salary is \$9,486.

Basic requirements list a high school diploma or equivalency plus two years of "responsible business or investigative experience involving public contact." Examples given: adjuster, salesman, investigator, inspector or customer representative.

Persons who possess a four-year college degree from a recognized school of labor relations may also apply.

In all cases, candidates should have a State driver's license and a car available for business use.

Physical Requisite

General conditions of sound health and character will pertain. A physical exam will be conducted before being hired.

Certain required skills and aptitudes are also noted: integrity, reliability, resourcefulness and good judgment. Also necessary is "the ability to carry out complex oral and written directions, alertness, and good powers of observation and memory."

The field service assistant will work under a regional field supervisor or representative in various labor relations tasks. This may include visiting chapters and regional conferences; conferring with and aiding chapter and unit officers regarding CSEA policies and services; aiding members with employment problems, and representing members before administrative officers in salary and employment problems. Full data on scope of duties can be found in the announcement, which may be obtained from CSEA Headquarters.

Chief Investigator

Salary adjustments in City Career and Salary Plan titles accord retroactive general increases to chief detective investigators: \$700, effective July 1, 1968; \$1,100, effective Jan. 1, 1969; \$1,000, effective Jan. 1, 1970, and \$1,000 effective Jan. 1, 1971. Salary range is now \$11,800-\$16,050.

For information, write: Civil Service Employees Assn., 33 Elk St., Albany 12207.

Correction Plans 35 Promotions To Captain

The city Department of Correction plans to make approximately 35 promotions to captain (men), it was learned last week. The names of appointees have not yet been finalized, but will be reported in The Leader when the appointments have been made.

The last permanent promotion to captain was made May 31, of number 41 on the 165-name eligible list established March 23, 1972. Numbers 42 and 43 were appointed on a temporary basis at that time.

Laborers

Incumbents in the City title of laborer (city rent) have been accorded retroactive wage hikes. Per annum flat rates are as follows: \$5,200, effective July 1, 1969; \$5,650, effective July 1, 1970, and \$6,000, effective June 1, 1971.

LEE MARVIN & GENE HACKMAN "PRIME CUT"

MANHATTAN: BRONX, SUFFOLK, QUEENS, BROOKLYN, WESTCHESTER, NEW JERSEY, etc.

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This Week's City Eligible Lists

EXAM NO. 1603
PROM. TO ADMINISTRATOR
OF YOUTH SERVICES
 M.A. Youth Services Agency
 This list of 12 eligibles, established Aug. 17, resulted from technical-oral evaluation on June 6 of 18 candidates; six failed. Salary is \$13,600.

1 Laurence Moss, Amy B Booth, Sunku G Rotibi, Chong D Lim, Irwin S Levin, John H Scott, Robert D Woods, Rose C James, Judith J Caroscia, Benjamin J Klein, Chaiman Kim, Jeanette E Rogers.

EXAM NO. 2510
PROM. TO ASST. DIRECTOR
OF PURCHASE
 Municipal Service Admin

This list of three eligibles was established Aug. 17 after technical-oral evaluation of three candidates on June 20. Salary is \$12,100.

1 Max Leventhal, Frank Fuchs, Joseph F Smith.

EXAM NO. 0686
PROM. TO CHIEF PUBLIC
HEALTH SANITARIAN
 H.S.A. Dept. of Health

This list of five eligibles was established Aug. 17 after technical-oral evaluation of five candidates on June 13. Salary starts at \$13,100.

1 Martin S Gellman, Rhoda Kapplow, Samuel Lewis, Raymond Siederman, Meyer B Levitz.

EXAM NO. 2507
PROM. TO COMMUNITY
ORGANIZATION SPECIALIST
 (URBAN RENEWAL)

The list of two eligibles was established Aug. 17 after technical-oral examination of three candidates who filed in May. Salary is \$10,300.

1 Howard E Cooper, Teresa E Berger.

EXAM NO. 1591
PROM. TO SR. PLASTERING
INSPECTOR
 Housing & Development Admin.

This list of two eligibles was established Aug. 17 after technical-oral evaluation of four candidates who filed in April. Salary is \$10,700.

1 James P Heaney, Fred J Guidera.

EXAM NO. 2511
PROM. TO SUPV.
NUTRITIONIST
 H.S.A. Dept. of Health

This list of four eligibles was established Aug. 17 after technical-oral evaluation of seven candidates on June 21. Filing was held in May. Salary is \$10,600.

1 Eleanor M Martin, Barbara A Premo, Rubye B Goode, Ruth L Larsen.

EXAM NO. 1593
PROM. TO SUPV. BOILER
INSPECTOR
 Housing & Development Admin.

This list of two eligibles was established Aug. 17 after technical-oral evaluation of two candidates who filed in April. Salary is \$12,050.

1 Patrick J Dillon, Richard T Schweizer Sr.

BUY
BONDS

EXAM NO. 1549
SUPERVISOR (STORES,
MATERIALS AND SUPPLIES)

This list of three eligibles was established Aug. 17 after a written test June 13 which was taken by three open competitive candidates. Salary range is \$17,682 to \$19,449.

1 Jerry R Dalias, Anthony Damato, Charles A Dimotta.

EXAM NO. 0237
ASST. DIRECTOR OF
PURCHASE

This list of 16 eligibles was established Aug. 17 after technical-oral examination of 24 of the 152 candidates who filed in April and May. Salary is \$12,100.

1 Robert W Acker, Lewis R Eagleston, Edward R Herleth Jr, Rosario Romano, Matthew J Buonocore, Saul Grollman, Evelyn Vandenhuevel, Abraham Rosenberg, Josepr Addamo, Roselyn E Grunfeld, Rudolph Sargentl, John J Driscoll, George W Kilminster, Irwin Bisom, William Dodson, Joseph F Smith.

EXAM NO. 1008
SR. CONSULTANT (MENTAL
HEALTH STANDARDS AND
SERVICES)

This list of 19 eligibles was established Aug. 17. Of the 47 open competitive applicants, 22 appeared for testing and two failed.

1 Gloria S Rosenbaum, Lloyd Ross, Sylvia Snyder, Lillian J Jenkins, Miriam Birnbaum, Michael W Mascari, A Marilyn Mc-

Millen, Lawrence G Weinstein, Alice C Harding, Isabelle Wiedis, Emma G Plaga, Jerry Schulman, Alexander Szabo, Carmine J Salerno, Mirian J Dales, Malcolm R Shaker, Douglas S Jorif, Ellis A Christian Jr, Camille Franzoni.

