

# Civil Service LEADER

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— See Pages 8 & 9

Vol. XXXV, No. 9

Tuesday, May 28, 1974

Price 15 Cents

## Wenzl Continues To Progress

GENEVA—Continuing progress is the latest report in the recovery of Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., seriously injured in an auto accident here on May 1.



**SPECIAL OFFICERS MEETING** — Statewide CSEA officers meet in special session at CSEA Headquarters in Albany, to assist Thomas McDonough, CSEA executive vice-president and now acting CSEA statewide president, during president Theodore C. Wenzl's convalescence following an auto accident. From left are: Jack Gallagher, statewide treasurer; Irving Flaumenbaum, president of the

## RULE 'DEFICIENT' DESIGNATION CARDS FOR ORANGE CHALLENGE

### June 7 Election Still Scheduled In Ulster County

(Special to The Leader)

MIDDLETOWN—The Public Employment Relations Board (PERB) last week ruled that designation cards submitted by the Service Employees International Union (SEIU) supporting its petition requesting an election for representation rights for Orange County employees are "deficient."

A spokesman for the Civil Service Employees Assn., which has representation rights for Orange County employees, said the PERB ruling supports CSEA claims that the challenging union would have great difficulty  
(Continued on Page 14)

## AFSCME Orleans Record Deplored By Its Leaders

BUFFALO—A tremendously bleak picture of inadequate and mostly nonexistent representation by AFSCME was painted for members of the Erie chapter of the Civil Service Employees Assn. by the top two leaders of the AFSCME local in Orleans County at a well-attended Erie chapter CSEA meeting recently.

An attempted challenge is being made by AFSCME for CSEA representation rights among Erie County white-collar employees, and the two leaders of the present AFSCME local in Orleans County said they wanted the Erie County employees to hear first-hand about the "miserable" representation the challenging union offers.

Jean Bistoff, president, and Kay Dragan, immediate past president, of the Orleans County AFSCME local, said employees are so totally disillusioned with AFSCME that they are leading  
(Continued on Page 14)

## Nurses Vote In Lockport To Go CSEA

LOCKPORT — The Registered Professional Nurses Association at Lockport Memorial Hospital has voted to affiliate with the Civil Service Employees Assn., it was announced by William L. McGowan, president of the Western  
(Continued on Page 14)

## Institutional Teachers OK'd For Preference

ALBANY—As the result of a meeting between the Civil Service Employees Assn. and officials of the State Department of Education, qualified New York State institutional teachers will now be guaranteed preference for high school equivalency program teaching jobs that are contracted by the Education Department.

CSEA collective negotiating specialist Robert Guild said the State has been contracting out to school district and BOCES (Board of Cooperative Educational Services) teachers, when qualified institutional teachers are available. Mr. Guild said he and CSEA Education Department chapter president Boyd  
(Continued on Page 14)

### MENTAL HY WORKSHOP

The annual Mental Hygiene Workshop of the Civil Service Employees Assn. at White Face Mountain Inn, Lake Placid, will take place June 21-23. It was incorrectly listed in last week's calendar under May.

### Inside The Leader

CSEA Calendar

— See Page 3

Social Services Meeting

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Latest Eligible Lists

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## Officers, State Reach Accord

ALBANY—The New York State Police Commissioned Officers chapter of the Civil Service Employees Assn. has signed a two-year contract with the State administration after a long negotiation battle that at one time went to the Governor's desk for possible resolution.

The contract provides for a \$2,750 salary increase for Lieutenants and a \$2,950 salary increase for captains over a two-year period. The raises are retroactive to April 1, 1974. This in-

(Continued on Page 3)



(Leader photo by Joe DeMaria)

**BENDET HONORED** — It's a rare picture that shows Solomon Bendet looking shy and subdued, but that is how he was while Jack Androwitz, poet laureate of the state insurance department, read poem eulogizing Mr. Bendet at testimonial recently for the long-time union activist. Mr. Bendet, a vice-president of the Civil Service Employees Assn. and president of its New York City Region 2, is also head of the largest single chapter of CSEA state employees, the New York City chapter, and is the longest serving member of the CSEA Board of Directors, representing the Insurance Department. (Other photos on page 16.)



