

Civil Service LEADER

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ALBANY

NY 12224

Shana Greetings

rd of Directors and members, I extend wishes for a happy new year to our members of the Jewish faith who, this week, observe Rosh Hashana.
Theodore C. Wenzl, President
Civil Service Employees Assn.

Southern Conf Meeting

—See Pages 3 & 16

CSEA Committee Seeks \$14,000 Minimum Pay To Probation Officers

(Special to The Leader)

ALBANY — The Statewide Probation Committee of the Civil Service Employees Assn. is calling for a \$14,000 minimum annual salary for all probation officers throughout the state in their report to be delivered at the 63rd Annual Delegates Meeting of the 210,000-member public employee union slated for the end of this month.

The committee's report calls for parity between probation officers and parole officers at the state and county level and cites several "test counties" recently taken over by the New York State Division of Probation as the basis for their demands.

The State Probation Division assumed control of the probation departments in Warren, Montgomery and Fulton counties last

year in a test situation, and since their takeover is paying approximately \$14,000 a year to the probation officers in those counties.

Meetings Held

According to James Brady, CSEA probation committee chairman, his committee has met with probation officials to set standard specifications for probation officers throughout the state. The specifications would call for uniform minimum qual-

(Continued on Page 9)

Wenzl Blasts Ontario County For Ignoring Dispute Procedures

(Special to The Leader)

ALBANY—Theodore C. Wenzl, president of the 210,000-member Civil Service Employees Assn., took a broad swipe at the management of Ontario County government early last week in a statement issued reacting to what Wenzl termed "some obvious delaying practices by county officials in an effort to sidestep the final and binding effect of an arbitrator's ruling."

Dr. Wenzl was protesting an ongoing battle between Ontario County CSEA president Frank E. Christian and County Supervisor Chandler Southgate over the county's attempt to discontinue payment of 50 percent of the health insurance premiums for persons who retired after July 1

of this year.

Mr. Christian took the county's plan to discontinue the medical plan payments through the grievance procedure based on the fact that the county had been making the half-payment since 1964, and he disputed the "snowballing effect" that the county

claimed would become a serious budget problem in the future.

CSEA got a favorable ruling from Daniel C. Williams, a state-appointed arbitrator, which the county has rejected and intends to appeal to the State Supreme Court.

Dr. Wenzl said, "The problem with Chandler Southgate and other Ontario County officials is that they refuse to accept a system set up by law which provides a medium to settle labor disputes. Instead, they are delaying the entire issue by taking to a higher court an issue that they

(Continued on Page 9)

TO ASK DELEGATE SUPPORT FOR SCHOOL CAFETERIA WORKERS

(Special To The Leader)

Threats of cafeteria shut-downs was the principal item discussed at a meeting last week of cafeteria employees of the Yonkers non-teaching unit of the Civil Service Employees Assn. Faced with possible loss of jobs, because of budget cuts, the unit's officers said that they will ask support of the delegates at the union's coming convention. The convention begins on Sept. 30 at the Concord

Hotel, Lake Kiamesha, New York.

Caroline Cava, president of the CSEA unit said, "that the problem is not peculiar only to Yonkers and that cutting of cafeteria budgets is occurring all over the state." Employees are being let go because of so-called austerity programs. Several school districts are attempting to farm out their food programs in order to balance their books, and this kind of action means

loss of jobs and hospitalization protection for our members. "We shall take this to the floor of the convention, said Ms. Cava, and I am sure that the delegates will vote to support our plea for help."

The Yonkers unit will sponsor a resolution at the CSEA meeting calling for the formation of a statewide committee to initiate any action necessary to safeguard the health and well-being of the nation's children and to protect

the jobs of the members we represent; and to further authorize the president of CSEA to expend the necessary funds, with the approval of the budget committee, to achieve the objectives of the statewide committee.

Joe O'Connor, CSEA field representative, at the meeting assured the cafeteria employees that the union will do everything possible and will take such appropriate steps as are necessary to save the jobs of the employees.

Inside The Leader

Majority Of Reps To State Exec Committee Will Be Newcomers — See Page 3
50 Most Asked Questions About Restructuring — See Page 8

Cheektowaga School Aides Gain Salary Hike Over 2 Years

CHEEKTOWAGA — Salary increases, better health insurance and an extra paid holiday were benefits won in a labor agreement recently reached by the Cheektowaga Central School District Civil Service Employees Assn. chapter.

The two-year pact provides a 4 percent hike the first year and a 4 percent or cost-of-living increase the second year.

The pay portion of the pact represents a compromise between the 3 percent hikes suggested by a fact-finder and the 5 percent originally demanded by the unit.

More than 120 non-teaching personnel were included in the agreement



DISCUSS INSTITUTIONAL CONTRACT — Presidents and representatives from Mental Hygiene chapters of the Civil Service Employees Assn. from all parts of the State listen to a discussion, during a recent meeting at CSEA Headquarters in Albany, of seniority rights provisions of the current Institutional Unit work contract negotiated by the State and CSEA.

Following CSEA Win In Islip

Time To Go On Offensive, Says Suffolk's Porter

ISLIP — Following a 2-1 victory of the Civil Service Employees over the Teamsters in this Long Island township, Suffolk CSEA chapter president E. Ben Porter this week announced a counterattack against raiding unions.

Porter said the clear rejection of the Teamsters raid by Islip white-collar employees — the

latest in a series of victories over various raiders — has prompted employees in the few holdout outposts held by other unions in Suffolk to contact CSEA officials with appeals for help.

Outside unions hold half a dozen units in the county compared to almost 100 in CSEA. In a series of challenge elections triggered by various outside unions, CSEA has defeated the Teamsters, Service Employees and

National Maritime Union by strong margins.

"It has been the strategy of these outside unions to protect their holds and conceal their lack of success thereby continually challenging the CSEA, even though they did not have any basis to do so," Porter declared.

"It is time for CSEA to go on the offensive. We are receiving word from people in these

On Bond Issue

Rockefeller Shows Gift For Creating Unity When Needed

IN announcing formation of a non-partisan and broadly representative Citizens Coalition for Total Transportation to support passage at the polls on Nov. 6 of his proposed state transit subsidy and Transportation Bond Issue.

(Continued on Page 6)

Don't Repeat This!

few non-CSEA units that they are not receiving the representation that they need."

The Islip workers rejected the Teamsters challenge by a vote of 151-79.

Regional field supervisor Edwin J. Cleary said the pre-election campaign served primarily to reveal the dissatisfactions of the town's blue-collar employees who are still represented by the Teamsters.

Jerry Finkelstein Among Appointees

7 New Trustees Of Long Island U. Elected At Board's Annual Meeting

The election of seven new trustees of Long Island University was announced last week by John P. McGrath, chairman, following the annual meeting of the Board. Most of them are closely identified with the communities of the University's three Centers — Brooklyn, C. W. Post and Southampton. They represent, according to Chancellor Albert Bush-Brown, "a variety of talent and experience that brings significant new trustee resources to the university."

They are:
Donald H. Elliott, of Brooklyn Heights, formerly chairman of the New York City Planning Commission and now a member of the law firm of Webster, Sheffield, Fleischmann, Hitchcock and Brookfield.

Jerry Finkelstein, of New York, publisher of The Civil Service Leader.
Bernard R. Gifford, of Brooklyn Heights, alumnus of the L.I.U. Brooklyn Center and president of the New York City-Rand Institute.

Jack Lyons, of Great Neck, president of Bloomingdale Properties.

David Minkin, of Brooklyn, chairman of the River Drive Construction Company.

George S. Patterson, of Southampton, formerly chairman of the Buckeye Pipe Line Company.

Paul G. Pennoyer, Jr., of Locust Valley, member of the law firm of Chadbourne, Parke, Whiteside and Wolff.

Professor Eric Krub of the Southampton Center, who is president of the University Faculty Senate, was elected as an ex-officio trustee completing the twenty-five membership of the Board.

Mr. Finkelstein is a Commissioner of the Port Authority of New York and New Jersey, a member of the board of directors of Rockefeller Center, Inc., a director of the National Advisory Council for Drug Abuse Prevention, a trustee of the Hall of Science of the City of New York and a trustee of New York Law School. He also is chairman of the board of Struthers-Wells Corporation.

Padgett to EFC

ALBANY — Dr. Kenneth W. Padgett, of Waterloo, has been named to the State Environmental Facilities corporation for a term ending Dec. 31, 1977. Members receive \$50 per day to a maximum of \$2,500 a year.

Fire Flies
By PAUL THAYER

Last week's column on the subject of the incident on 152nd Street in Manhattan where two children died and two radio cars locked a hydrant in front of the building, thereby receiving some unfortunate publicity, came in for some serious discussion among the brothers in various fire houses, all of it constructive.

In that article I pointed out that the need for a Fire Department representative to address the new men going through the Police Academy is a must, in the opinion of the writer.

It seems that the troops have run into this sort of thing so often and in so many different ways that hardly a man with whom I spoke didn't have a specific incident to describe. Some of them made me wince.

Frankly, it seems to be quite a shame that the two most important Departments, Police and Fire, should, at such a crucial time as this, be looking at each other with dark looks due to lack of understanding, one for the job of the other.

In the Police Academy for instance, the young police officer gets special training in how to handle himself when he must face an armed criminal. There are little tricks which give him a definite advantage in such a confrontation.

Because the fireman has no desire to enter into such a confrontation, ("leave the police work to the police" says he), such training is of no interest and he lets it go at that.

However, because a policeman is constantly on patrol, and encounters fire in his travels, he feels that he must do something to help as a matter of duty. This is where the trouble comes in.

Based on my own personal experience, the well meaning policeman if in a car, parks it anywhere he can, locks it and runs into the fire building. Rapping on doors to arouse the tenants, he goes from first floor to the roof and to add a little action to the trip, will break down a door here and bust some windows there all with good intention but by doing so, he is inviting disaster. Therefore with the space left to me here, I am going to pass on to the police officer, a few pointers which the firemen, with whom I have spoken, believe may help to protect him and help them at the same time. This is not to be taken as anything but constructive suggestions. Tuck this column inside the pocket of your blouse. It may save your life.

First, if you come upon a fire, before doing anything, get off the alarm. Even if you give it by radio, delegate some citizen, in a no nonsense manner, to get down to the corner and pull the
(Continued on Page 7)

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C. S. E. & R. A.

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K-4390 (St. Thomas) Lv. Dec. 23, Ret. Dec. 31.	
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	No Meals \$299
	Plus Taxes
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K-4534 Lv. Dec. 21, Ret. Dec. 30	No Meals \$283
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NEWCOMERS TO BE MAJORITY IN STATE EXEC COMMITTEE

New members of the State Executive Committee of the Civil Service Employees Assn. will outnumber hold-over members after election winners have been determined, regardless of who wins this year.

With the expansion of the committee from 27 departmental representatives to 49, the Committee automatically gains 22 new members. The expansion is to give large departments proportional representation, whereas they previously received only one vote per department, with the exception of Mental Hygiene, which had four.

Now Mental Hygiene will have 14 representatives, while Executive, Transportation and Universities will have four; Labor, three, and Tax, two.

In addition, though, six representatives are not seeking re-election. Therefore, there will be new faces from Agriculture and Markets, Civil Service, Education,

Judicial, Law, Social Services.

The combination of 22 expansion seats and 6 vacant seats comes to a total of 28 new members, or more than 57 percent new members.

What's more, 10 sitting representatives are being challenged in face-to-face contests, and 5 representatives from expansion departments are competing to retain one of the departmental seats (out of two, three or four).