EXAM NO. 1134
PUBLIC HEALTH NURSE
Group 2

This list of three eligibles was established Aug. 17 from among open competitive applicants.

1 Dorothy L Scott, Dorothy O Robinson, Kathryn E Holland.

EXAM NO. 1523
PROM. TO SR. KEY PUNCH
OPERATOR

These 15 departmental eligibles lists were established April 27, 1972, and were issued last week in their revised form.

Environmental Protection Admin.
 1 Doris Gomez.

HSA, Dept. of Health
 1 Vera Pilchman, Barbara D Sperber.

Municipal Service Admin
 1 Thelma L Brown, Gladys Bomze, Carolyn E Wellbrock, Reah Goldsmith, Marie V Lee.

(Continued on Page 12)

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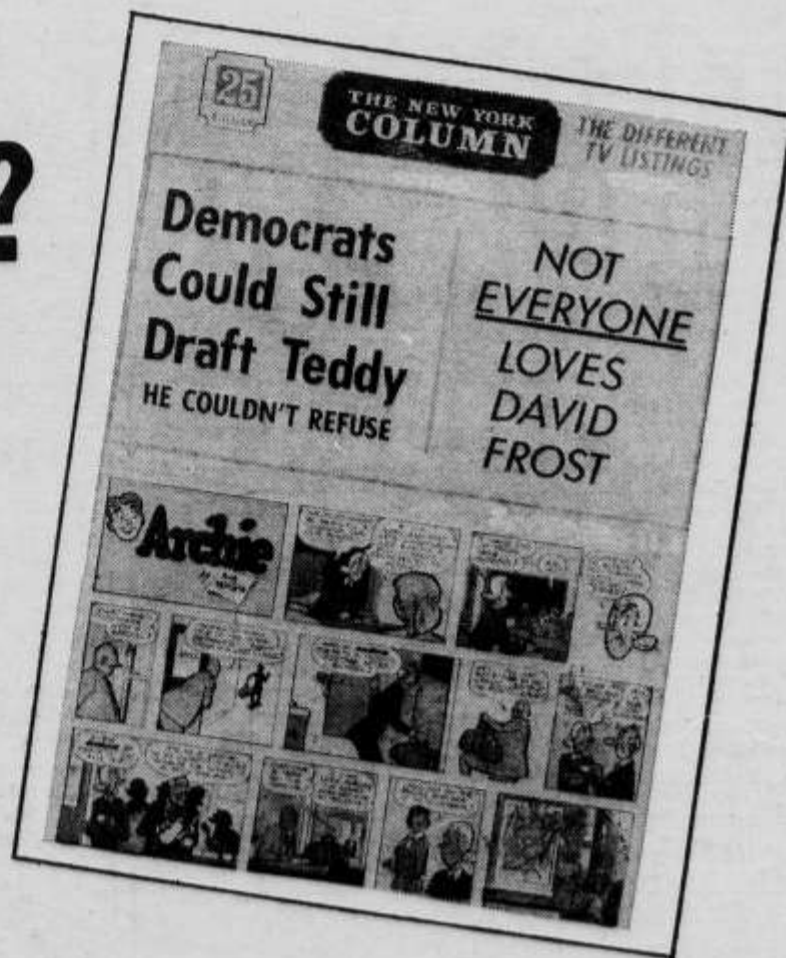
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Eligible Lists

(Continued from Page 11)

Sr Key Punch Opr Revised List
NYCTA General Administration
1 Bertha L Cobb, Marilyn Nelson, Helen E Poyer, Gloria G Greenidge, Adele M Powell, Barbara E Branch, Thelma E Holmes.

Housing Authority
1 Ethel E Lester.

Board of Education
1 Jose M Boyce, Mildred Kamph, Carmen M Walters, Zula M Hickman.

Finance Administration
1 Hazel W Rogers, Emma J Mitchell, Florence F Wellen, Salie M Boone, Camella G Hodge.

Bureau of Budget
1 Norma Alvarez, Anna B Burger.

Housing Development Admin
1 Katherine Payne, Helene A Gahn, Helen E Newkirk.

Department of Personnel
1 Irma G Wilhelm.

Staten Island Community College
1 Marilyn F Capasso, Evelyn B aWnty, Patricia A Cognata.

Office of Comptroller
1 Nina L Cunningham, Inez L Thomas, Edith Kalisch, Lois M Fucci, Lorraine O Gillum, Pamela Leslie, Vertelle McKiver, Anna Biderman.

Dept of Social Services
1 Jean Pittman, Edith R Davis, Pearl J Howard, Marilyn C Miller, Barbara J Townes, Clara A Beasley, Eleanor Garris, Gwendolyn Schooler.

Queens College
1 Lola J Wade, Louis V Cam-

poreale.
Bd. of Estimate, Emp Retire Sys.
1 Mildred L Pascall.

EXAM NO. 1694 PROM TO. ADMIN. PUBLIC HEALTH NURSE

This list of three eligibles, established Aug. 17, resulted from technical-oral examination of three candidates, out of five who filed in May. Salary starts at \$13,100.
1 Margaret O'Brien, Marjorie Avery, Rita V Ryan.

Judicial Conference Principal Clerk

The Administrative Board of the Judicial Conference last week released eligible lists for promotion to principal clerk, exam 55247, of candidates in various courts and agencies of the Unified Court System within New York City. This 50-name general list and 16 sub-unit lists were established Aug. 9, 1972.
New York City
Passed: 50—Failed: 148
1 J V Hackett, M E Bruman, C Ferguson, K M Wallace, M Yader, M J Youngman, R E Knuckles, G E King, J F Antonelli, E Greene, E Forman, D Miller, D B Kramer, L Bergen, J Schweitzer, D White, J Nabut, J S Kober, E Serevino, I M Leecourt.

21 H Feinberg, H C Schenkler, E Shapiro, O C Weinstock, M A Kelaher, M M McAneny, A D Dowd, H Hart, R Greener, V D Phillips, S D Schwart, M Hovey, S Mittler, C V King, D L Wentzell, G Mudry, D M Lopez, E Gonzalez, L D Florillo.
41 J K Scuirba, K Blatt, G B Zurzolo, L Sackett, S Henkin, L Richman, E R Zambrelli, L R Coleman, S S Mosley, B Hirsch.

Criminal Court
New York City
Passed: 9—Failed: 25
1 D Miller, J Nabut, H C Schenkler, O C Weinstock, M M McAneny, M Hovey, C V King, S Henkin, S S Mosley.