## Will The President Risk Impeachment Or Resign First?

PRESIDENT NIXON, if he is to be impeached, prefers to have it done on his grounds, that is, his refusal to turn over subpoenaed tapes and documents to the House Judiciary Committee, to Special Prosecutor Leon Jaworski and to various courts in which the Watergate burglars and the White House plumbers come to trial.

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**BRONX STATE CEREMONY** — Ronnie Smith, right, first vice-president of the New York City Region, CSEA, installs officers of the Bronx State Hospital chapter. From left, are: Dorothy Sargeant, delegate; Winifred Gray, treasurer; Rena Brown, second vice-president; Geneva Phillips, secretary; Stanley Craft, delegate; John Hendricks, first vice-president, and William Anderson, president. Not shown are three delegates: John Eustace, Jane Speller and Catherine Smith.

**Sr Draftsmn Genl List**

ALBANY—A senior draftsman general eligible list, resulting from open competitive exam 23961, was established May 9 by the state Dept. of Civil Service. The list contains 10 names.

**Pro Maint Help Called**

MANHATTAN—A total of 2,369 Pro. maintainer's helper Grp B candidates were called for the written part of exam 3551 on May 25 at 9 a.m.

**SANITATIONMAN CERTS**

A total of 1,199 sanitationman candidates were certified by City Personnel last week, from open competitive exam no. 9110, established June 16, 1970.

**• FIRE FLIES •**

by Paul Thayer

A few weeks ago a fire took place in a tenement at 385 East 8th Street, Manhattan. It was vacant and one of the surrounding properties happened to be a vacant lot where a mob of spectators, thinking it to be a safe spot, gathered to watch.

As the fire progressed, they crowded in closer until they were dangerously close to the rear of the building. The place was a torch and it became obvious to the chief in command that a collapse was imminent. Engine Company 5 was ordered to the rear to clear the spectators away and they did just that. No sooner had that been done than the walls started to come down and at that moment a little child broke from the crowd and started to run directly into the path of the falling wall. Fireman Alfred Bocchetti of Engine Five spotted him and, without a thought for his own safety, ran toward the child, grabbed him and started to run. However, the crashing falling wall caught up with him and, pushing the child to the ground, Bocchetti fell upon him using his body to shield the child from the bricks and debris now cascading down upon them both. The troops in Five Engine were sure that both were buried and lost. However, as they started to dig they found that

both the child and his rescuer had been lucky and were dug out in a few moments. The child unharmed thanks to the heroism of his rescuer. Congratulations Fireman Alfred Bocchetti! Nothing I could write here would add to your deed. It speaks for itself. I'll see you Medal Day, 1975.

When Ladder 31 and friends arrived at 1050 Home St. in the Bronx, they found a woman and child straddling the window sill of the top floor. Due to double parked cars, Ladder 31 could not get near enough to use their ladder so Lieutenant Donald Butler and Fireman Tom Neary, both of 31 Truck, raced up four flights of stairs to try and make it from the inside. The place was so charged that the paint was melting on the walls and ceiling and they had to make several tries before, then got past the fire and on their way to the victims. Meanwhile from the street, the situation seemed so bad that Engine 82 had spread their nets just in case. As Lt. Butler and Fireman Neary made it to the victims, the fire came into the room after them, trapping them. Meanwhile Ladder 48 managed to get close enough to the building to kick off their ladder and run it to the window sideways. It was now a tough job to get those people onto that ladder at that perilous angle and they had to work like Trojans to do it. As Neary bent out the window to assist one of the victims, the fire swept the room and went right up underneath his coat giving him 2nd and 3rd degree burns of the back. The Lieutenant was also burned but less seriously. It's a miracle that anybody got out alive! Congratulations, gentlemen.