Consequently, that creates the long-shot possibility of 43 new members with only six holdovers — those who are uncontested for re-election.

The uncontested holdovers will be Harold Ryan, Audit and Control; Emil Spiak, Commerce; John Perkinson, Legislative; Thomas McDonough, Motor Vehicles; Solomon Bendet, Insurance, and William McGowan, Mental Hygiene.

Considering the possibility of two upsets of incumbent representatives, make-up of the new State Executive Committee will probably be 30 new members and 19 holdovers. This will provide a sizeable group of experienced representatives alongside the newcomers to lead the Association as it begins operations under an updated constitution and bylaws as mandated through the delegates' approval of restructuring recommendations.

As a final note of explanation, the State Executive Committee, along with the County Executive Committee, and the 10 statewide officers (president, executive vice-president, secretary, treasurer and six vice-presidents representing their regions) comprise the CSEA Board of Directors. Potentially, seven candidates may emerge from the election with two positions on the Board.

Ⓢ 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.

September

- 25—Syracuse Area Retirees chapter meeting: 2 p.m., First Trust and Deposit Co. conference room, Liverpool.
- 26—New York State Police Retirement Dinner for Lt. Mike Rinaldi: 6:30 p.m., Elks Club, Route 155, Colonie.
- 29—Nassau County chapter silver anniversary dinner-dance: Malibu Beach Club, Lido Beach.
- 30—Mental Hygiene Employees Assn. meeting: 8:30 p.m., Concord Hotel, Kiamesha Lake.
- 30-Oct. 4—CSEA 63rd annual statewide Delegates Meeting: Concord Hotel, Kiamesha Lake.

October

- 1—Nassau Recreation and Parks unit meeting: 8 p.m., Salisbury Restaurant, Eisenhower Park, L.I.
- 9—SUNY at Purchase chapter installations: 5 p.m., College Administrative Bldg., Purchase.

Southern Conf Prepares For Move Into Regional Headquarters In Fishkill

NEWBURGH — At the final meeting of its existence Sept. 13, the Southern Conference of the Civil Service Employees Assn. made provisions for a Regional office in Fishkill for its successor, the Southern Region.

The Conference voted \$1,968 for furniture and supplies for the regional office to be located in the N and S Building on Route 9 about 1½ miles north of the Village of Fishkill in Dutchess County. The office will be headed by Thomas Lupcseello, regional field supervisor.

The Conference also voted to hire a grade five stenographer at a starting salary of \$6,058 a year to staff the office. Help wanted notices for the stenographer will be placed in The

Leader and other publications.

The final Southern Conference meeting, held at the Ramada Inn in Newburgh, was a time of nostalgia for the past of the Conference and hope for the future of the new Southern Region, which comes into existence on Oct. 1. It was the last meeting at which Conference president Nicholas Puzziferri presided and a speech thanking Mr. Puzzi-

ferri for his services was made by Arthur Bolton, representative from Sullivan County chapter.

A lot of business was also transacted at the meeting, and delegates were told about the seminar on disciplinary procedures which was held in Newburgh Sept. 20. The seminar was conducted by the Cornell University School of Labor Relations.

Senisi Explains Grievance

The Conference also heard about a grievance at Green Haven Correctional Facility from Angelo Senisi, president of the Green Haven chapter, and John Deyo, field representative.

The grievance, which was brought by Mr. Senisi against prison superintendent Leon Vincent, claims that Mr. Vincent violated the civil rights of prison employees because he removed a pay phone on the prison grounds from which employees used to make personal telephone calls. Instead the superintendent said employees could make personal calls on the prison phones provided the calls are urgent and the employees get permission from their supervisor.

Mr. Vincent had contended that employees were spending too much time going back and forth to the phone booth, were away from their posts too long to make the calls and that news leaks about occurrences at the prison were being sent out on the phone to the news media by employees.

Mr. Senisi said the action was a clear-cut violation of the civil rights of the employees, because they are being denied the

(Continued on Page 14)



Plaque awarded Stanley Yaney, former Binghamton chapter president, is accepted on his behalf by Eleanor Korchak, incumbent president of the chapter. Presentation is being made by Donald Hinkley.



Cleo Ecker, left, is presented with special gift by Binghamton chapter president Eleanor Korchak in recognition of her services as chapter secretary. Ms. Ecker recently announced her retirement from state service.

CANDIDATES MEET VOTERS IN BINGHAMTON

BINGHAMTON — The Binghamton chapter of the Civil Service Employees Assn. has concluded one of the most successful "candidates nights" yet held in New York State as the Association's campaigners near the end of their long journey toward victory or defeat.

More than 300 CSEA members from throughout the Binghamton and Central Conference areas turned out to hear many of the major candidates state their cases.

Binghamton chapter president Eleanor Korchak termed the meeting at Johnson City's Fountains Pavillion the largest held during the present campaign and expressed her thanks to all involved in the organization and preparation of the event.

The theme heard continuously as candidates for state and regional offices spoke was the plea for Association members to

vote, regardless of their partisanship. Candidate after candidate cited the need for a strong voter turnout as a major factor in the future of CSEA activities and efforts in behalf of its members. A substantial vote tally would, they said, demonstrate to the lawmakers in Albany and at all other levels and to any other union which might be inclined to challenge the CSEA's bargaining rights that the Association does have the support and confidence of those it serves.

The majority of the official evening was devoted to brief remarks to those attending by each candidate present. Several candidates at both levels were unable to attend due to the urgency of present Association matters requiring their personal attention.

Other highlights of the evening were two presentations. In the first case a special plaque was awarded to former Binghamton

chapter president Stanley Yaney. The plaque commemorated Yaney's service to the Association, the Binghamton chapter and the membership as a fellow member and as Binghamton chapter president from 1966 to 1972.

Cleo Ecker, Binghamton chapter treasurer and wife of former Central Conference president Charles Ecker, was presented with a gift by members of the Binghamton chapter in recognition of her services as a chapter officer. Mrs. Ecker recently retired after 10½ years with the State University of New York at Binghamton.

The candidates were introduced, as were the special guests attending, by Charles Ecker.

The remarks were preceded by a buffet dinner and the evening was capped by dancing.

Review Termination Of Elmira Employee

ELMIRA — The City of Elmira Civil Service Commission had reviewed the termination of Neil Galpin, a laborer for the Elmira Water Board, and passed a resolution.

After studying Mr. Galpin's military service record and his employment record, the Commission has determined that Mr. Galpin is entitled to written notice of the reason for his termination and a hearing.

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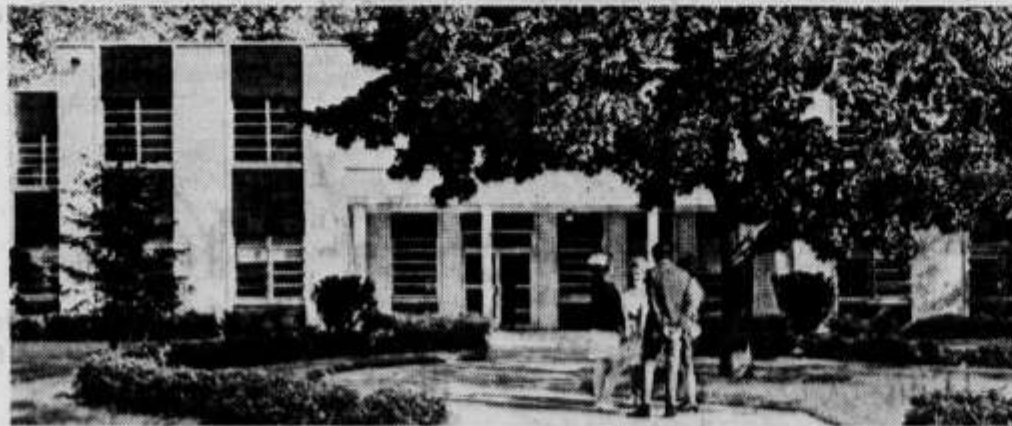


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Eligibles

EXAM 2642
 PROM TO SR STNARY ENG
 This list of 29 eligibles, estab-

lished Sept. 19 for use by 12 city agencies, resulted from Dec. 16, 1972 written testing for which 193 candidates filed, 187 were called and 138 appeared. Salary

is \$8.60 per hour.
SI COMM COL
 No. 1 — 84.05%
 1 Otto R Palmer, Herbert R Parisi.
HLTH SERV ADM
 No. 1 — 77.0%
 1 Robert Pollock, Weaver G Manning.
ENVIRN PROTECT ADM
 No. 1 — 81.55%
 1 Beniamino Yorlo, Adolf S Hinninger.

PKS ADM
 No. 1 — 83.0%
 1 James J Ryan.

MUNIC SERV ADM
 No. 1 — 86.40%
 1 Gerald F Quinn, Malcolm B Rice Sr, Robert A Powell, John P Case, John M Costello, John Coen, James M Brathwaite, James Vanmanen, Frank H Raymond, Daniel J Miller, Manuel Bestiero.

NYCTA, MAINT OF WAY
 No. 1 — 74.075%
 1 Robert E Smith.
POLICE DEPT
 No. 1 — 81.87%
 1 Edwin F Huberts, Anthony J Cassetti.

DEPT OF SOC SERV
 No. 1 — 70.750%
 1 Kevin F Garvey.

H. LEHMAN COL
 No. 1 — 74.75%
 1 George C Brady.

QNS COL
 No. 1 — 79.70%
 1 Anthony Smedille, Robert J Molloy.

HUNTER COL
 No. 1 — 73.325%
 1 Robert W Davis, Gary Ryff.

CITY COL
 No. 1 — 84.27%
 1 Eugene B Larsen, Joseph M Cebollero.

EXAM 3529
 PROM TO ASSOC PERSONNEL EXMN

This list of 21 eligibles, established Sept. 19 for use by 6 city agencies, resulted from May 24 and 25 oral testing for which 31 candidates filed, 22 were called and 22 appeared. Salary is \$17,195.
NYCTA, GEN ADM
 No. 1 — 85.040%
 1 James E Hardy.
MAYOR'S OFC, LABOR RLNS
 No. 1 — 77.465%
 1 Michael G Daniel, Salvatore Colangelo.
MAYOR'S OFF
 No. 1 — 88.225%
 1 Winifred L Brown.
ENVIRN PROTECT ADM
 No. 1 — 83.34%
 1 Harry Shapiro.
DEPT OF PERSONNEL
 No. 1 — 88.42%
 1 Marcia K Belgorod, Joan R

Crystal, Bruce A Jager, Martin A Cohen, Ira S Cohen, Ira S Greinsky, Joan Moschides, Deborah Epstein, Mary J Doheny, Linda M McDermott, Leonard Leto, Willa Jurow, Denham T Ehlers, Stephen Rosenberg, Diana P Malafrente, Eli Gottlieb.
BD OF ED
 No. 1 — 76.325%
 1 Margaret V Johnson.

EXAM 3527
 PROM TO ASSOC ANALYST

This list of 24 eligibles, established Sept. 19 for use by 9 city agencies, resulted from May 22 oral testing for which 58 candidates filed, 27 were called and 27 appeared. Salary is \$17,145.
ENVIRN PROTECT ADM
 No. 1 — 76.925%
 1 Jacob Gelman, Gerald S Rosenberg.

FINANCE ADM
 No. 1 — 73.085%
 1 Anthony Landi.

MUNIC SERV ADM
 No. 1 — 89.775%

1 Phillip A Levine, Richard B Goldstein, John Webb, Joseph Herman, William F Consideine.
 (Continued on Page 13)



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TUESDAY, SEPTEMBER 25, 1973

Don't Repeat This!