Civil Court
New York City
Passed 2—Failed: 18
1 H Hartz, S Mittler.

Family Court
New York City
Passed: 5—Failed: 8
1 D B Kramer, D Babb, G B Zurzolo, L R Coleman, B Hirsch.

Supreme Court
Second Judicial District
Passed: 1—Failed: 2
1 E R Zambrelli.

Supreme Court
Eleventh Judicial District
Passed: 1—Failed: 1
1 E Forman.

Surrogate's Court
New York County
Passed: 2—Failed: 3
1 E Shapiro, A D Dowd.

Surrogate's Court
Queens County
Passed: 2—Failed: 0
1 M E Bruman, K M Wallace.

Surrogate's Court
Bronx County
Passed: 2—Failed: 0
1 M J Youngman, D M Lopez.

County Clerk
New York County
Passed: 5—Failed: 9
1 R E Knuckles, J F Antonelli, E Severino, S D Schwartz, L Richman.

County Clerk
Kings County
Passed: 3—Failed: 10
1 V D Phillips, L D Florillo, J K Sciohra.

County Clerk
Queens County
Passed: 4—Failed: 6
1 M Yader, L Bergen, J S Kober, L Sackett.

County Clerk
Bronx County
Passed: 1—Failed: 7
1 J V Hackett.

Supreme Court
1st Jud. Dist., Probation Dept.
Passed: 1—Failed: 3
1 J Schweitzer.

Supreme Court
2nd Jud. Dist., Probation Dept.
1 D White, R Greener, O L Wentzell.

Supreme Court
11th Jud. Dist., Probation Dept.
Passed: 1—Failed: 0
1 M A Kelaher.

Office Of Probation
New York City
Passed: 8—Failed: 32
1 C Ferguson, G E King, E Greene, I M Lefcourt, H Feinberg, G Mudry, E Gonzalez, K Blatt.

C. D. Officers

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CORRECTIONAL SERVICES STRATEGY SESSION — Members of the Civil Service Employees Assn. Correctional Services labor-management committee meet in a planning session prior to a confrontation with representatives of the State Department of Correctional Services. From left to right are Rita Comeau, Eastern New York Correctional Facility chapter; Robert Hoke, Elmira; Clarence Van Horn, Matteawan; Wendell Lashua, Dannemora; David Freer, Walkkill; Gary Davis, Attica; Carl Hunt, Ossining; Irene Dougherty, Dept. of Correctional Services Headquarters chapter; Alexander Walsh, Headquarters chapter; Austin Donovan, Auburn; Anthony Scrimme, Great Meadow; John Eversley, New York Parole District; Bradley Snyder; Coxsackie; Thomas J. Linden, CSEA collective negotiating specialist; Jack Weisz, N.Y. Parole District chapter president and correction representative to the CSEA Board of Directors; and Wayne Kline, Elmira. Contract proposals were also submitted at the meeting.

Hosp. Investigator List

EXAM NO. 1062
HOSPITAL CARE
INVESTIGATOR

This list of 1,241 eligibles was established Aug. 3 after training and experience evaluations of the 1,850 open competitive applicants who filed in April. Salary is \$8,300.

(Continued From Last Week)

341 Dorothy M Renkowski, Robert H Glenn, Phillip Kogan, Leroy Cole, Carrie Gibbs, William Galvin, Blanche Kasanoff, Gertrude Fleisher, Joyce Giordano, David Wiggins, Juan A Torres, Carin Cohen, Elaine D Mack, Clayton B McCarthy, Florence A Carroll, Edward R Caplan, Piennie Leary, Mattie T Bailey, Beatrice Carroll, Samuel L Timmons.

361 Ella O Bing, Nurrhy I Saraya, June M Schneider, Steven Olster, George Powell, Lillian Habler, Lillie P Lea, Esme Major, James L Brown, Charles F Campbell, Nancy L Karmazin, Edouard E StPierre, Rafael A Mejia, Doris V James, Krishan K Pahuja, Maureen P Conroy, Oscar P Cadet, Catherine Francis, Jorge SS Zapata, Lolita A Pacada.

381 Bettye H Peterson, Rosa L Townsend, Georgette Solomon, Marjorie M Decandido, Howard Campbell, Lillian M Hoffstein, Irene Stanell, Michael L Kanfer, Diane A Kelly, Robert J Evans, Robert P Harris, Thomas P McCann, Vincent L Sutton, William S Marecki, Abraham A Rennert, Daniel J McCarthy, Taylor H Johnson, Marylydia Nwogu, Cecil Brown, Harriet Wurf.

No. 401 — 76.1%

401 Sonia Laffer, Thomas L Culver, Sultanali Hasni, Richard L Chazen, Clementine Burch, Raymond A Gallope, Yophi L Zak, Rudolph G Daschner, Kenneth L Shapiro, Rubin Hass, Samuel B Roachford, Harry P Hadley, Suresh Chandra, Betty M Barnett, Shridhar B Chirde, David Rubin, Lonnie J Barber, Gerald F Richardson, George

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421 Ronald M Turner, Stephen T Dobrowsky, Joseph R Cooke, Julia A Wells, Alice L Pinckney, Nancy E Parolisi, Anne Solomon, Robert Cell, Thomas J Ingraio, Michael I Raphael, Theresa P Sheck, Ruth B Cody, Gary R Ackerman, Eulalie Sanders, Mozella B Bivens, Donald Vigna, Lillian M Masterson, Matthew N Borenstein, Rinaldo Pierno, Peter L Kilcommons.

441 William E Grannell, Donald A Sanchez, Harold Eisenberg, Stephen P Grasson, Josephine Geszendorf, Elizabeth Rye, Frances T Martyniuk, Theodore Krause, Anne F Pearlman, Joseph J Hyland, Jean J Bomser, Bertha C Everett, Leone A Devito, Hazel H Flores, Kevin J Collins, James B Egan, Clinton Pough, David Chin, Conall D O'Leary, Christopher Heffernan.

461 George R Pegram, Joseph W Hijuelos, Michael E Sayers, Irwin Kaufman, Francis J Tracy, Charles E Williams, William N Wilson, Bertha Wright, John A Corry, Gladys D Barnes, Joseph Moskowitz, Muriel M Henriques, Alyce V White, Margaret H Cleary, Leah Gershowitz, Alan H Walsh, Beatrice Spiegel, Irwin Gantz, Marc Nazon, Ira A Schwartz.