The firefighters who read this column know all about the tremendous heat which is encountered during a fire in a project apartment. The retarding material just absorbs and holds the heat so that you have to be super human to stay in the place more than a few seconds.

For the civilian who has never experienced such a thing, just try to imagine placing your hand in your home stove oven while you are roasting meat, then take

(Continued on Page 10)

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Published Each Tuesday  
Publishing Office:  
11 Warren St., N.Y., N.Y. 10007  
Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$7.00 Per Year Individual Copies, 15c

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## Albany Housing CSEA Target

ALBANY—The Civil Service Employees Assn. (CSEA) has filed a request with the Albany City Housing Authority to be recognized as the exclusive bargaining agent for all of the employees of the Authority.

According to John Corcoran, CSEA Albany region field supervisor, "CSEA has held several meetings with employees of the Authority, and a vast majority of them have signed cards asking to have CSEA represent them."

Housing Authority employees had been represented by Local 200, Service Employees International Union (AFL-CIO) until SEIU was decertified by the New York State Public Employment Relations Board in March.

The Housing Authority had petitioned PERB in November 1973 to decertify Local 200, stating that SEIU no longer represented a majority of the negotiating unit employees and that there was no existing collective agreement between Local 200 and the Albany Housing Authority.

Mr. Corcoran said that CSEA expects the Housing Authority to act on the union's representation request at the Authority's June board meeting.



**ROTTERDAM CHIEFS** — Here are four of the new officers of the Town of Rotterdam unit, Schenectady County chapter, CSEA. Seated left is president Fred Simone with first vice-president Marion Davignon next to him. At rear are secretary Edward McKenna, left, and treasurer Carl Constantino. Other officers are Leo Mortimer, second vice-president; Donald Bonk, delegate at large; and Paul Simmons, Lew Crapser, Edward Shields and Marty Scardio, directors.

## Cathey Heads Erie Group Gearing For Charity Night

BUFFALO—Eulis M. Cathey has been named coordinator of the Civil Service Employees Assn. Probation Department unit fund-raising event, it was announced by James K. Brady, unit president.

Mr. Cathey, an Erie County probation officer and a member of the CSEA Statewide Committee on Probation, will head the country and western night to be held July 19 at Villa Maria College, Pine Ridge Road, Cheektowaga.

Featured performers from Nashville, Tenn., the capital of country and western sound, will be vocalist Penny DeHaven and David Rogers with the Country Cavaliers.

Ms. DeHaven, a recording star, has also been seen on the television show, "Hee Haw." Mr. Rogers and his group are featured on Columbia records.

### Community Service

"This show is being held to provide funds for programs which our probation CSEA unit carries on in the community, for which there are no public funds," Mr. Cathey said. "We hope to expand both rehabilitation and prevention programs."

"Among programs the CSEA probation unit sponsors are summer camps for troubled youth in cooperation with the Fellowship of Christian Athletes."

Among members of the Fellowship of Christian Athletes, Mr. Cathey listed Jim McMillian of the Buffalo Braves, Joe DeLamellere, Harry Jacobs, Merv Krakau, and Reggie McKenzie of the Buffalo Bills, and others.

"The contacts troubled youngsters have with these athletes is invaluable," Mr. Cathey said. "If we can reach more youngsters before they are misled, our jobs as probation officers will be more meaningful and personally rewarding."

### Hold Hearings

Mr. Cathey is one of nine members of the CSEA Statewide

Committee on Probation which is conducting hearings throughout New York state on the new role probation plays in the aftermath of Attica.

"This fund-raising event and the statewide committee's work both seek to improve probation services," Mr. Cathey explained.

"The greater emphasis judges place on probation services since Attica requires a constant improvement on our part," he said.



**SEEKING 40 HOURS** — Shown leaving Civil Service Employees Assn. headquarters enroute to participate in a recent arbitration hearing in Albany are Mary Kingsley, a member of the statewide negotiating team for Department of Correctional Services, and Jack Weisz, Correctional Services representative to CSEA's Board of Directors. The hearing was relative to a CSEA effort to establish a 40-hour work week for nurses and other employees in the department by eliminating the present six days on, two days off schedule in favor of a five days on, two days off arrangement.