(Continued from Page 1)
Governor Rockefeller has once again demonstrated his unusual skill in gathering together all sorts of people to help him accomplish a goal he has his heart set on.

The most striking appointment, of course, is that of Theodore H. Kheel, the attorney and labor mediator, when one remembers that Mr. Kheel was credited with playing a major role in defeating the last bond issue. This, indeed, shows the Governor's remarkable talent as a "persuader" of the highest order. Also impressive is the genuinely broad base of the rest of the committee. It includes men and women active in community affairs; bankers, labor leaders, academicians, Republicans, Democrats, etc. There is a cry in the land for political leaders to create unity and in New York State, at least, Governor Rockefeller has shown he knows how to pull people together.

The list of members on the committee is worth reading.

Co-Chairmen of the coalition are Bernard Botwin, former president of the Bar Association of New York and former presiding justice of the Appellate Division, First Department; Ray Corbett, president of the New York State AFL-CIO; Jerry Finkelstein, publisher of The Civil Service Leader, and Howard Stein, chairman of the board of Dreyfus Corporation.

State coordinators of the Coalition's campaign are Henry L. Diamond, commissioner of Environmental Conservation, and Raymond T. Schuler, commissioner of Transportation.

Other Leaders

Following are other leaders of the Coalition:

Co-Chairmen of the lawyers' committee: Orison S. Marden, former president of the American Bar Association, and Martin Lipton, adjunct professor of law at New York University Law School.

Chairman of the business committee: Ralph DeNunzio, executive vice-president of Kidder, Peabody and former chairman of the New York Stock Exchange.

Co-Chairmen of the academicians' committee: Dr. Paul A. Marks, vice-president of Columbia University and former dean of Columbia Medical School; Dr. Warren D. Manshel, publisher of The Public Interest magazine, and Dean Alan Campbell, of the Maxwell Graduate School, Syracuse University.

Director of field operations: Marvin Gersten, former commissioner of the Department of Purchase, New York City.

Labor coordinator: Ellis Van Riper, international vice-president of the Transportation Workers of America.

Treasurer: Rudolph Schmatz, an officer of the Bankers Trust Co.

Campaign manager: Herbert Rickman, former special assistant U.S. attorney and executive vice-chairman, New York City Democratic Committee.

Public information: James Vlasto.

Vice-chairmen: John J. Burns, former chairman, New York State Democratic Committee; Mario Cuomo, attorney; George Daly, business consultant; May Preston Davie, of Manhattan, active in civic community and political affairs; H. Lee Dennison, former County Executive. Suf-

(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.

Sick Leave Bank

(Part 1 of 2-Part Series)

The contract between the Syracuse Teachers Association and the Board of Education of the Syracuse City School District of Syracuse, New York, contained a provision whereby each teacher would be permitted to contribute up to three days from his sick leave accumulation reserve each school year to a sick leave bank for the benefit of all teachers in the bargaining unit. Limits were imposed with respect to the credits any teacher could obtain, and to the total extent to which the Board of Education could be charged. The State Comptroller held that the sick leave bank provision in the contract was unlawful. The Teachers Association then instituted a declaratory judgment action against the Board of Education and the Board impleaded the Comptroller.

Special Term of the State Supreme Court granted summary judgment declaring the provision illegal and the Teachers Association appealed. Appellate Division, Fourth Department, reversed the lower court and held that the provision was a term condition of employment and was, therefore, within the competence of the Teachers Association and the Board of Education to negotiate and include in their contract. *Syracuse Teachers Association, Inc. and the Board of Education, City School District, Syracuse, New York*, 345 N.Y. Sup. 2d 239.

IN THE SUMMER of 1968 the Teachers Association and the Board of Education of the Syracuse City School District entered into negotiations pursuant to the provisions of the Taylor Law concerning the terms of employment of the teachers in the district school. The parties agreed, among other things, effective for the two-year period beginning Sept. 1, 1969, each teacher members could "be permitted to contribute up to three days from his sick leave accumulation reserve each school year to a sick leave bank which shall be established to aid teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted. The Board shall match each contribution up to a maximum total reserve of 3,000 days. The line item in the 1969 budget shall be \$10,000."

The collective agreement also provided that in case of illness of a prolonged nature, a teacher with three years or less of service, who should otherwise be qualified, could draw up to forty days of credit from such accumulated days in the sick leave bank, and a tenured teacher so qualified could draw up to ninety days' credit from the bank. Provisions were made for suitable medical examinations and reports to assure proper use of such privilege and that expenditures from the bank could not exceed the Board's line item in the budget.

AFTER THE CONTRACT became effective, the State Comptroller ruled that the provisions for transfer or assignment of sick leave credits from one public employee to another is unlawful, and payment by the Board of Education under its agreement with plaintiff association would not be approved. The Board of Education so notified the Teachers Association and advised it that the Board was unable to abide by the provision in the contract. The plaintiff thereupon brought an action against the Board for judgment declaring the validity of that provision of the collective agreement. The Board of Education impleaded the State Comptroller as a third party defendant. Special Term, Supreme Court declared that the provision contravened the intent and purpose of Section 3005(b) of the Education Law and agreed with the Comptroller from one public employee to another of a benefit of this sort, "which is by its very nature personal and unassignable." Special Term granted summary judgment in favor of the Board of Education and the Comptroller.

(To Be Continued Next Week)

Reappoint Kennedy

ALBANY — Mrs. Marion B. Kennedy, of Auburn, has been reappointed a trustee of Auburn Community College for an unsalaried term ending June 30, 1982.

To Newark Visitors

ALBANY — Karl D. Warner, of Rochester, has been reappointed to the Board of Visitors of Newark State School for a term ending Dec. 31, 1976. There is no salary.

Ignoring Arbitration

CITY, state and Federal employees should become more and more aware of the constant attacks being made on the Merit System and should lend an active hand in fighting off these efforts to cut down the rules and regulations that make civil service employment viable and equitable.

We have spoken often in these columns of officials in various governmental agencies who not only ignore civil service regulations, but also feel they are above arbitration rulings when the results don't suit them.

Such is the case in Ontario County where the county decided to discontinue contributions to health plans for employees who retired after July 1 of this year. The workers' union — the Civil Service Employees Assn. — submitted this issue to arbitration and a State-appointed mediator eventually ruled in behalf of the union.

Now the county board has rejected the arbitrator's binding ruling and has decided to take the issue to the courts, even though several board members have said privately that they expect to lose but will "gain time and save money" with a long-drawn-out court case.

Naturally, the Employees Association is going to fight right back. But, in the meantime, Ontario officials are not only showing contempt for the law but also are conducting some damn poor labor relations.

Questions and Answers



Q. I'm 21, and since my father died, I've been getting monthly social security payments. I've just completed my bachelor's degree. Now I'd like to work toward an advanced degree. Will social security continue to pay me monthly benefits if I go to graduate school?

A. Yes. You can continue to get monthly student payments as long as you are attending college and remain unmarried. Your last monthly check will be for the month before the month of your 22nd birthday.

Q. After 30 years of marriage, I was divorced, and I never got any support payments from my ex-husband. Now he is starting to get social security checks, and my friends tell me that I can't get a divorced wife's payment because he didn't support me. Is this still true?

A. No. The support requirement has been eliminated. A divorced wife can get payment at 62 or over if her former husband is getting benefits and if they were married 20 years or longer.

Q. I'm 64 and I'm getting reduced social security payments.

I've been told that I'll be enrolled automatically in Medicare when I become 65. What should I do if I don't want medical insurance coverage?

A. Social security will send you information about both hospital and medical insurance a few months before you're 65. You'll also get your Medicare health insurance card. If you decide you don't want medical insurance, just fill out the back of the card, sign it, and return it to social security before the month you're 65.

Q. A friend told me that my grandson, who lives with me, might be able to get social security payments when I retire this year. Is this true?

A. In certain cases, a grandchild can get payments based on a grandparent's earnings record. The grandchild's parents must be disabled or must have died before the grandparent started getting monthly benefits. The grandchild must have been under 18 when he began living with the grandparent. If you want more information, call, write, or visit any social security office.

Fire Flies
By PAUL THAYER

(Continued from Page 2)

box. That box is still the best way to send an alarm. If you are in a patrol car, drop off your partner and seek a spot where you will be out of the way, even if you have to drive it up on the sidewalk. Failing that, drive it out of the block. There may be civilian cars blocking but citizens will especially remember if a patrol car was there and blocking. In the F.D. rule book, Paragraph 11.2.6 doesn't even permit fire trucks to block. If after arrival the chief's car cannot be placed out of the way, even THAT has to get out of the block. It's terribly important to avoid blocking access to the building or the nearest hydrant.

Second, if you must enter the fire building, never go above the fire floor. If you do, and the fire gets out into the hallway, it will mushroom up the stairway after you and, should you be unable to get into an open apartment you will be flirting with certain death. We have had many incidents where policemen, arousing tenants on the floors above the fire, led them up the stairs to supposed safety, only to find that the door to the roof was padlocked or nailed shut in order to thwart the junkies who were using the roof for a "shooting gallery." One policeman had 12 people in tow and there was no turning back because of the mushrooming fire behind them. He was able to shoot the lock off and get them on to the roof but, failing that, he and the tenants would have been burned to death. Never try to go to the roof by way of the burning building under any circumstances.

Third, the floor above the fire

Don't Repeat This!

(Continued from Page 6)

folk County.
Robert R. Douglass, attorney; Benjamin Frank, chairman of the Nassau County Planning Board; Harold Gleason, chairman of the board Franklin National Bank; Leonard Hall, past Republican national chairman, currently a practicing attorney and chairman of the Nassau-Suffolk Planning Board; Elliot Janeway, economist and author.

Werner H. Kramarsky, communications specialist; Roberto Lebron, former member of the New York State Assembly; J. Bruce Llewellyn, chairman, FEDCO Food Stores; Dr. Arthur Logan, physician, member of New York City Health Corporation; the Honorable Eugene McCarthy; John Mosler, Manhattan, prominent business and civic leader.

Alan J. Patricof, chairman of the board, New York Magazine; Bayard Rustin, labor leader; Abe Schrader, businessman; Monroe Seifer, Brooklyn, member of the board of directors, National Association of Holiday Inns; John Shad, vice-chairman, E. F. Hutton & Co.; Kenneth N. Sherwood, Harlem and Westchester County businessman.

Robert W. Sweet, former Deputy Mayor, City of New York; A. Robert Towbin, investment banker; William vanden Heuvel, attorney; D'Jaris Watson, attorney and civic leader, and, Lewis Rudin, realtor, chairman of the Committee for a Better New York.

is the real death trap. Upon entering, you may find the apartment clear as a bell in spite of the fire underneath. Within a matter of seconds, the "clear" apartment will fill with superheated gas (very black or brown smoke) and burst into an inferno. You would never have a

chance of survival under such conditions. Firemen, with their masks, heavy protective clothing and walkie talkie radios on their coats have been trapped and killed or almost killed in such a situation. The fire at 23rd Street where the 12 firemen were burned to death led them into a

store where there wasn't even a whisp of smoke . . . again "clear as a bell." A minute or two later, the floor collapsed into the cellar which was an inferno, and all were dead.

If you encounter masses of people on fire escapes, make every effort to get them back

into their apartments and close their doors tightly. Most of those fire escapes are so old that they will not stand such great weight and have been known to collapse. The firemen will get them out of their apartments with ladders if necessary and the delay will

(Continued on Page 10)

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What Really Happens October 1st?