481 Carrie M Barber, Margaret B Anderson, Mary E Covell, Mercedes Miranda, Hersh Weber, Eugene Stein, Jesse Brown, Margaret Patterson, Maria L Polanco, Nolan Jones, Stephen S Cercio, John G Thomas, Elizabeth Saltz, Mary Tyner, Virgeous Bartley, Howard Feldstein, Doris N Torres, Janet L Roubian, Rose Brazier, David F Cormier.

No. 501 — 74.1%

501 Dickson O Onyefuruwa, Andrew R Horn, Catherine Duffy, Everett McKay, Harold Rosenblatt, Jack Weissfeld, Lula M Davidson, Ashley C Brown, Alice Elkin, Cora L Jefferson, Wei K Hu, Marshall B Ware, Charles A Procida, Luz E Caceres, Rosa E Smallwood, Andrea E Allen, Lena W Buckery, Mary E Mango, Yvette Stobwitzky, Chalm Neiman.

521 Beatrice E Noble, Richard L Devito, Dorothy O Johnson, Robert M Davis, Francisco Arenas, Catherine Greene, Luz M Arroyo, Harold Levin, Ruth W Bennett, Carrie C Garrett, James J Reynolds, Thomas M Perillo, Sally M Rogers, Sarah Jackson, Elise B Kaplan, Derrous Prioleau, Donald N Owens, Evonne

V Bell, Rachel Steinharter, Leonora Thompson.

541 Miriam V McFall, Loretta A Gunther, John H Wiggins, Jerry Y Tannenbaum, Daphnie E Lawrence, Aaron Blum, Salvatore Cannizzaro, Agustina Novoa, Louis J Puglisi, Pernella Jones, Chalm L Kaplan, Maureen H Byrne, Minnie L Carnegie, Andrew Towey, Blanche P Hickson, Daisy L Duncan, Bess Fleishman, John H Graham, Roy Valentine, Ana E Rondon.

561 James A Filosa, Edward Phillips, Patricia M Hughey, Edward Phillips, Esther Zuckerman, Shirley Stark, Francis Silvestri, Shirley A Griffin, Marvin S Levine, Robert L Sims, Alvenia B Robinson, Tina Kowalsky, Nell S Rose, Edythe R Dauber, Margaret T Hunt, Julia Thompson, Sam Weiss, Harriet Rudman, Esperanza Abalos, Eve V Everett.

(To Be Continued)

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Palumbo Elected To IAFF Post

Frank Palumbo, vice-president of the Uniformed Firefighters Assn., was elected secretary-treasurer of the 150,000-member International Assn. of Fire Fighters at the organization's annual convention last week in Los Angeles.

Palumbo, a resident of Queens Village, has been vice-president of the UFA since 1967, and was appointed to the Fire Department in 1956. He is presently first district (New York and New Jersey) vice-president of the IAFF.

Palumbo is expected to resign his post in the UFA and to retire from the Fire Department before assuming his full-time IAFF post in Washington, D.C. on Sept. 16 for a two-year term.

A special election to fill the vacancy in the UFA vice-presidency will be held by the union at a time not yet decided upon.

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A New Leader In The West

(From Leader Correspondent)

ROCHESTER—Samuel Grossfield, one of the prickliest burs under the saddle of officialdom when it comes to the rights of state employees, might be the last person they'd expect to hear espousing the virtues of the Golden Rule and the Ten Commandments.

"If management used more of the principles encompassed by the Ten Commandments, they'd be amazed at the increase in workers' productivity," says the new president of the Western Conference of the Civil Service Employees Assn.

"But management used more of the principles think there's something wrong with love and compassion."

Grossfield, who's also wearing two other hats—that of president of the Rochester chapter and of chairman of the statewide Work Performance Rating and Examination Committee—says he's long been an advocate of the ideas of Dr. Douglas McGregor, an industrial psychologist.

"Dr. McGregor says that human beings have an inborn desire for accomplishment and job satisfaction, and that management is foolish not to utilize this positive side of workers' aspirations instead of acting autocratically with the attitude that people are lazy and have to be driven. And I agree," he says.

While there's been a slow recognition of this truth in private industry, he says, state government is reverting to a harder approach "in their floundering reaction to the outcries of taxpayers to cut costs and increase production.

"But the old method is doomed to failure. They won't get results by trying to order and command them into existence."

Grossfield will begin to put some of his ideas into practice Aug. 26 when he conducts his first Western Conference meeting at Batavia's Treadway Inn.

"I feel that anything that concerns any chapter also concerns the Western Conference and the state CSEA. And I'll survey every chapter to see if they're getting the service they need. My goal is to develop chapters responsive to the needs of their members," he says.

His Philosophy

Grossfield is a short, wiry man with a well-trimmed mustache, who wears glasses, smokes clay pipes and has a penchant for sport coats and slacks.

He doesn't believe in over-eating or living in too soft a climate because both lead to flabbiness. "A person needs to stay lean and hungry or else he'll lose his drive and fire," he explains.

He's not an advocate of strikes, but he believes that the CSEA is "only at the beginning of the development of a strong labor organization."

The April 1-2 job action was "an important milestone in the history of the CSEA," he says. "It shattered a long history of acceptance of decisions of the state. The future, therefore, should be very interesting."

Although a strike is the last resort, Grossfield says, "the only weapon workers have at the moment is to withhold their services. It's unfair and pragmatically impossible to force people to go to work when they're abused, discriminated against and when their outcries are ignored, either in the public or private sector."

Grossfield is a New York City native but moved as a youngster with his family to Rochester. He's a graduate of the University of Rochester and taught history for eight years in three Rochester high schools.

He quit teaching because there was no such thing as tenure in those days.

"Somebody told me that they were hiring interviewers at the State Employment Service, so I took the exam and started work in mid-June, 1930 as an employment interviewer," he says.

Grossfield became a counselor, senior interviewer and then acting manager during World War II. When the war ended he left SES to become personnel director for the Bond Clothing Co. in Rochester.

But he returned to SES in 1949 as supervisor of all personnel training in central and western New York. He also became a member of the faculty of the Extension Division of the Cornell University School of Labor Relations in 1950, helping to pioneer programs and courses in supervision, management and conference leadership.

He still teaches at Cornell and at the University of Rochester, University of Buffalo and Syracuse University. He also conducts courses for

the state Department of Civil Service on supervision and management.

Why He Picked CSEA

When Grossfield entered state service, he "looked around for an organization that could help get reasonable wages, decent working conditions and the correction of grievances for state employees, because it was impossible by the use of one's individual efforts," he says.