## Officers, State

(Continued from Page 1)

increases the parity between a lieutenant and a senior investigator to \$510 from a present difference of \$366.

Other highlights of the CSEA-negotiated agreement are: the establishment of a mid-tour meal for night captains; establishment of a labor-management committee to meet with the employer to improve all aspects of working conditions; a continuation of the letter of intent regarding transfers and promotions; an increase in tuition support to \$10,000; and improvements in health and dental benefits.

Commissioned officers will also be included in coalition negotiations for pension improvements in 1976.

## Low-Cost Group Life Open To Local Gov't

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not require a medical examination in most cases, is available during June to local government employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Dept., CSEA, 33 Elk St., Albany, N.Y. 12207, on or before June 30. The applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members who are under 50 years of age or who have not completed five years in state service, and who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

Applicants who have not attained age 50 but have been employed for 5 years or more in state or local government will be required to submit a satisfactory statement of physical condition as a condition to become insured.

Members who are over 50 years of age and who have completed more than 5 years of service must take a medical examination at the expense of the insurance company. Premiums are waived should a member become permanently disabled before attaining age 60, and double indemnity in the case of accidental death is guaranteed.

The cost of the insurance is

10 cents bi-weekly per \$1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates. Members pay their insurance premiums through the automatic payroll deduction plan.

## DofE Installation Slated June 13

MANHATTAN—The Metropolitan Division of Employment chapter, Civil Service Employees Assn., will install officers at a dinner June 13 at Longchamp's Restaurant, Broadway and Murray St., at 6 p.m.

John LoMonaco, retiring as president, said Solomon Bendet, president of the New York City Region, has been invited as installing officer. Other invited guests include Irving Flaumenbaum, president of the Long Island Region, Salvatore Butero, president of the New York Psychiatric Institute chapter, and Robert Dally, past president of the chapter.

Election ballots were to be returned by May 24.

Dinner cost is \$3 per person, and reservations must be made by June 6. Carl Laurino is in charge and may be reached at 465 Kings Highway, Brooklyn, telephone DE 6-2210.

## CSEA calendar

### MAY

29—Region 1, DOT, Rensselaer County Residency unit meeting: 7 p.m., OCA Club, Cohoes.

### JUNE

- 1—Suffolk Educational chapter dinner-dance and installation: 9 p.m., VFW Hall, Kings Park, L. I.
- 1—Audit and Control chapter "Night at the Races" dinner and trophy presentation: Saratoga Springs.
- 1—Jefferson chapter installation banquet: 6:30 p.m. cocktails, 7:30 p.m. dinner, Angelo's Wishing Well, Arsenal St. Rd., Watertown.
- 3—West Seneca State chapter meeting: 8 p.m., VFW Post 8113, 290 Leydecker Rd., West Seneca.
- 5—State Insurance Fund chapter installation of officers: 5 p.m., cafeteria, 199 Church St., Manhattan.
- 6—Kings Park State Hospital chapter meeting: 8 p.m., Bldg. 22 conference room.
- 6—Office of General Services chapter executive board meeting: 5:30 p.m., Albany Regional Office, 10 Colvin Ave., Albany.
- 7-9—Syracuse Region 5 meeting: Holiday Inn, Rt. 104 (Bridge St.), Oswego.
- 7-9—Albany Region 4 Workshop Meeting: Sheraton Inn, off Exit 19 on Northway.
- 8—SUNY at Plattsburgh annual retirement banquet and installation of officers: 7 p.m., Teamsters Hall, Beekman St., Plattsburgh.
- 12—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Ithaca.
- 13—Buffalo State Hospital chapter meeting: 6 p.m., Nucheren's Restaurant, 1083 Tonawanda St., Buffalo.
- 13—Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
- 13—Metropolitan Division of Employment chapter installation dinner: 6 p.m., Longchamp's Restaurant, Broadway and Murray St., Manhattan.
- 14—Adirondack Council dinner meeting: 8 p.m., Surrey Lounge, Plattsburgh.
- 14—Audit and Control picnic: 1 p.m., Kaydeross Park, Saratoga Lake.
- 15—SUNY at Albany chapter annual outing: 1-9 p.m., Picard's Grove, New Salem.
- 18—Albany Region 4 office Open House: 5-8 p.m., 10 Colvin Ave., Albany.
- 18—Oneida County chapter party night: Vernon Downs.