ANSWERS TO 50 MOST-ASKED QUESTIONS ABOUT RESTRUCTURING OF CSEA

The following 50 questions and answers about the restructuring of the Civil Service Employees Assn. were prepared by the restructuring committee under chairman A. Victor Costa.

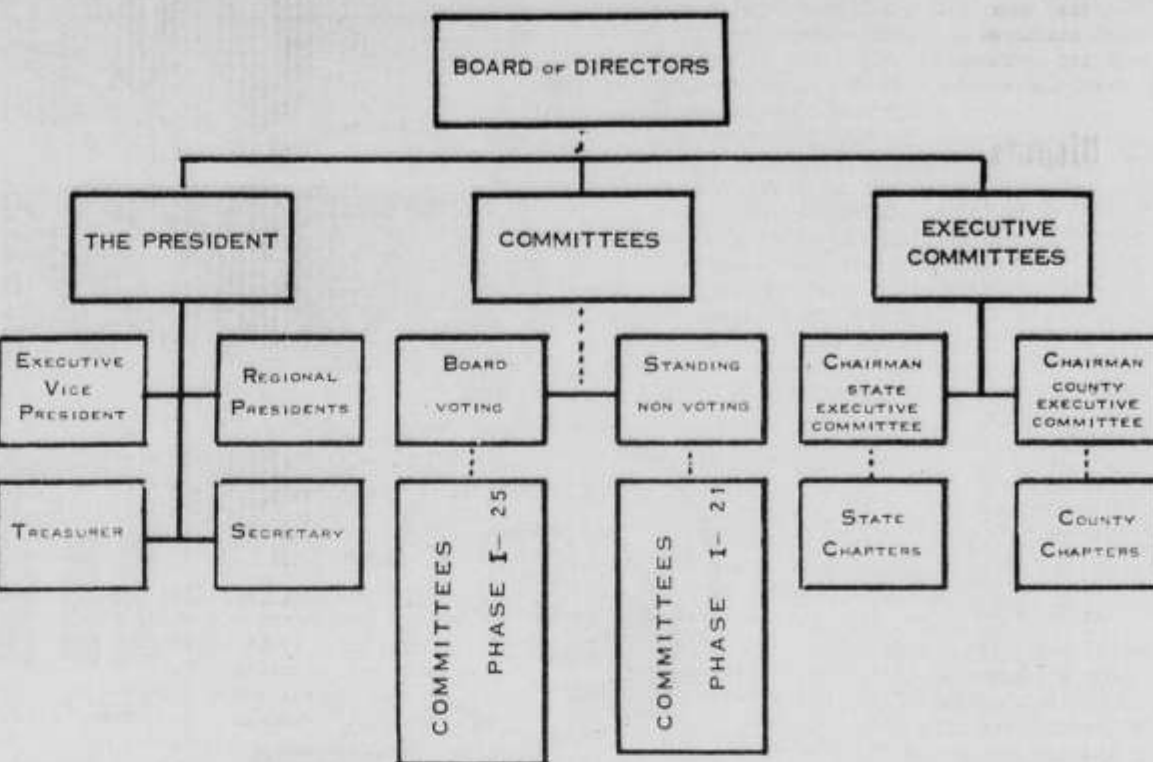
ASSOCIATION IN GENERAL

- 1) Q. HAS THE ASSOCIATION CHANGED?
A. Yes and No. Yes in the area of management organization and representatives. No in its basic principal of representing its members for employee benefits and conditions of employment.
- 2) Q. ARE THERE STILL CONFERENCE, CHAPTER AND UNITS?
A. Yes, except conferences will be called Regions. Chapter and Units remain the same.
- 3) Q. HOW ABOUT THE OFFICES OF THE ASSOCIATION?
A. There will no longer be the five vice-presidents, instead each region will elect by popular ballot a "regional president" who will be a vice-president of CSEA. This guarantees each region one vice-president and a direct representative to the president of CSEA. There will also be an executive vice-president who shall be the next in line to the presidency, and shall represent the president and be in charge of the administrative duties the president may delegate. There is no change in the treasurer or secretary.

- 4) Q. HOW LONG WILL THE OFFICERS SERVE?
A. For two years and their term shall commence (except for 1973) in July of an odd-number year.
- 5) Q. ARE THERE ANY SALARIES CONNECTED WITH THE OFFICES?
A. No salaries. However, the Board of Directors may grant the president, the treasurer and secretary an honorarium.
- 6) Q. HOW ABOUT THE REGIONAL PRESIDENTS?
A. Regional presidents may receive an honorarium from their respective regional boards.
- 7) Q. WHY NOT SALARIES?
A. If salaried they are then employees of CSEA and under the constitution can not hold elective office.
- 8) Q. IS HEADQUARTERS BEING MOVED FROM ALBANY?
A. No. Still to be 33 Elk St.
- 9) Q. WHAT IS THIS TALK ABOUT REGIONAL HEADQUARTERS?
A. These are regional offices to be used for servicing a region, its chapter units and members.
- 10) Q. WILL THERE STILL BE A CSEA BOARD OF DIRECTORS?
A. Definitely so, more than ever! When restructuring looked at the Board we found many deficiencies, one was that of representation. The new board will have in the State Division one representative for the first 3,000 members and one additional for every major part thereof. Each county will have one representative for each 10,000 or major part thereof.

- 11) Q. WILL BOARD MEMBERS BE ELECTED?
A. Yes — no change.
- 12) Q. ARE THE BOARD COMMITTEES CHANGED?
A. Yes. Board committees have been changed, consolidated or combined. Basically they will do the job.
- 13) Q. ARE STANDING COMMITTEES OF THE BOARD CHANGED?
A. Greatly so. We reduced the standing committee from 21 to 6, and only retained the committees which fill a direct need to employees' work benefits or Association's Board supports.
- 14) Q. ARE MEMBERS OF THE BOARD AFFECTED?
A. To some degree yes.
 - No Board member may be on more than one committee or chairman thereof.
 - Board members serving in more than one capacity can not delegate proxy when they will be physically present.
 - Only elected members of the Board shall be permitted to introduce, debate, or vote on motions.

- 15) Q. ARE THERE RESTRICTIONS ON WHO CAN SERVE ON THE BOARD?



- A. Yes. There are two.
 1. Must be a member in good standing.
 2. Can not be a member in a competing labor organization.

REGIONS

- 16) Q. WHAT IS A REGION?
A. A Region (formerly known as a conference) is a geographical area of counties so designated by the Board of Directors.
- 17) Q. HOW MANY REGIONS IN CSEA?
A. Six Regions known and designated as follows: Region 1 Long Island, Region 2 Metropolitan, Region 3 Southern, Region 4 Capital, Region 5 Central, Region 6 Western.
- 18) Q. WHAT ARE THE PURPOSES OF A REGION?
A. A few of many are:
A region is a liaison between Headquarters, Board and president of CSEA and the local chapters.
A region is the coordinator and implements plans and directions of the Delegates and Board.
A region assists directly any chapter in need of guidance.
A region is a clearing-house of problems before such problems come to Albany.
A region becomes the living CSEA with its own officers, board committee, and autonomy.
- 19) Q. WHAT IS THE REGIONAL OFFICE?
A. The regional office is the main office of CSEA in the various regions.
Its staff is responsive to the needs of the area. Its staff is employed full time by CSEA and paid by CSEA, but work for and only to serve the members' chapters and units in the regions.
- 20) Q. YOU MEAN WE ARE A LARGE CHAPTER AND WE NOW HAVE TO GIVE UP THE OFFICE EVEN THOUGH WE PAY FULL EXPENSE?
A. No. You still may carry on because your office serves your chapter or unit members only and directly.
- 21) Q. THEN WHAT IS A SATELLITE OFFICE?
A. Quite a difference. Satellite offices first exist only by virtue of need and approval of the CSEA Board of Directors. Satellite offices usually are needed when a large segment of the member chapter in a region are so far from the regional office that it would be a hardship to conduct or serve members locally.
- 22) Q. HOW ABOUT THE STAFF OF A REGIONAL OFFICE?
A. That's where the action is. In the regional office, the regional director will have his office. He will be assisted by the fieldmen and assistant fieldmen. He will also be assisted by a research analyst, a public relations and political analyst and stenographer and clerk.
- 23) Q. WHO REALLY IS RESPONSIBLE FOR THE REGION?

- A. Functionally the regional director. Managerially, the regional president and executive board.
The regional director is a paid staff member. The regional president is elected by the regional members.

- 24) Q. WHAT IS A REGIONAL EXECUTIVE BOARD?
A. The President of each chapter in the region and the regional elected officers comprise the regional executive board.
- 25) Q. WHAT DO THEY DO?
A. They are the governing body of the region, make decisions and set policy as long as such decisions and policy are not contrary to CSEA's Board, delegates or rules and regulations.
- 26) Q. WHO IS PAYING FOR THIS REGIONAL CONCEPT?
A. The Association will pay 10 cents per member in the region to the regional treasurer on a quarterly base. Also the region, with consent, may make an additional chapter or member assessment (present system).
- 27) Q. IS THIS GOING TO REQUIRE A DUES INCREASE?
A. No. The committee was very responsible in this area. The various phases of the committee show expenditures but also savings. Then again, local service will be its best to CSEA in 65 years.
- 28) Q. HOW ABOUT STAFF THAT IS PAID STAFF, ARE THERE CHANGES THERE?
A. Definitely. When one makes so many drastic changes staff has to be re-aligned. Our field services are very inadequate and are working 80 to 90 hours per week. Our field staff was not increased proportionally with members' growth. For better management we proposed top management re-alignment, and the position of comptroller. With \$10,000,000 presently in our charge we must have a professional. (By the way, he commenced July 1.) This can produce a drastic reduction in expenditure if he is permitted to do the right job.
- 29) Q. ARE THERE ANY DIFFERENCES BETWEEN COUNTY, SCHOOL AND STATE CHAPTERS?
A. I hope not — in CSEA everyone pays the same dues, and should receive the same service. However, this sometimes does not happen. Hence, we recommend the establishing of two divisions, namely state and county, each to be headed by an assistant executive director, each with specific responsibilities.
- 30) Q. WHAT'S NEW IN CHAPTERS?
A. We have also looked at the chapters. Believe it or not, many of us thought they needed a lot of restructuring to meet present member service. This is not true. Our chapters (all volunteers) have done a magnificent job. They are the reason we are still here after 65 years. We did however, make a few changes. The most serious, the new election procedure and dates committees, fiscal policy, etc.

Seeks \$14,000 Minimum For Probation Officers

(Continued from Page 1)
ification levels for hiring and promotion of probation officers. Brady said, "If the state can mandate minimum standards and actually develop and implement programs, it seems logical that

they should mandate equal compensation. The job duties are the same regardless of location and the educational and experience requirements for the probation officer are so stringent that a \$14,000 minimum annual wage is certainly not extravagant."

Brady's committee intends to study the effectiveness of the takeover to determine the success factor in those counties where the state has assumed full control of the probation function.

A study is also under way to determine the scope of effectiveness of the newly established Probation Academy that opened just last week.

Ontario Dispute

(Continued from Page 1)
have publicly announced has less than a 20 percent chance of being considered found favorable to them.

Mr. Christian announced his plans to fight the issue to "the bitter end" and said, "Mr. Southgate and his salary committee have stated that they will continue to fight this issue and it is certain that CSEA intends to use every legal and political avenue available to block what is bordering on gross harassment."

Correction On Time For Departmental Meetings

There has been a change in the departmental meetings listed in last week's Leader listing of the tentative program for the annual Delegates Meeting at the Concord Hotel Sept. 30 to Oct. 4. The departmental meetings have been scheduled for 8:30 p.m., Monday, Oct. 1. Also scheduled for the same time is a meeting in the Columns for school district chapter delegates.