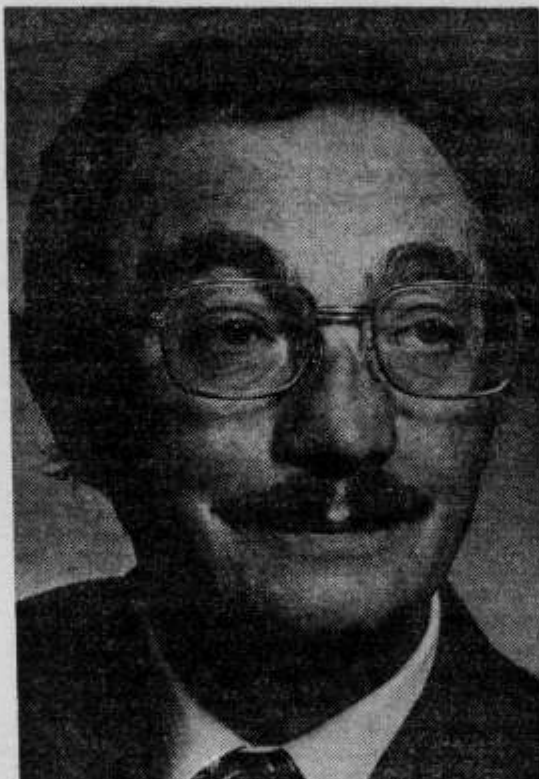
He thought that organization would be the International Association of Personnel in Employment Security (IAPES) and he became its state vice-president. "But I found out it was primarily a social and educational organization," he recalls.

So he turned to CSEA, joining the Rochester chapter just after it was organized 30 years ago.

After serving as chairman of the chapter's grievance committee, he became its president some 20 years ago. Then he was elected a delegate, which led to jobs on a statewide level. He's now in his fourth non-consecutive term as chapter president.

"I'm especially proud of my part in the battle I waged about 18 years ago to obtain Social Security for New York State employees," he says.

"Even the CSEA had been told by H. Elliot Kaplin, who later became president of the State



SAMUEL GROSSFIELD

Civil Service Commission, that legislation would only extend Social Security to state employees on an integrated basis, which meant that an equivalent amount would be deducted from the pensions.

"I travelled all over the state to marshal support against Kaplin's proposal, arguing that it made state employees second class citizens when a worker in private industry is entitled to both Social Security and full pension.

"I persuaded State Senator Frank Van Lare of Rochester to fight for us, and he was the father of the legislation that got us Social Security without the integration in 1957."

The Fight Against Oral Exams

Grossfield also was an early opponent of the oral examination system for state employee advancement.

"Ours was the first chapter in the state to battle against this high-handed, loose way of selecting people for advancement. There were no particular standards or safeguards; it was done after only very brief questioning and it was subject to favoritism.

"We succeeded in getting more careful scrutiny of the types of positions for which orals are given and better trained examiners. But many of us in CSEA still feel that orals leave too much to be desired and that a completely written examination system is the only fair way because it provides complete anonymity."

Although heading the Western Conference was the last thing he needed because of all his other jobs, Grossfield said he was persuaded to accept "in light of all the terrible attacks on CSEA, the indifference of the state to the proposals of our negotiating committees, the retaliation layoffs of 1971 and the state's refusal

(Continued on Page 16)

HONOR ROLL

ALBANY—The Civil Service Employees Assn. Welfare Fund to help State employees who were fined for their participation in the CSEA Easter Weekend activity has reached \$91,728.75, according to Hazel Abrams, CSEA fifth vice-president and coordinator of the fund.

"The mailing of an appeal to all State Division employees and CSEA members in the County Division has resulted in an increase of contributions," Ms. Abrams said. "But we're still a long way from what we really need to accomplish our goal. We only hope that every public employee realizes the sacrifice these people made and that the amount of their loss can be decreased by this voluntary support."

The fund will be used exclusively for the purpose of partially reimbursing CSEA members who were penalized financially for their support of CSEA on April 1 and 2.

* * *

Following is a list of those persons and those chapters and units that have contributed to the Welfare Fund:

CHAPTERS

N.Y.S. School for the Blind	\$ 100
Gowanda State Hospital	1000
Buffalo State Hospital	1000
Hamburg chapter, DOT	252
Schoharie County	140
Buffalo	557.52
SUNY at Albany	100

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'72 Membership Cards To Be Good Until '73

ALBANY — Civil Service Employees Assn. Executive Director, Joseph D. Lochner, has announced that the Association will not issue new membership cards for the year beginning Oct. 1, 1972, to its over 200,000 members, for economy reasons.

Lochner stated that the CSEA membership cards now held by members, which cover membership to Oct. 30, 1972, are automatically extended to Sept. 30, 1973. As long as members continue their membership payments, either by payroll deductions from their salaries or by direct payment of dues to CSEA Headquarters, membership will be in effect for those holding cards covering the year ending Sept. 30, 1972.

According to Lochner, another cost saving will be effected in the mailing of new membership cards to be issued in August 1973. These new cards will be sent with the CSEA bi-annual election ballot to all members in order to save the cost of a separate mailing.

"As the members of CSEA realize," Lochner said, "the income of the union is almost completely dependent on dues paid by its members. Any economies of this nature that can be put into effect free up funds for more important union purposes."

CSEA Public Relations Commit. Meets Aug. 23

ALBANY — The public relations committee of the Civil Service Employees Assn. is scheduled to meet Wednesday, Aug. 23 at 5:30 p.m. in the upstairs dining room of the Ambassador Restaurant, 27 Elk St., Albany, it was announced by Raymond G. Castle, chairman.

The committee will review the CSEA fiscal year to plan a report for the annual meeting of CSEA.

Committee members are Helene Callahan, Viola Demorest, William Forsbach, Virginia Leatham, Lorraine B. Maloy, Henry Marler, Arthur Bolton, Richard Weber, John S. Wyld, Lillian Clarke, Mildred Wands, Evelyn Glenn, Peter D'Albert and Virginia Colgan.

Parking Crisis

(Continued from Page 1)

of bodily injury. We only want to make it clear to the public that CSEA has never authorized nor encouraged any kind of harassment or interference in activities by other unions, and we certainly don't plan to start now.

Charges Fabrication

"CSEA stands on its long record of accomplishments for public employees and its history of service to CSEA members. It's unfortunate that SEIU has decided to annoy employees of the State, as well as the general public, with fabricated accusations and attacks," Wenzl said.

"Surely by now, the desperation of their rude propaganda techniques is obvious to everyone. The fact that they have no record of service to public employees to stand on has apparently driven them to these last-ditch tactics."