**SS Head Reappointed**

MANHATTAN — James R. Dumpson, Human Resources Administrator and Social Services Commissioner, recently announced the reappointment of Max Waldgeir as First Deputy Commissioner of the city's Department of Social Services. Mr. Waldgeir, 56, has held that post since May, 1970.

**Post Office Auction**

MANHATTAN—The Postmaster of New York announced last week that approximately 900 lots of unclaimed articles will be sold at the New York Post Office Auction on Tuesday, June 4, 1974, in Room 4500 of the General Post Office, 380 West 33rd Street, at 9 a.m.

**BUY U.S. BONDS**



**READY TO SERVE** — Vincent Rubano, right, second vice-president of the New York City Region, swears in officers of Sheridan chapter, Manhattan Developmental Center, CSEA. From left, are: Lamar Yarbrough, second vice-president; Richard Artis, president; Margaret Meaders, secretary; and Jay Riegelhaupt, treasurer. Not shown are Barbara Illege, first vice-president, and Pablo Cruz, delegate.

**THE GOVERNOR'S BAND**

199th Army Band, New York Army National Guard, is seeking qualified musicians, male and female, for a good-paying part-time job. Enlistment offers substantial additional income, paid rehearsals and performances, and chance to increase musical skills. Full entitlement to military leave benefits for civil service employees. 16 paid days band duty each summer and 48 paid rehearsals/performances annually. Rapid promotions. Veterans may retain rank held at time of separation. Retirement program. Low cost life insurance. PX and commissary benefits. Extended free musical education. An equal opportunity employer. For further information and an audition, call or write Captain Field at (212) BU 8-0203/0200; 643 Park Avenue, New York, N. Y. 10021.

**Maint Helpers Called**

MANHATTAN—A total of 2300 maintainer's helper candidates were called for the written part of exam 3148 on May 25, at 9 a.m. Two Sabbath Observer candidates were called on May 24 for this Transit Dept. test.

**TV Prod Supr List**

ALBANY—A television production supervisor eligible list, resulting from open competitive exam 27387, was established May 9 by the state Dept. of Civil Service. The list contains 9 names.

**GSA Recruiting For Various Jobs In New York, NJ**

The General Services Administration is recruiting until further notice for the positions of Operating Engineer (General Utilities) WG-5406-10, \$5.02 per hour, in New York, N.Y., and Operating Engineer (General Utilities) WG-5406-11, \$5.20 per hour, in Newark, N.J.

Candidates for the following positions must be able to operate both heating and air-conditioning equipment. Electrician, WG-2805-10, \$5.02 per hour, in New York, N.Y., Plumber, WG-4206-9, \$4.84 per hour, in New York, N.Y. & Belle Mead, N.J., Carpenter, WG-4607-9, \$4.84 per hour, in New York, N.Y., and Carpenter, WG-4607-9, \$4.27 per hour, at Binghamton, N.Y.

For information concerning these positions contact Miss E. Fischetti, 212-264-4319, Personnel Office, General Services Administration, 26 Federal Plaza, New York, N.Y. 10007.

**Air Inspect Called**

MANHATTAN—A total of 61 air pollution inspector candidates were called for the qualifying physical part of exam 3036 on May 22 at 55 Thomas St., Room 218.