CSEA Secretary Returns

Dorothy MacTavish, statewide secretary of CSEA, has returned from a month's visit to Scotland and England, and has resumed her secretarial duties.

She has requested that her apologies, and her thanks, be extended to the chapter presidents and conference presidents who invited her to their "Meet the Candidates" nights, which invitations she did not receive until the affairs were over. Serious illness in her husband's family necessitated the trip.

**BUY
U. S.
BONDS!**



ONEIDA INSTALLATION — Officers of Oneida County chapter of the Civil Service Employees Assn. were sworn in recently at an installation dinner at the Twin Ponds Golf and Country Club in New York Mills. CSEA president Theodore C. Wenzl, right, is shown administering the oath to, seated, from left, alternate delegate Felix Palczynski, delegate Teddie Kowalszyk, delegate Tania Cook Bitely, delegate Janette Evans, delegate Mary Mizer, delegate Jean Coluzzi; standing, delegate Lewis Eddy, honorary delegate S. Samuel Borely, chapter executive representative Roger Solimando, corresponding secretary Helen Rauber, recording secretary Dorothy Gutheinz, treasurer Beatrice DeSantis, third vice-president Margaret Boone, second vice-president Gerald Boehlert, first vice-president Carmen Graziano and president Louie Sunderhaft. Missing from the photo are assistant treasurer Elsie W. Jones, alternate delegate Theodore Chrabas, delegates Mary Leonard and Stanley Thomas. In the lower photo at left, CSEA first vice-president Thomas McDonough offers congratulations to Claude R. Woodward, retiring public health chief sanitarian and former chapter vice-president, who is leaving county service after 38½ years. In lower photo at right, CSEA regional field supervisor Francis Martello presents plaque to S. Samuel Borely, retiring chapter executive representative with 22 years of service.

ANSWERS TO 50 MOST-ASKED QUESTIONS ABOUT RESTRUCTURING OF CSEA

- 31) Q. WHO GOVERNS A CHAPTER?
A. Commencing Oct. 1, 1973, each chapter will have a governing board to be known as the executive committee. No other name will be used.
- 32) Q. WHAT IS THE EXECUTIVE COMMITTEE?
A. The executive committee is comprised of the chapters' elected officers and unit or building representatives.
- 33) Q. WHY DON'T YOU HAVE SHOP STEWARDS?
A. We do. Any chapter may work out a shop stewards proposal.
- 34) Q. WHY DON'T WE HAVE A NEW MEMBERSHIP APPLICATION?
A. Again, we do. Commencing Oct. 1, 1973, you will be able to give your new members a card upon signing with appropriate cards to be retained by the chapter and two for headquarters (one for the comptroller and one for membership) or fiscal officer.
- 35) Q. I HEARD SOMETHING ABOUT A PERMANENT PLASTIC CARD?
A. Yes. Instead of issuing a card every two years (at a cost of \$46,000) this October '73 you will receive a one-time plastic card, size and shape of a credit card. This will be the only card you will receive.
- 36) Q. HAVE YOU CHANGED CONVENTIONS AND HOW ARE THEY TO BE CONDUCTED?
A. Yes, and it is all spelled out in Phase II 58 to II 69.
- 37) Q. COMMITTEES, ARE THEY STILL AROUND AND IMPORTANT?
A. I hope to tell you! We did do a lot with them. First we cut committees from 59 to 21. There can not be dual holdings — in other words the same people on a lot of committees.
They have to be knowledgeable of the background of the committee — for example the insurance committee members know something about insurance.
Also all committees must be representatives of the Association level, they must represent each region and Division (school and counties), in a region the community and/or geographical interest and in a chapter or unit the community of interest. Thus each region is guaranteed representation on each CSEA committee.
- 38) Q. WHAT ELSE HAVE YOU DONE ON COMMITTEES?
A. Well, you can see that there are proposals on proposals concerning committees.
- 39) Q. WE SOMETIMES SEE MEMBERS IN MY CHAPTER WHO DO THINGS AGAINST CSEA OR REFUSE TO FOLLOW CSEA BOARD OR DELEGATE POLICY — WHAT IS GOING ON IN THIS AREA?
A. In the March '73 meeting the delegates gave vast disciplinary procedure rights to regional boards and chapters. Also very basic is II-81 giving chapter certain rights.
- 40) Q. WHAT HAVE YOU DONE ABOUT THE MUSHROOMING SCHOOL DIVISION?
A. This was an area of great concern. Within five years CSEA has a potential of over 100,000 members in the school division. We recommended and approved by the delegates the coordinator of school affairs.
- 41) Q. HAVE YOU GIVEN ANY THOUGHT TO THE RETIREES OR ARE THEY FORGOTTEN?
A. Forgotten — Never! Our retirees, 80,000 strong, must be organized and treated like members. They made CSEA what it is and still have years of service and expertise to give.
We proposed the position of coordinator of retirees. I hope we made a start. This can no longer be a voluntary job.
- 42) Q. I'D LIKE TO KNOW MORE ABOUT HEADQUARTERS STAFF.
A. Yes, it is interesting. We spent one full week interviewing various employees. It would require pages and pages — what I recommend as good bedtime reading is Phase III, Part 1 and Part 2. You will have a good inside picture.
- 43) Q. WHAT HAVE YOU DONE ON TRAINING BOTH STAFF AND OUR OFFICERS IN REGIONS, CHAPTERS AND UNITS?
A. At this time a training program is being developed. You will hear more about this later.
- 44) Q. HAVE UNITS BEEN AFFECTED?
A. In some instances yes — for all practical purposes we felt a unit should operate more or less like a chapter.
- 45) Q. HOW HAVE YOU OR ARE YOU GOING TO MAKE SURE THE WISHES OF THE DELEGATES AS TO APPROVED RESTRUCTURING PROPOSALS WILL BE IMPLEMENTED?
A. 1. The basic document of CSEA — "The Constitution" has already been changed.
2. A master model constitution is being prepared — one for the region, one for the chapter and one for the unit. These model constitutions will incorporate the restructured proposals.
3. The committee asked for a 2-year extension to report delegates items not being implemented, the reasons why, and who is responsible.
4. Workshops are available, as are also committee members for speaking engagements.
- 46) Q. HOW MANY REPORTS ARE THERE IN THE RESTRUCTURING COMMITTEE REPORTS?
A. There are —
Phase I CSEA Statewide Structure
Phase II Committee
Phase III Part 1 Headquarters Personnel
Part 2 Field Service
Phase IV Fiscal
Facts compilation of all data.
- 47) Q. ARE THESE AVAILABLE?
A. Yes — Free — Any one or complete set.
Write to A. Victor Costa, Chairman
CSEA Restructuring Committee
Box 652
Troy, New York 12182
- 48) Q. HOW ABOUT A CHART SHOWING CSEA?
A. A chart on the CSEA structure appears elsewhere on page 8.
- 49) Q. WHEN IS ALL THIS GOING TO HAPPEN?
A. Certain restructuring proposals have already been implemented, others are in the final stages and the entire change starts Oct. 1, 1973.
- 50) Q. WILL THE RESTRUCTURING COMMITTEE STILL BE IN EXISTENCE AFTER OCT. 1, 1973?
A. Yes.

FIRE FLIES

(Continued from Page 7)

be only a few seconds. PLEASE for GOD'S SAKE, when you are on a fire escape, NEVER break a pane of glass for ANY reason. By doing so, you permit oxygen which is the third element needed for combustion, to sweep into

the apartment with the result that the place will explode into flames within seconds.

These are only a few of the hazards you, as police officers, face when you get involved in a fire situation. It is a tricky and fatal business and because we in F.D.N.Y. need you, and you need us, it is not right to take a

chance getting hurt when it can be avoided with a little restraint.

Next week, a few more tips, straight from the guys with the odds you face when you get involved at a fire!

**A Pint Of Prevention . . .
Donate Blood Today
Call UN 1-7200**

McHugh Reappointed

ALBANY — Mrs. Keith S. McHugh, of New York City, has been reappointed to the New York City Convention Center board of directors for a term ending Aug. 20, 1976. Members receive \$100 per day to a maximum of \$5,000 per year.

Eligibles

EXAM 2162
STNARY ENGR

This list of 504 eligibles, established Sept. 14, resulted from evaluation of 540 candidates. Salary is \$7.06 per hour.

No. 1 — 105.0%

1 Gerard F Delpriore, Bernard B Cooperman, Roy E Sundell, John D Sweltzer, Henry D Woithmann, Ward E Hardy, Irwin M Mulrain, Joseph Tortorelli, Sigmund Staski, Robert S Patterson, James F Mulvey, William M Fischer, Arthur O Cocco, Andrew P Zieniewicz, William Amendola, Ferdinand Clocone, William F Ryan, Harry C Zirkel, William J Sheridan, Paul J Cordella.

No. 21 — 92.90%

21 Peter S Wocial, Joseph J Diaz, Henry H Lewis, John D Corrente, Edward J Reiser, Frank S Hafner, Michael J Campanelli, Noel Baldwin, William H Cullen, George E Beck, Michael F Brady, William Molin, Roy L Miller, John Mooney, Vincent T Viola, Beniamino Yorlo, Richard F Cooper, Alan K Ariel, William E White, James J Ryan.

No. 41 — 88.0%

41 James G Powner, Jerome A Smith, Simeon F McAleer, Herbert H Brunkhorst, Eugene Brush, Edward J Cafferty, John N Milnsek, John Leonetti, Anthony Smedile, Robert Drechsler, William J Mills, Alexander Silwa, Alvin M May, John S Petrash Sr, Harry F Gibbons, Eugene Wojewodzki, Thomas E Gentile, A Gilsenan, Joseph J Komarek, Michael P Conboy.

No. 61 — 86.2%

Joseph Malanga, James A Pallsay, Robert J Gene, Robert F Smyth, Robert J Deppe, Peter C Pessonl, Harold Goldreyer, Richard E Connors, Hugh J White, Vito Rafanelli, Peter A McGoldrick, Stanley Jozkowski, Thomas D McNulty, Wyler O Michael, Dennis F Kelly, William T Eves, Max J Horung, Phillip Dwyer, Robert J MacMahon, Ronald E Feist.

No. 81 — 84.90%

81 Joseph Lupo, John C Naus, Patrick J Feeney, Mitchell Korol, Henry B Dunham, Hugh A Rose, Michael Brick, Frank Miranda, Gustave A Kohl, Luke J Keeley, Michael Klescik, Carl Koncz, Richard V O'Sullivan, John V Beganskis, Martin A Ross, John J Flynn, Thomas J Curry, Joseph W Blalkowski, Robert A Gingrich, Robert B Miscione.

No. 101 — 82.90%

101 Charles W Ullerich, David P Byron, Vincent F Galante, Eugene C Breen, Edward H Rantle, William F Baxter, Edward N Bracht, George H Styzeak, Henry P Lapinski, George Mayo, Stephen Klein, Harold Priceman, Frank H Stanley, Melvin Kayser, Lewis E Wilson, Daniel Rosenberg, Ralph W Baldwin, John J Rusinsky, William A McFadden, Mortimer Feldman.

No. 121 — 82.90%

121 Anthony Bonfiglio, Edward D Skinnider, Francisco Perez, Stephen J Flynn, Carmelo V Casale, Gerard W Benson, Carl C Magnus, Andrew J Stone, Allan W Pearson, Edmund L Prince, Ralph S Goldberg, Floyd B Ring, William J Ryan, Bernard Castanon, Patrick J Murray, Joseph R Greene, Philip J Corr, Angelo Caci, Joseph J Daprile, Patrick J Dillon.