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

Eligibles On State and County Lists

CHF FISH & WILDLIFE ECOLOGY
Test Held March 25, '72
List Est. June 1, '72

- 1 Dietsch E Saratoga Spg76.8
- 2 Mason C Clarksville76.5
- 3 Burdick G Cohoes76.0
- 4 Wich K Coxsackie73.5

PRINCIPAL ECONOMIST (LABOR RESEARCH)
Test Held May, '72
List Est. June 1, '72
LIST A

- 1 Loeb H Bklyn86.5
- 2 Morrow H Bklyn77.0

LIST B

- 1 Brown K Woodhaven86.5
- 2 Karger J E Rochester86.0
- 3 Brown S NYC79.7
- 4 Nyhan D Watervliet73.8

ASSISTANT DIRECTOR OF HOUSING AND COMMUNITY RENEWAL RESEARCH AND INFORMATION
G-27
Test Held May '72
List Est. June 1, '72

- 1 Holtz M Plainview95.1
- 2 Hogg C Bklyn79.6

SR PUB WORK WAGE INVSTGR
Test Held Feb. 26, '72
List Est. June 9, '72

- 1 Kaplan S New Paltz85.7
- 2 Hunt L Middletown80.4
- 3 Semars R Rochester78.8
- 4 Morlock E Troy73.0
- 5 Mace D Elmira72.2
- 6 Newell L Albany72.2
- 7 Liberio A Geneva71.9

SUPV LG LICENSE INVSTGR
Test Held Feb. 26, '72
List Est. June 9, '72

- 1 Barnick J Liverpool92.0
- 2 Austin J Ozone Pk87.1
- 3 Merrow C Amsterdam85.6
- 4 Bennett P Himrod85.6
- 5 Castellano E Bklyn83.2
- 6 McMahon J Bellmore74.8
- 7 Pulice F Staten Is72.8

SUPT OF BLDGS & GROUNDS
Test Held Jan. 29, '72
List Est. June 1, '72

- 1 Walser D Tonawanda85.7

SUPV LG PUB WRK WGE INVSTGR
Test Held Feb. 26, '72
List Est. June 16, '72

- 1 Maloney R Schenectady86.9
- 2 Rigatti F Babylon79.3
- 3 Gates A Utica71.9

SUPV LG BEV CONTROL INVSTGR
Test Held Feb. 26, '72
List Est. June 22, '72

- 1 Hammer P Bayside94.8
- 2 Morello P Albany90.3
- 3 Heerd P Yonkers86.0
- 4 Topel S NY84.2
- 5 Chwat N Forest Hills84.1
- 6 Kelleher P West Seneca83.3
- 7 Oscar R Woodmere82.9
- 8 Colliver C Tonawanda80.4
- 9 Estler L Bellmore79.8
- 10 Maloney J New Hartford78.1
- 11 Elkins G Bklyn77.8
- 12 Watson H NY77.7
- 13 Saunders A Riverdale76.3
- 14 Reiners H Rensselaer75.5
- 15 Schunk A Kenmore72.9

SR BEVRG CONTROL INVSTGR
Test Held Feb. 26, '72
List Est. June 16, '72
Option A

- 1 Walgate E Buffalo94.9
- 2 Greene L Cobleskill93.7
- 3 Caruana J NY88.8
- 4 Kealos J Brentwood88.3
- 5 Linehan C Schenectady86.4
- 6 DiGiovanni J Bethpage86.0
- 7 Fitzgerald G Kingston85.9
- 8 Curry J Kingston85.4
- 9 McElroy D Buffalo84.9
- 10 Shelberg C Buffalo84.6
- 11 Putorti A Rhinebeck84.4
- 12 Flynn G Baldwinville84.0
- 13 Unterweiser A Brentwood82.8
- 14 Penr J Bx82.0
- 15 Williams J NY81.5
- 16 Varriar R Bklyn80.9
- 17 Diresta C Inwood80.8
- 18 Mullins W Bklyn80.3
- 19 Williams C Oceanside79.2
- 20 Wills H Niagara Fls78.7
- 21 Samboys S Jackson Hts78.5
- 22 Hallett R Bellmore78.2
- 23 Zanghi L Latham77.7
- 24 Sands N Little Neck76.8
- 25 Priemer W Sayville76.4
- 26 Bray T Kew Gardens76.2
- 27 Kolman L Newburgh75.9
- 28 Dunn A Rochester75.9
- 29 Lipari P Bklyn73.8
- 30 Cohen R Buffalo73.7
- 31 Bennett R Burnt Hills71.8
- 32 Weston T West Falls71.5
- 33 Basha R Schenectady70.7

Option B

- 1 Sapienza P Lyons85.5
- 2 Lord C Plattsburgh83.4
- 3 Kurz R Bluff Point80.1
- 4 Brown L Ithaca80.0
- 5 Littlefield L Yonkers77.9
- 6 Collins H Albion72.0

CHF BEVRG CONTROL INVSTGR
Test Held Feb. 26, '72
List Est. June 16, '72

- 1 Ehring J Scotia91.5
- 2 Hammer P Bayside90.6
- 3 Heelan W NY89.7
- 4 Fusco A Tonawanda82.8
- 5 Zivin G Bklyn81.6
- 6 Schwartz J Buffalo80.4
- 7 Regan J Babylon78.7

ASSOCIATE MORTGAGE INVESTMENT EXAMINER G-28
CHIEF MORTGAGE INVESTMENT EXAMINER G-32

- 1 Sennett J Hoosick Fls95.0
- 2 Rous L Albany83.0
- 3 Breseler I Loudonville77.9
- 4 Bono H Loudonville73.8

SR COMPENSATION INVSTGR

- 1 Tibley K Ballston Spa78.3
- 2 Carrillo J Massapequa76.5
- 3 Watley C Bx71.9

SR LAB TECH PHYSIOLOGY
Test Held March 25, '72
List Est. July 6, '72

- 1 Swift R Schenectady77.3
- 2 Nemic Z Watervliet75.9
- 3 Depasquale J Angola74.8
- 4 Curcuro F Bklyn73.2
- 5 Ruisi C Bklyn73.2
- 6 Knox V Ravens72.5
- 7 Smith J Albany70.2

SR HEMATOLOGY TECH
Test Held March 25, '72
List Est. July 3, '72

- 1 Kirchner B N Tonawanda81.2
- 2 Dietrich M Buffalo78.5
- 3 Grady E West Seneca77.8