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Electrical Eng	16,400
Hearing Reporter	9,000
Landscape Architect	16,400
Occup Therapist	10,650
Phys Therapist	10,650
Psychologist	14,750
Pub Hlth Nurse	11,950
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Shchnd Reporter	7,800
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**BY THE BOOK** — Details of civil service law are discussed at Nassau County Medical Center CSEA meeting by, from left: Timothy Coffey of Nassau Civil Service Commission; hospital administrator Edward J. Rosasco Jr., Nassau chapter president Irving Flaumenbaum, and NCMC unit president Doris Kasner. It was first time Civil Service Commission was represented at unit meeting, and questions dealt with job titles and working conditions associated with the move into the new hospital building.

## Teacher Deadline For Masters Extended

ALBANY—A provision of the Education Law which stipulates that a teacher must obtain his master's degree within five years of appointment in order to qualify for a permanent state certificate, may be amended if a Senate-passed bill becomes law.

As the Law now stands the only grace period allowed in this five-year deadline, is for time on military leave. No extensions for other times on leave, such as for maternity leave and protracted sick leave, are given. The bill, according to state Senator Padavan, would remedy such inequities.

## Refrig Mach Op Exam

MANHATTAN—A total of 125 refrigerating machine operator candidates were called to the comprehensive practical exam on May 29, according to the Dept. of Personnel.

## Bricklayer Exam

MANHATTAN—A total of 70 bricklayer candidates were called to the qualifying physical medical exam on May 29, according to the Dept. of Personnel.

## Asst Supervisor Exam

MANHATTAN—A total of 97 assistant supervisor (buses & shops) candidates were called to the comprehensive written exam on May 29, according to the Dept. of Personnel.

**Donate Blood. The Most Precious Gift. Call UN 1-7200. The Greater New York Blood Program.**

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO VIOLET COWEN HAAS, GEORGE AARON HAAS, BARBARA HAAS ROTHSCHILD, RICHARD LEROY ROTHSCHILD, NANCY HELEN ROTHSCHILD, MABEL COWEN STRAUSS, EDWIN A. COWEN, JOAN COWEN BOWMAN, DERRIK C. HOITSMA, JR., JAMES BARTON HOITSMA, LISA JOAN HOITSMA, THOMAS K. HOITSMA, MICHAEL BOWMAN, JR., JONATHAN BOWMAN, EDWIN A. COWEN, JR., GEORGE N. COWEN, ARTHUR COWEN, JR., PETER DONNELLY COWEN, GEORGE N. COWEN, JR., MARJORIE KORN OSTERMAN, PATRICIA OSTERMAN THACKRAY, L. THOMAS OSTERMAN, PHYLLIS FRANCES TEICHER, ESTATE OF FLORENCE KORN LEHMAN, HARRIET L. MARKS, ROBERT LEHMAN MARKS, CAROLE MARKS BOBRUFF, ELLEN BOBRUFF, NEAL BOBRUFF, PAUL BOBRUFF, MARK BOBRUFF, UNITED STATES TRUST COMPANY OF NEW YORK, and MORRIS F. MARKS, JR.; VIOLA KORN, LESTER OSTERMAN and IRA TEICHER, Executors of the Estate of Harold Korn, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of MAX S. KORN, deceased, who at the time of his death was a resident of the City, County and State of New York.

Send Greeting: Upon the petition of MORRIS F. MARKS, JR., residing at 111 High Ridge Road, West Hartford, Connecticut, UNITED STATES TRUST COMPANY OF NEW YORK, whose principal office is at 45 Wall Street, New York, N.Y., and said MORRIS F. MARKS, JR., UNITED STATES TRUST COMPANY OF NEW YORK and HARRIET L. MARKS, residing at 111 High Ridge Road, West Hartford, Connecticut, as Executors of the ESTATE OF MILTON LEHMAN, deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 11th day of June, 1974, at nine-thirty o'clock in the forenoon of that day, why the account of proceedings of MILTON LEHMAN, MORRIS F. MARKS, JR. and UNITED STATES TRUST COMPANY OF NEW YORK, as Trustees u/w/o MAX S. KORN should not be judicially settled.