No. 141 — 82.0%

141 Benedict J Mitchell, Simon R Considine, Hugh Mallard, Arthur G Halvorsen, Erich Schmidt, Edward Sher, John J Curran, Nicholas F Losito, William

(Continued on Page 11)

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Blue Shield

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If you already have Blue Cross and Blue Shield you know what good plans they are.

How about dental coverage?

Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. These contracts provide dental insurance only.

Equal Opportunity Employers

This Week's City Eligible Lists

(Continued from Page 10)

McNamara, Albert J Frey, Edward K Ferguson, Roland E Wills Jr, Francis W Roszak, Patrick E Campbell, Francis J Love 2nd, Weaver G Manning, Arthur E Decesare, Salvatore Evangelista, Charles H Yahn, Hugh C Dacosta.

No. 161 — 80.50%

161 Harold B Mackie, Eugene P Keegan, Jewel O Strickland, Benjamin Schurtman, Jose D Aguilar, Thomas J McEntegart, Donald A Shultis, Peter P Lopa, Samuel Delgado, Joseph Visconti, John R Collis, Daniel J Miller Sr. Steve A Krempasky, Walter T Wnorowski, Wendell P Brooks, Pio Arena, Myles McCabe, George Fowles, Salvatore Provenza, James W Maddione.

No. 181 — 79.90%

181 Pasquale A Marinacci, Jesus Diaz, Henry Dalland, Stephen Maskara, Robert C Miles, Julius Delpizzo, Patrick J Kearns, Vincent Nicchi, Terence N Mooney, Edward F Scena, Timothy A Driscoll, Eugene Busby, John Hughes, Peter Sakellarides, Joseph S Orlando, Joseph J Brown, Leonard A Kolstad, Daniel J McDonnell, Dante Toppino, Antonio Rodriguez.

No. 201 — 79.50%

201 Alexander Abruzzo, Lawrence K Dorgan, Patrick O'Connell, Patrick B Donohue, Frederick Fennell, Peter O'Hagan, James P Kelly, Anthony J Cassetti, Charles P Krokkel, Samuel H Coleman, John J Coffey, Hugh R Greene Jr, John W Rabuse, Peter Mancuso, William C Rhodes, William J Pfeffer, Joseph Giattino, Joseph F Carey, James J McGarrity, Victor J Leeshia.

No. 221 — 78.80%

221 Michael F Reilly, Irving W Gray, Patrick J Mahon, Alexander Chentrens, Michael P Caraccio, James R Schneider, George Rowland, Edward Linser, Bruce L Wynn, Michael J Modrak, Jimmie A Defino, Joseph Tucciarone, Frank Hidalgo Jr, John Gibson, Emanuel A Ellis, Joseph H Nerlich, Fred W Schacherbauer, Thomas E O'Hanlon, Byford McDaniels, George E Gardner.

No. 241 — 78.0%

241 Joseph R Rocco, Richard S Lucchesi, Joseph Fontanez, Raymond Osso, Robert E Smith, James A Kennedy, Joseph M Cebollero, Daniel J Miller Jr, Benjamin Stanger, John Miller, Peter J Motz, John J McDermott, Burgess D Ford, Max Hoffman, Frank B Lytle, Thomas G Hamill, James M Brathwaite, Michael J Cody, Otto R Palmer, John H Broderick.

No. 261 — 77.10%

261 Anthony J Garvey, John Boyko, William L Glennon, Theodore W Zimmer Jr, Thomas Fitzgerald, Frank Conte, John M Kemitch, Angelo Campo, Richard J Patterson, Albertson Eckert, Jay D Goldhaber, George J Androsiglio, Harry Netterwald, Edwin F Huberts, Robert Jestic, Robert McLaren, John F Sheedy, Joseph Leo, Lucian J Cappoli, Robert J Molloy.

No. 281 — 76.30%

281 Anastasios Perlegis, Winston G Stewart, Joel Zeeman, John J Greig, Anton Eenkhoom, James A Kilgallon, William M Kovac, Aurello V Grillo, John P Fanneron, Bernard W Richards, William J Lennan, David Browne, James C Copeland Jr, Francis P Favata, Michael Delacava, Roy E Canton, Joseph O'Mara, Karol Brozek, Vincent R Annese, Michael J Ryan.

No. 301 — 75.50%

301 Owen G Farrell, Clifford

H Standard, Michele Milillo, Hugh J Forde, John P Moran, William Morris, William E Bajohr, Robert Pollock, Dennis R Graves, Patrick M Pizzo, John G McKenna, Edward J McGay, Gilbert A Sallust, Alexander Kaminski, Raffaele Yorlo, William V Minenna, Charles R Bensburg, Michael J Donohue, Charles A Morris, Oscar S Neuwirth.

No. 321 — 75.0%

321 Thomas J Burdick, Salvatore Minardi, Albert G Cronick, Dan J Smyth, Jack V Lintner, John D Percival Jr, Fitzroy F Honore, Marion T Beard, William J Auld, Richard Frey, Rob-

ert F Foley, John W Andrews, John P Currie, Walter M Murphy, Roger L Morrisett, Jose P Fernandez, Sylvester Westphal, Robert A Fabiszak, T Peter Tellefsen, Francis J Duffy.

No. 341 — 74.40%

341 Robert Breiner, Joseph A Muniz, Sam Pekofsky, Aquido C Reyes, John V Sullivan, Vincent J Sammon, Stephen E Miller, John J Murphy, Alfred M Page, Francis A Phayer, John R Engler, Everett K Smith, Thomas King, Thomas B Lenihan, Irving Schwartz, Jeremiah Galvin, Henry Nussbaumer, Wallace J Sawicki, Calvin Simms, Leland

A Meador.

No. 361 — 73.70%

361 Walter G Jankowski, Donald V Paccione, Daniel P Heffner, Howard H Frank, William H Cullen Jr, Alvin Alvarez, James J Kelly, William H Wallace 3rd, Edward J Galvin, Michael J Nolan, Theodore T Saccacelo, Dale J Printy, John A Henderson, Robert A Ross, Louis Riconda, Robert E Bartoline, Morten T Hansen, John A Forgione, Patrick J McLoughlin, Alois Daschner.

No. 381 — 73.10%

381 Francis J Schneider, George C Brady, Charles H Ryan, Felix Dudek, Frank Sultana, Felino C Santos, Joseph Suarez, Arthur C Leisenheimer,

John T Kennedy, Joseph B Tesoriero, Kenneth M O'Brien, John J Mazzuki, Anthony J Trolaniello, William E Rauh, Victor Perito, John M Robertson, Charles G Fisher, Joseph Azzone Jr, George J Schwarz, James J Corcoran.

No. 401 — 73.0%

Richard T Schweizer Sr, Manuel Souto, Thomas J Nebel, Byford McDaniels, Roderick Cushley, George C McKay Jr, Kevin F Garvey, Stanley P Jurglewicz, Allyn N Richards Jr, Lorenzo Debellis, Anthony Cincotta, Arnold Chu, Carl Digiovanni, John Fernandez, Joseph Vasquez, Charles Westenberg, Frank Scalise, William D Walsh, Emmett P

(Continued on Page 12)

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rent open enrollment period, effective January 1, 1974, call (212) 221-7360, the special telephone number we have temporarily installed for your use during this period.

TRANSFER PERIOD
FOR N.Y. CITY EMPLOYEES:
SEPT. 24 TO OCT. 19
BOARD OF ED. EMPLOYEES:
SEPT. 10 TO OCT. 12



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 ACRES, Acres & Acres, we have over 100 parcels to choose from. Also, new sporty A-frames & rustic lodges with fantastic view, start at \$19,500 compare to any. T. L. Wright Realty, Schoharie, 518-295-8547.

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7% FHA MTG Take-over
 Gorgeous home can be yours for only \$251 monthly to bank, includes Prins, inter., taxes, ins & escrow. \$8,500 takes over mtg. No credit check.

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 11 yr old all brk mod home, 3 bdrms, fm bsmt, garden grnds.

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 5 rms with fm bsmt for owner plus 3-rm apt for income. Gar. Mod & immaculate. All this in this tudor type gracious home.

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 FALL Catalog of Hundreds of Real Estate & Business Bargains. All types, sizes & prices. Dahl Realty, Cobleskill 7, N.Y.

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QUEENS VILLAGE NO. \$37,990
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 This beautiful house has everything. 40x100 landscaped grounds, 4 large bedrooms, 2 baths, finished knotty pine basement, garage, oil heat, and a long list of extras. Owner must move - business transferred. Sacrifice! Near schools, shopping center and bus/subway transportation.

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Eligibles

(Continued from Page 11)
 Scollan, James J Daly.
 No. 421 - 72.10%
 421 Charles L Ebanks, Joseph P Begley, Arthur N Johnson, Henry Oertle, Gerard V Faloon, Angelo O'Neill, Michael Malorino Jr, Joseph M Reichert, Stephen

O'Leary, Earl W Colley, Patrick J Flanagan, John J Clarkin, Dominick Macehia, John McCabe, James W Nixon, Anthony Parlato, Alton T Magette, Patrick M Segrave, Joseph M Pigott Jr, John P Henglein.
 No. 441 - 71.0%
 441 Alfred F Roberts, James E Coates, Timothy C Voeltz, John McLoughlin, Philip Randazzo, Charles S Loa, Thomas

J McDonald, Andrew Vela, Joe A Suarez, William Frye, Pasquale Riccardelli, Louis Parga Jr, James V Treacy, Francis Koelle, Francis K Andrews, Abdullatif Ibrahim, Julius Johnson, Harold R Tetzlaff, Dennis Johnson, Arthur R Smith.
 No. 461 - 70.50%
 461 John V Sypniewski Sr, Patsy N Dercola, Joseph Gursky, Robert J Fitzsimmons, Louis Sanchez, Louis Pignatello, George Nelis, Kermit F Wamsley, David Wakliss, Alfonso A Trewick, Charles E Woodley, F A Santinello, John J Morris, Charles E Woodley, George P Busi, John P Rellly, Ronald W Prediger, Elbert Gardner, George P Tallaksen, Victor Maldonado.

No. 481 - 70.0%
 481 Bartolome Piazza Jr, Richard C Schwarz, Robert Rowland, Robert J Thompson, Filippo Ferraro, James M Harkins, Torleif H Andersen, Marvin Baronoff, Anthony D Stillwagon, Frank J Wilson, Robert Lehner, Alan J Schultheiss, David Decesare, William Bolden, John R O'Connor, Rodney P Rhodes, Gerard J Castiglione, Anthony C Leonardi, Louis Lowry, Edward L Manning.

No. 501 - 70.0%
 501 Joseph A Ognibene, James P McQueeney, Michael Panteledes, Richard J Purlani.

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 Comfortably-rustic, your real log home brings new care-free year-round living. Complete pre-cut log packages have solid 8" to 11" diameter log walls. You can build your own dream, or rely on your contractor. Choose from 29 models compact hide-aways to full two story all season homes.
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 SUPV STENO, School District 18 is seeking the services of a Civil Service Supv. Steno, to work as private Sec'y to the Community Supr. This position may be filled by transfer in the title of Supv Steno, provisional promotion from the title of Senior Steno or personal assignment from the private sector. Please send resume to Mr. Martin W. Miller, Spec. Asst.-Bus. & Admins, District 18, 545 Utica Ave., Brooklyn, N.Y. 11203 or Tel. 773-4425.