PRIN CLK PAYROLL
Test Held March 25, '72
List Est. July 24, '72

- 1 Dye L Jordan99.9
- 2 Adler E Cobleskill98.9
- 3 Lurie H Syracuse92.8
- 4 Wright F Saranac92.8
- 5 McCaffrey P Poughkeepsie91.9
- 6 Buckley E Troy91.6
- 7 Gusberti D Watervliet91.6
- 8 Stamboulis M Buffalo91.5
- 9 Langdon E Albany90.6
- 10 Brady V Setauket87.5
- 11 Crooks E Staten Is87.5
- 12 Murphy N Hicksville87.4
- 13 Schryver M Locke87.2
- 14 True J Newburgh87.1
- 15 Deet D Perrysburg86.7
- 16 Congel A Syracuse85.9
- 17 Mudgett D Comstock85.8
- 18 Fitzpatrick E Albany85.8
- 19 McClune D Albany85.8
- 20 Campoli M Binghamton85.5
- 21 Hartley V Ellenville85.3
- 22 Evans S Waterford85.1
- 23 Cambria C Amityville84.8
- 24 Meister S Schenectady84.5
- 25 McCullough A Schenectady84.4
- 26 Becker F Amherst84.3
- 27 Cox F Castile84.3
- 28 Wilkie P Selkirk84.1
- 29 Dalpe J Latham84.0
- 30 Wendover A Lindenhurst81.7
- 31 Slattery E Highland81.7
- 32 Gough R Islip81.6
- 33 Dowd T Cohoes81.3
- 34 Langley J Amsterdam81.3
- 35 Holt M Rochester81.2
- 36 Ryan M Auburn81.0
- 37 Townsend D Schenectady80.8
- 38 Schiffhauer S Orchard Pk80.8
- 39 Restina F Schenectady80.7
- 40 Greenfield H Lake Grove80.2
- 41 Welsey C Bernhards Bay80.0
- 42 Brown I Mr Morris79.9
- 43 Young B Branch79.8
- 44 Williams S Albany79.8
- 45 Seymour C Loudonville79.7
- 46 Spere R Bx79.6
- 47 Maturi G Staten Is78.8
- 49 March D Schenectady78.6
- 50 Scott R Buffalo78.5
- 51 Bagnall P Poughkeepsie78.2
- 52 Browne D Old Chatham78.1
- 53 Cooca C Wynnanskill78.1
- 54 Hislop A Schenectady77.9
- 55 Panaccione F Kerhonkson77.5
- 56 Jastemski B Brentwood77.2
- 57 Dubiel D Grand Island77.1
- 58 Wright A Salamanca77.1
- 59 Stack M Schenectady77.0
- 60 Wood J Binghamton77.0
- 61 Leisenfelder M Delmar77.0
- 62 Reks E Amsterdam76.8
- 63 Goodman S Bellmore76.8
- 64 Benn C Hornell76.7
- 65 Benn C Ravena76.7
- 66 Polansky N Menands76.6
- 67 Forman H Bx76.1
- 68 Sottilo P Bklyn76.0
- 69 Shaffer M Albany75.6
- 70 Farano C Troy75.5
- 71 Sellers N Buffalo75.4
- 72 Maguire J Schenectady75.3
- 73 Randall B Homer75.2
- 74 Lacondre R Jamaica75.1
- 75 Luther D Troy74.8
- 76 Dasting M Staten Is74.6
- 77 Rubino L Albany74.5

- 78 Willis M Albany74.4
- 79 Pryor H Schenectady74.3
- 80 Hicks G Whitehall74.1
- 81 Smith B Oneonta74.1
- 82 Weiss H Bklyn74.0
- 83 Daley M Barneveld73.8
- 84 Linville D Binghamton73.7
- 85 Sivaslian A Rensselaer73.6
- 86 Kokalas K Binghamton73.5
- 87 Reardon A Albany73.2
- 88 Smith W Sruyvesant73.0
- 89 Charron M Albany72.7
- 90 Lurie P Albany72.7
- 91 Robinson A Schenectady72.7
- 92 Hall H Levittown72.6
- 93 Connolly S Sand Lake72.3
- 94 Hamm A Schenectady72.2
- 95 McGrath F N Babylon72.2
- 96 Mallory A Poughkeepsie72.1
- 97 Dougherty I Albany71.6
- 98 Mattoon M Dannemora71.2
- 99 Espey M Albany71.2
- 100 Cohen A Troy70.9
- 101 Johnson L Ballston Spa70.8
- 102 Scheidelman A New Hartford70.8
- 103 Anderson M Loudonville70.7
- 104 Sweet S Albany70.4
- 105 Chiplock M Troy70.4
- 106 Olan H Brentwood70.2

PRIN CLERK
Test Held March 25, '72
List Est. August 1, '72

- 1 Dye L Jordan97.9
- 2 Spere R Bx96.0
- 3 Adler E Cobleskill95.9
- 4 Shatraw D Saranac Lake93.9
- 5 Townsend D Schenectady92.3
- 6 Hartley V Ellenville92.3
- 7 Sickles W N Troy91.6
- 8 Cuccurullo G Gloversville90.9
- 9 Nicholson E Ballston Spa90.8
- 10 Rosenberg M Bx90.8
- 11 Polansky N Menands90.6
- 12 Frolich B Saratoga Spg90.5
- 13 Ryan J Troy90.1
- 14 Cravener C Evans Mills89.7
- 15 Hendricks M Schenectady89.6
- 16 Connolly S Sand Lake88.8
- 17 Cambria C Amityville88.3
- 18 Bush N Troy88.3
- 19 Dwyer J Albany88.2
- 20 Bartels L Albany88.1
- 21 Forman M Bx88.1
- 22 Brown I Mr Morris87.9
- 23 Phillips R Latham87.9
- 24 Becker F Amherst87.8
- 25 Buckley E Troy87.6
- 26 Hardy G Snyder87.6
- 27 Morris T Elnora87.5
- 28 Hearn E Buffalo87.5
- 29 Kuehn M Kenmore87.0
- 30 Armer F Voorheesvil87.0
- 31 Richards M Albany87.0
- 32 Kobielski S Depew86.8
- 33 Randles R Albany86.7
- 34 Lavigne P Troy86.6
- 35 Gusberti D Watervliet86.6
- 36 Guley E Binghamton86.3
- 37 Menges B Elmira86.3
- 38 Kuperman S Albany86.3
- 39 Stack M Schenectady86.0
- 40 Marcus R Albany86.0
- 41 Weissblum V Albany86.0
- 42 Goldstein G Bklyn85.8
- 43 Fitzpatrick E Albany85.8
- 44 Hognar R Loudonville85.7
- 45 Schryver M Locke85.7