Dated, Attested and Sealed (L.S.), April 23, 1974, HON. MILLARD L. MIDONICK, Surrogate, New York County; DAVID L. SHEEHAN, JR., Chief Clerk. GREENBAUM, WOLFF & ERNST, Attorneys for Petitioner(s), 437 Madison Avenue, New York, New York 10022, Tel. No. 212-758-4010.

This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO VIOLET COWEN HAAS, GEORGE AARON HAAS, BARBARA HAAS ROTHSCHILD, MABEL COWEN STRAUSS, EDWIN A. COWEN, JOAN COWEN BOWMAN, EDWIN A. COWEN, JR., GEORGE N. COWEN, ARTHUR COWEN, JR., MARJORIE KORN OSTERMAN, PHYLLIS FRANCES TEICHER, ESTATE OF FLORENCE KORN LEHMAN, HARRIET L. MARKS, ROBERT LEHMAN MARKS, CAROLE MARKS BOBRUFF, UNITED STATES TRUST COMPANY OF NEW YORK and MORRIS F. MARKS, JR. being the persons interested as creditors, legatees, devisees, beneficiaries, or otherwise in the estate of ISIDORE S. KORN, deceased, who at the time of his death was a resident of the City, County and State of New York.

Send Greetings: Upon the petition of MORRIS F. MARKS, JR., residing at 111 High Ridge Road, West Hartford, Connecticut, UNITED STATES TRUST COMPANY OF NEW YORK, whose principal office is at 45 Wall Street, New York, N.Y., and said MORRIS F. MARKS, JR., UNITED STATES TRUST COMPANY OF NEW YORK and HARRIET L. MARKS, residing at 111 High Ridge Road, West Hartford, Connecticut, as Executors of the ESTATE OF MILTON LEHMAN, deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 11th day of June, 1974, at nine-thirty o'clock in the forenoon of that day, why the account of proceedings of MILTON LEHMAN, MORRIS F. MARKS, JR. and UNITED STATES TRUST COMPANY OF NEW YORK, as Trustees u/w/o ISIDORE S. KORN should not be judicially settled.

Dated, Attested and Sealed (L.S.), April 23, 1974, HON. MILLARD L. MIDONICK, Surrogate, New York County; DAVID L. SHEEHAN, JR., Chief Clerk. GREENBAUM, WOLFF & ERNST, Attorneys for Petitioner(s), 437 Madison Avenue, New York, New York 10022, Tel. No. 212-758-4010.

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# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by  
LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007  
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-886-3610  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher  
Paul Kyer, Associate Publisher

Marvin Baxley, Editor  
Kjell Kjellberg, City Editor  
Jack Grubel, Associate Editor

N. H. Mager, Business Manager  
Advertising Representatives:

ALBANY — Joseph T. Bellow — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., FEderal 8-8350  
15c per copy. Subscription Price: \$3.80 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, MAY 28, 1974



## On Involvement

WE BECOME so used to thinking in generalities such as "minorities," "union members," "athletes" or "politicians" that we sometimes forget that beneath the exteriors of all these group designations, everyone shares the same human qualities.

We are reminded of this by current efforts at fund-raising by members of the Civil Service Employees Assn. in the Erie County Probation Department.

Purpose of the fund-raising program, as described by the coordinator of the efforts, Eulis M. Cathey, an Erie County probation officer, is "to provide funds for programs which our probation CSEA unit carries on in the community, for which there are no public funds. . . . We hope to expand both rehabilitation and prevention programs."

The method by which the union members are raising funds is by sponsoring a country and western entertainment.

Among the programs for which proceeds are intended, according to Mr. Cathey, are "summer camps for troubled youth in cooperation with the Fellowship of Christian Athletes."

A number of local athletic heroes from the Buffalo Braves and the Buffalo Bills are participating in the activities. "The contacts troubled youngsters have with these athletes is invaluable," Mr. Cathey has said. "If we can reach more youngsters before they are misled, our jobs as probation officers will be more meaningful and personally rewarding."