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- INSTANT PRESSURE CHECK ANYWHERE, ANY TIME OF DAY OR NIGHT
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- SAVES TIME, WORRY, TENSION

EASY TO USE



PROFESSIONAL BLOOD PRESSURE MACHINE PAYS FOR ITSELF MANY TIMES OVER!

Compact unit in zippered case travels where you do! No more waiting for appointments, wasted hours in doctor's office - No more exorbitant medical bills to keep tabs on unruly blood pressure! Now take your own pressure night or day at home or away accurately scientifically Precision made Aneroid type sphygmomanometer with easy-ready gauge is simple to use Just wrap velcro no-slip sleeve around arm and squeeze bulb Lets you check warning sign fluctuations on the spot. PAYS FOR ITSELF IN COST OF JUST TWO DOCTOR VISITS! Comes with compact zippered case One-year warranty
Blood Pressure Machine (Z73254) Only \$15.95
 If you don't have one **Professional Stethoscope (Z47258) available for only \$4.95.**

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 Hanover Bldg., Hanover, Penna. 17331
 Kindly rush _____ Blood Pressure Machines (Z73254) for only \$15.95 plus 85¢ to cover postage and handling on full money back guarantee if I am not completely satisfied.
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 SAVE! Order complete kit (Blood Pressure Machine and Stethoscope) for just \$19.95 plus \$1.00 p.p. & handling. You save \$1.30 Z73353
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 ADDRESS _____
 CITY _____ STATE _____ ZIP _____
 Hanover House, 1972

Eligibles

(Continued from Page 5)

HEALTH SERV ADM

No. 1 — 90.115%

1 Eleanor A Fass, Israel M Lichtman, Jane M Carhart, Eugene Underwood Jr, Margot S Cates, Joseph T Gapper, Bonnie C Stone, Nicholas Titakis, Linda A Licker, John K Bryson.

DEPT OF SOC SERV

No. 1 — 88.0%

1 Mary A Healey.

POLICE DEPT

No. 1 — 81.475%

1 Aaron Wilner, John Angrilli.

BUR OF BUDGET

No. 1 — 78.65%

1 Armand F Schumacher.

OFF OF CMPTRLLR

No. 1 — 75.73%

1 Richard F Ropiak.

MAYOR'S OFFICE

No. 1 — 78.385%

1 Judith Layzer.

EXAM 3528

PROM TO ASSOC METHODS ANALYST

This list of 29 eligibles, established Sept. 19 for use by 12 city agencies, resulted from May 23 oral testing for which 67 candidates filed, 34 were called and 36 appeared. Salary is \$17,145.

MUNIC SERV ADMIN

No. 1 — 78.70%

1 Donald Lemay.

HSING AUTH

No. 1 — 75.0%

1 Morton Forgosh.

NYCTA, GEN ADMIN

No. 1 — 83.15%

1 Robert L Shockley, Harvey M Poris.

TRANSPORT ADMIN

No. 1 — 73.39%

1 Charles Lieberman.

FINANCE ADMIN

No. 1 — 83.545%

1 David J Cohen, Priscilla Budden, James E Rheingrover.

ENVIRON PROTECT ADM

No. 1 — 73.775%

1 Paul T Roth.

HSING DEVEL ADMIN

No. 1 — 87.405%

1 Jill B Davidson, Joan O Wallstein, Nancy J Loeff, John W Ost, Bernard A Grossman.

DEPT OF SOC SERV

No. 1 — 92.775%

1 Irene Dinkoff.

BD OF ED

No. 1 — 87.075%

1 Joel L Bernstein, Anita W Solomon, Louis G Sommo, Theodore Loewy, Patrick Delladonna, Ben Passen, Ronald H Marcuse, Judith S Solomon, Annette B Perlman, Sarah M Bialer.

CITY PLNN COM

No. 1 — 80.57%

1 Renee A Fox.

BUR OF BUDGET

No. 1 — 78.80%

1 Lawrence F Shiel, Robert H Sklar.

OFF OF CMPTRLLR

No. 1 — 78.60%

1 Albert Stroff.

EXAM 2580

PROM TO GENL SUPVR OF SCHOOL MAINT — CONSTRUC

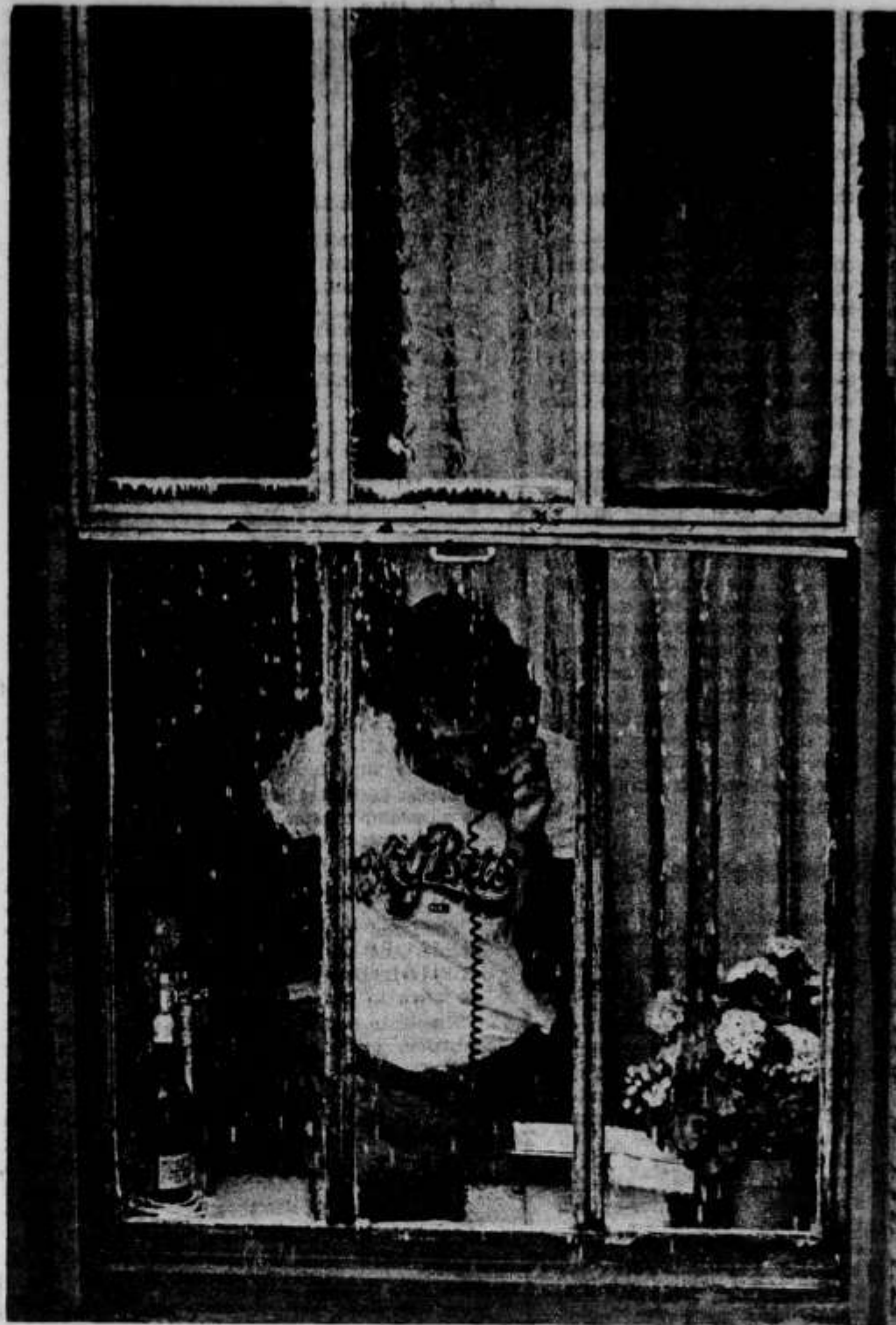
This list of 28 eligibles, established Sept. 19, resulted from March 31 written test for which 82 candidates filed, 68 were called and 49 appeared. Salary is \$12,050.

BD OF ED

No. 1 — 95.65%

Marcus H Caines, Michael P Giancola, Louis F Mahla, Frank Cardello, Joseph J Ditzio, Stanley F Dobrowski, Philip A Canino, John J Manfredi, Richard L Hubbell, Rocco M Denigris, Stanley F Kabat, John C Lewis, Barry N Garfield, Robert M Nikosey, Henry Boracci, Joseph N Potter Jr, George J Kline.

(Continued on Page 15)



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Signature _____

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OTB
The N.Y. Bets

Flaumenbaum Wires Nixon To Protest Surtax Charge

Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., last week wired President Nixon with strenuous objections to a proposed income tax surtax.

"I do not know where you can expect to get this money from, when none of us have anything left of our paychecks to even complete a week's purchases or pay our bills," Mr. Flaumenbaum

told the President.

Similar telegrams to area Congressmen bade them to act to block the idea.

White House sources had floated reports that the president was considering a 10 percent surtax as an anti-inflation move.

Mr. Flaumenbaum also urged members of CSEA to wire, telephone or write to the President and their Congressmen with their views.

The wire to President Nixon said: "I understand that you are considering a surtax against the taxpayers of the United States. As president of a 20,000-member union, I object very strongly on behalf of my members against the imposition of such a tax. I do not know where you can expect to get this money from, when none of us has anything left of our paychecks to even complete a week's purchases or pay our bills. It is my sincere hope that you will reconsider your action and drop this idea of a surtax."

Guild Is Back

ALBANY — Robert C. Guild, the Civil Service Employees Assn.'s chief collective negotiating specialist for the Institutional bargaining unit and Mental Hygiene Departmental negotiator, has returned to work after a protracted illness.

Guild says that he is feeling up to par again and that he wants to express appreciation to CSEA members and staff for their cards, letters and visits during his hospital stay.

Southern Conf Holds September Meeting

(Continued from Page 3)

He claimed the employees' conversations on the prison phones are recorded by the administration even though prison inmates are allowed to make personal outside telephone calls which are not listened in to by the administration.

Double Standard Of Conduct

Mr. Senisi also pointed out that a large number of grievances have been filed against the administration at Green Haven, and he wondered why there is a double standard of conduct between the administration and the employees. "When employees violate the contract, they throw the book at us. Yet it seems that the administration can do whatever it wants," Senisi said.

Field representative Deyo acknowledged that there are a number of grievances at Green

Haven, and he is making sure that the prison administration and the Department of Correction complies with all stages of the grievance procedures.

Chief field representative Luposello said all administrative remedies must be exhausted before any other action is considered in the matter of grievance procedures.

Nelle Davis, former Southern Conference president, reported that three chapters for retired CSEA members have been founded in the Southern area with a total of 1,660 members. Retired employees from Dutchess and Putnam are holding meetings at Hudson River State Hospital. Those from Orange, Sullivan and Ulster counties are meeting at Middletown State Hospital and retirees from Rockland and Westchester are meeting at Rockland State Hospital.

Grossfield Says He'll Fight For Counties, Too

(From Leader Correspondent)

ROCHESTER — CSEA Western Conference president Samuel Grossfield said he will work to end the harassment of state employees if he is elected Western Region president.

He said he'll also fight for wage increases above 5½ percent for county employees.

One example of harassment, he said, is the freeze on new hiring of state Mental Hygiene employees.

"This puts an extra load on present employees who are already carrying impossible burdens," he said. "The state better find some other way to save money instead of at the expense of the health of our members."

He said the CSEA should apply its muscle in efforts to lift the Mental Hygiene employment freeze. "We must put an end to the roller-coaster policy toward our state hospitals and schools."