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; Health & Hospitals Corp., 125 Worth St., New York 1007, phone: 566-7002, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019; State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

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

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

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

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- 50 Hoffman M Delmar85.3
- 51 Restina E Schenectady85.2
- 52 Delehanty M Albany85.1
- 53 Gann E Schenectady85.0
- 54 Greenberg G Bx84.8
- 55 Stewart W Schenectady84.6
- 56 Huber M Niverville84.5
- 57 Hacker R Valatie84.4
- 58 Fabrey E Scotia84.3
- 59 O'Brien D Utica84.3
- 60 Human K Sanborn84.2
- 61 Ordgen E East Meadow84.1
- 62 Crooks E Staten Is84.0
- 63 Walbert W Worcester84.0
- 64 Bergman H Flushing84.0
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- 80 Bayl B Watervliet82.7
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- 85 Ross G Vestal82.3
- 86 Park H Brockport82.3
- 87 Foley R Troy82.3
- 88 Sager M Buffalo82.2
- 89 Payson B New York82.1
- 90 Dubiel D Grand Is82.1
- 91 Lebrecht B Castleton82.1
- 92 Langdon E Albany82.1
- 93 Boss C Schenectady82.0
- 94 Donnelly H Cohoes82.0
- 95 Howard E Binghamton82.0
- 96 Eaziona L Tonawanda81.9
- 97 Murphy N Hicksville81.9
- 98 Gay R Tonawanda81.8
- 99 Mudgett D Comstock81.8
- 100 Cornell M Binghamton81.8
- 101 Young B E Branch81.8
- 102 McClune D Albany81.8
- 103 Betts J Richmondil81.6
- 104 Swede T Schenectady81.5
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FOR WELFARE FUND — Timothy McInerney, third from left, Civil Service Employees Assn. Board of Directors member from Region 1, Department of Transportation, presents \$253 in cash to Thomas McDonough, CSEA first vice-president, for the CSEA Welfare Fund in behalf of employees of Region 1 and the main office who contributed the amount at the combined steak roast and clamsteam of the two CSEA chapters. Others from left are Peter Kopcha, Ronald Nugent and Joseph McDermott, president of the main office chapter.



CENTRAL ISLIP CONTRIBUTION — Civil Service Employees Assn. executive director Joseph D. Lochner, left, accepts a check for \$5,000 from the Central Islip State Hospital CSEA chapter for the union's Welfare Fund. Presenting the check to Lochner is Central Islip chapter president Joseph Keppler. Robert Guild, CSEA collective negotiating specialist, looks on.



DOT MAIN OFFICE GIVES — Joseph McDermott, right, president of the main office Department of Transportation chapter of the Civil Service Employees Assn., presents check for \$1,100 to CSEA first vice-president Thomas McDonough for the CSEA Welfare Fund. Others from left are Calvin Thayer, chairman of the combined Main Office—Region 1 steak roast and clamsteam at which the presentation was made, Timothy McInerney, DOT member of CSEA's Board of Directors, Peter Kopcha and Ronald Nugent.



CLINTON COUNTY GIVES TO FUND — Representatives of the Clinton County chapter of the Civil Service Employees Assn. give CSEA president Theodore C. Wenzl a check from the chapter for \$350 as a contribution to the CSEA Welfare Fund. Left to right are Frank Lawson, chapter president-elect; Jerry Blanch, chapter president; Wenzl; and Charles Sullivan, Clinton Co. representative to the CSEA County Executive Committee.

Special Train Fare For Rochester Meet

The Southern Conference of the Civil Service Employees Assn. has arranged for special train fare rates for those who plan to attend the

CSEA delegates meeting in Rochester. The train leaves from Grand Central Station in New York City at 9 a.m. and the round trip rate from that point is \$26.45. Departure from Harmon, at \$24, is 9:45 a.m. and from Poughkeepsie, \$21, at 10:40 a.m. Those wishing to take ad-

vantage of this arrangement must make out checks for the proper amount from the point of departure, payable to Amtrak. The delegate should mail the check, with their own name and address included, by Sept. 6 to James J. Lennon, 58 Drake Ave., New Rochelle, N.Y. 10805. If further information is needed he may be called at (914) 632-1474.



SUNY BUFFALO CONTRIBUTES — Edward Dudek, president of the State University at Buffalo chapter of the Civil Service Employees Assn. and SUNY representative to the CSEA Board of Directors, presents CSEA president Theodore C. Wenzl with a contribution of \$1,040 for the CSEA Welfare Fund, on behalf of his chapter, at the organization's headquarters in Albany.

Profile On Grossfield, New Western Conference Leader

(Continued on Page 14)

to be reasonable in negotiations this year." Grossfield say that during all of his years at the forefront of the fight for employees rights, including the winning of a \$200 geographical pay increase for state employees in Monroe County, "I never got a dime for my efforts. "But I've never been beholden to anybody or been muzzled by anybody either." **Political Action** Grossfield helped to organize a Rochester area political action group for state chapters here about 10 years ago and plans to duplicate this with similar groups in the southern and western ends of the Western Conference. "It's kept our legislators informed of our prob-

lems," he explains. "The presidents of all the chapters in the area sit down with the legislators, and it works." Grossfield and his wife, Rose, have a son, Donald, a graduate of Ohio State University and New York University Law School, who has formed his own firm in Rochester only two years after he began practicing law. Grossfield has chaired the local Community Chest campaign among state employees for many years and has been active in United Jewish Appeal drives. His hobby is the CSEA and golf but he doesn't belong to any private club because he believes that "it's not democratic enough."

Fears Respected Erie Highway Aides Go CSEA

(Continued from Page 1) safety to be a legitimate excuse for her refusal to accept a position which could have been filled by some other person who did not share her fears for employment in this area of the city." Ronald Jaros, associate regional CSEA attorney, argued the case for Ms. Furdell. Robert Lattimer, her unit chairman, Joseph Sinicropi, unit grievance chairman, and Thomas Christy, CSEA field representative, were also instrumental in the successful effort.

ALDEN—The 80 highway department workers employed by this Erie County community have decided unanimously to join the Civil Service Employees Assn. Robert Young, CSEA field representative, will begin negotiating a contract for the motor equipment operators with the Town Board this week. The men all signed cards indicating their desire to join the municipal union, thus no representation vote was needed.