Mr. Grossfield said county employees are "taking a terrific beating" from county legislators "who are listening to the taxpayers' hue and cry."

"The cost of living has been galloping out of sight in the past six months and county employees

are entitled to a cost-of-living adjustment. A 5½ percent increase is ridiculous. It would cost any county employee money because it's not anywhere near enough to cover increases in taxes and the prices of food, gasoline and housing."

Right People, Wrong Photos

In the Sept. 11 issue of The Leader, on page 9, which included election campaign photos, two pictures — of A. Victor Costa addressing a meeting of the Long Island Conference and of David Silberman welcoming candidates to the Long Island meeting — were transposed. The Leader apologizes to Mr. Costa, who is CSEA second vice-president, and to Mr. Silberman, who is Conference president, and to all the other candidates who appeared in the pictures.

Belle Sprouts, A Hospital Aide Who 'Never Met A Person I Didn't Like'

(From Leader Correspondent)

WHEN Belle Sprouts went to work 20 years ago at Rochester State Hospital, she joined the Civil Service Employees Assn. because "at that time you joined everything they offered you."

But Ms. Sprouts, who was the hospital's "Psychiatric Aide of the Year" last year, didn't become super active in CSEA until three or four years ago.

"Things are changing," she explains. "In order to know how things are changing, you've got to be in there and do something. I don't know how much I contribute to CSEA, but I'm going to be active in it until I leave here."

Today, says hospital chapter president Pat Timineri, Belle Sprouts and CSEA "are synonymous. When they speak of it, they think of her."

He describes her as "a good speaker. When she believes in a cause, she fights for it. She doesn't give up until she gets an answer. She does a lot more than what's expected of her. She puts in lots of hours for CSEA."

Marie McMaster, who, like Ms. Sprouts, is a mental hygiene therapy aide, says Ms. Sprouts knows how to "make herself known to patients and employees alike. I don't have it. I guess it's because she's so easy to get to know."

She's easy to get to know because she likes people. And she claims that the old phrase "I never met a person I didn't like" applies as much to her as to anyone.

Her looks and her mannerisms have been mistaken many times for those of Pearl Bailey's, and she's flattered because she thinks Ms. Bailey is "such a fabulous person."

On her job, she says, "there are times when you shake in your boots. But as long as you treat residents like human beings, you'll be all right."

She says she wouldn't want to work anywhere else and she intends to stay at the hospital until she retires in nine years, when she'll be 55.

"I haven't achieved any big education from books," she says, "but I've achieved a better education. I know how to live with myself and with other people."

She thinks everyone could profit from working just one week in psychiatric work. "You'd be surprised what a better world it'd be," she says.

In many other jobs, employees work with machines and things, she points out. "But here you're dealing with people, and they come from every walk of life."

She wears a blue-and-white "I'm concerned" button on the lapel of her white uniform. She picked it up during Mental Hygiene Week and liked it so much she kept wearing it.

"I think anyone working at Rochester State Hospital is concerned," she says. "We're concerned because we're here eight hours a day, five days a week. We know the patients' needs. We don't have to sit down at a computer, like they do in Albany, to find out the needs."

"Things are changing. In order to know how things are changing you've got to be there and do something."

"A need might be as simple as someone to light a cigarette or maybe someone to give a smile. Computers don't give smiles."

She's found that "every human being in this hospital wants just what I want during the day — a little TLC (tender loving care)."

Ms. Sprouts has compassion for non-patients too. Since last year she's worn on her wrist a Missing-in-Action bracelet, representing an American serviceman in Vietnam.

When she came to Rochester from Georgia in 1946, she held a number of jobs in the seven years before she joined the State Hospital staff.



BELLE SPROUTS

She worked in a department store bakery, she was an attendant in a medical hospital and she served four years as a companion for the 7-year-old daughter of the president of Colgate Rochester Divinity School.

"I quit to enroll in a school for practical nursing, but I ran out of money after three months," she says. "I really wanted to be a nurse, but I felt it was too much of a challenge."

But she believes that it doesn't matter what a person does so long as she's happy doing it. "And I won't leave my job no matter how many budget freezes they put on us."

Just after she went to work at the State Hospital, however, there were times when she wondered why she had.

"They told us to take the patients and go pick beans," she recalls. "I came from Georgia, so I started to wonder about that. But it was the only therapy they had for the patients then. We picked a lot of beans."

She started work in the old Monroe Building, which was torn down several years ago, and she's worked in every building on the grounds. "Wherever there's a patient, I like to work there," she says.

She now works mostly with male residents over 65 in the Orleans Building. And she never gets very far from her work because she's lived on the grounds in Home 2 since 1966.

Ms. Sprouts, who wears an "integrated" ring (it has one black and one white pearl), is a charter member of the employees' new human rights committee.

"Wherever there's a mass of people, there'll be discrimination," she says. "But the most common type of discrimination is age discrimination."

She's also a member of the Friends of Rochester State Hospital, an organization of volunteers.

One of their projects has been "Fashions for Living," which involves nuns from Mercy High School who give patients weekly sewing lessons.

Ms. Sprouts volunteers her Tuesday evenings, helping to keep discipline and supplying the teachers with thread, needles and other needs.

"The patients gave a fashion show in June and 22 of them modeled the clothes they made themselves," she says proudly.

Ms. Sprouts, who's a widow, is thinking about going to school to study social work. She figures there's a great need today for black social workers, a need which ought to be just as great when she retires from hospital work.

But she isn't going to settle in Rochester. "I'm going to Georgia (her father still lives near Atlanta), where there won't be any snow in my face," she says, "because I can't tolerate anything that has no respect for your face."

Fuller Promoted

ALBANY — William S. Fuller, of Loudonville, who joined the State Education Department nine years ago as director of the Division of Higher Education Facilities Planning, has just been named Assistant Commissioner for Higher Education Planning at an annual salary of \$35,116.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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

Top Legal Talent To Assist Temporary Commission On Living Costs And The Economy

Andrew Stein, Chairman of the Temporary State Commission on Living Costs and the Economy, recently announced the appointment of City Purchase Commissioner Marvin Gersten as General Counsel to the Commission and former City Labor Commissioner Nelson Seitel as Associate Counsel

to the Temporary Commission on Living Costs and the Economy. Mr. Gersten, who recently submitted his resignation to Mayor Lindsay, will join the Commission on October 1st. Mr. Gersten is a partner in the law firm of Borden and Ball.

Assemblyman Stein also announced the appointment of a panel of special counsel to undertake special studies and assessments on behalf of the Commission. The special panel includes Bernard Botein, former Appellate Division Presiding Justice and former President of the Association of the Bar of the City of New York; Orison S. Marden, senior partner in White and Case and a former President of the American Bar Association; E. Donald Shapiro, Dean of New York Law School; Bruce Ratner, Chief Counsel of the City Consumer Affairs Department and Professor of Law at New York University Law School; Joseph H. Flom, a partner in Skodder, Arps, State, Meagher and Flom and formerly special counsel to the House of Representatives Ways and Means Committee; Martin Lip-ton, a partner in Wachtel, Lip-ton Rosen and Katz, and Adjunct Professor of Law at New York University Law School; Samuel R. Pierce, Member of Battle, Fowler, Lidstone, Jaffin, Pierce and Kheel, a former State Supreme Court Justice and former General Counsel of the U.S. Treasury Department; and Ms. Grace Cox, a prominent New York City attorney.

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City Eligible Lists

(Continued from Page 13)

No. 21 — 75.65%

21 Joseph W Cappello, Norman F Fried, Paul D Colley, Ralph J Passariello, Vincent T O'Connell, Robert S Trott, Frederick Ortiz, William Gubersky.

EXAM 2760

PROM TO GEN SUPV OF SCHOOL MAINT — ELECTRIC BD OF ED

This list of 19 eligibles, established Sept 19, resulted from March 31 written test for which 40 candidates filed, 38 were called and 23 appeared. Salary is \$12,050.

No. 1 — 85.095%

1 Albert Lutsky, Leo Stoller, John C Frisone, Harold Annenstein, Edward A Pellisson, Morton C Davis, Richard E Katzman, Clement M Martello, Carlo F Parducci, Michael G Kuzmyak, Richard A Frank, Anthony T Mazzella, Edward Hubert, John Ferrante, George Weinstein, John Kennally, Alexander Zippin, Norman R Cohen, Tully Nadel.

EXAM 2581

PROM TO GENL SUPVR OF SCHOOL MAINT — MECHAN BD OF ED

This list of 24 eligibles, established Sept. 19, resulted from March 31 written test for which 56 candidates filed, 50 were called and 27 appeared. Salary is \$12,050.

No. 1 — 90.925%

1 Henry T Schober, Richard J Gradkowski, Marvin A Weisburg, Walter E Killian, Bernard Kan, Nicola Damato, Joseph Lemel, Catello P Ruggiero, Vincent J Byrne, Raymond H Krust, Robert R Tarrash, William L Glennon, Philip J Zozda, Robert E Kaplan Raymond J Harney, Anthony Feliceita, Timothy J Fitzgibbon, Yehudah Gross, Benjamin E White, Bernard Studnick.

No. 21 — 76.625%

21 Onofrio J Piacquadio, Eugene Kaminowitz, Marvin Moskowitz, George R Bartle.

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EXAM 3506

PROM TO HSING MAINT HELPER

HSING AUTH

This list of 34 eligibles, established Sept. 19, resulted from July 30 practical testing for which 107 candidates filed, 39 were called and 39 appeared. Salary is \$6,000.

No. 1 — 95.475%

1 Charles A Frans, Needham L Ray, Alejandro Leguillow, Miguel Rodriguez Joseph J Malvasio, Karlheins Sotomayor, Anthony Caccamese, Charles Heer, Federico R Fontaine, Jose A Ramirez, Ernest H Jarvis Jr, Cleveland Manley, Frank Nobile, Cecil M Smith, Manuel A Feliciano, Theron Travis, Israel Colton, Robert L Footman, Walter Presley, Joseph Brown.

No. 21 — 80.475%

21 James Wilson Milton R Brown, James A Bailey Jr, Sora G Smith, Ivan Ramirez, Oscar Cabassa, Richard J Kelly Sr, David H Rodriguez, Felix Martinez, Isaiah Jackson, Tommy Lee, Bobbie McLeod, Aaron Thompson, Benjamin Wright.

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AN ERA PASSES FOR SOUTHERN CONFERENCE.



Incumbent Conference president Nicholas Puzziferri looks over shoulders of contenders for Region president: left, Conference third vice-president Arthur Bolton and, right, Conference first vice-president James Lennon.



Conference treasurer Rose Marcinkowski reads her report.



Transportation Region 8 president William Lawrence goes over notes with Lee Connors, Conference second vice-pres.

(Leader photos by Ted Kaplan)



Among delegates from Bear Mountain State Park chapter were, from left, Walter Anger, William Blauvelt and William Lodini.



George Celantano, president of Rockland State Hospital chapter, was attentive delegate.



Letchworth Village chapter first vice-president Manuel Rameriz, left, talks over proceedings with chapter president John Clark.



Dutchess County chapter president Ellis Adams adds to the discussion.



Angelo Senisi, president of Green Haven Correctional Facility chapter, drives home point about grievances at his institution.



Conference president Nicholas Puzziferri is joined by former Conference president Nellie Davis as she explains status of retiree chapters.



Among delegates who participated in the meeting at the Ramada Inn in Newburgh were from left, Pat Comerford, Sophia Long and John Long.



CSEA field supervisor Thomas Luposello talks to the delegates.



New York State Thruway chapter was represented by, from left, Louie Lingle, Jeff Lantear and John Gurniah.