This is just one more instance, in our book, of public employees taking their jobs to heart. There have been many instances, as reported throughout the years in this newspaper, of CSEA employees in various Mental Hygiene institutions giving up their holidays to provide parties and special entertainment programs for the residents, of New York City firefighters and policemen acting as "dad for a day" by escorting groups of children on various recreational outings, of individuals throughout the state who have undertaken special projects for servicemen overseas.

We're rather proud to be identified with public employees, especially when we can write about good works as practiced by such citizens as the Erie probation workers.

We hope their efforts at fund-raising also gain some local attention to the good work they do on a daily basis on their jobs.

## Back In Town

ALTHOUGH she seems to be a shy, retiring kind, one of the most popular girls in Albany is named "Lulu." She made an appearance in the closing weeks of the Legislature's regular session and made 136 legislators very happy.

"Lulu" is the term used for those little extra bonuses legislators vote for themselves as extra pay for additional work. They can sort of be described as career ladder increments, since they generally go to those legislators in the Senate and the Assembly who have successfully won reelection enough times to achieve committee chairmanships or ranking minority member status.

Cost to the taxpayer in order to maintain "Lulu" in the comfort to which she has become accustomed is \$709,000. Lulu is only distributed among certain of the legislators, however—the others must content themselves with a salary raise (after next fall's election) from \$15,000 to \$23,500 . . . plus \$40 a day expenses while in Albany and \$50 a day while working in New York City.

Has anyone given thought lately to the idea of civil service exams for legislators? It would certainly be a boost up the career ladder for a good many other public employees.

## Don't Repeat This!

(Continued from Page 1)

That at least is the conclusion of some lawyers who are studying carefully the strategic line followed by the President and his attorney, James D. St. Clair. In their view the emerging pattern suggests that the President prefers an impeachment on the narrow ground of refusal to honor subpoenas, as against grounds that he participated in the Watergate coverup, or increased prices for milk for a campaign contribution from the dairy industry, or that he intervened in the ITT antitrust law prosecution.

### Legal Issue

A major advantage to the President, according to these lawyers, is that impeachment on this ground provides the President with a viable excuse for delay. The question whether the President must comply with the subpoenas is in the first instance a judicial issue which must be determined by the courts and ultimately by the United States Supreme Court. That Court will recess in early June and will not return until October.

It is not likely that the Senate will organize itself as a Court of Impeachment when one of the issues before them would still be pending in the judicial system. From a public relations point of view, it is highly likely that there would be widespread public support for the President's contention that he, like every other citizen, is entitled to his day in court.

Moreover, the issue of Presidential compliance with subpoenas zeroes in sharply on the rights of the Presidency, rather than on the conduct or misconduct of the President. The President's position with respect to subpoenas is that they violate Constitutional concepts of executive privilege, separation of powers and the need for confidentiality between the President and his intimate advisers.

### Varied Opinion

These raise highly complex and sophisticated legal issues which are likely to produce as many opinions as there are Justices on the Supreme Court. To the extent that any of these opinions produces language favorable to the President's position, the impeachment charges against the President would be blunted.

Moreover, even if a majority of the Court decides against the President, and on the assumption that there is some dissent, the President could latch on to the dissent for a refusal to comply with the Supreme Court mandate. In that event, the President's position would again be that such conduct is vital for the protection of the institution of the Presidency.

A constitutional issue of this magnitude would clearly overshadow any or all other charges that may be alleged in the articles of impeachment. It may generate sufficient interest to permit the President to ride out the storm and guarantee the 34 votes the President needs in the Senate to dismiss the impeachment proceedings.

The analysis of these lawyers suggests a timetable that would make critical the month of October, when the Supreme Court would hear arguments on

(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.

## Down To The Wire On Eligibility

In a recent decision from the Appellate Division, First Department, the court had to deal with appointments made from an eligibility list which was due to expire in 15 hours.

On Jan. 24, 1972, the Fire Commissioner of New York City notified the Mayor and the Comptroller of a proposed change in the Fire Department's appropriation schedule for the 1971-72 fiscal year. This change increased the budget quota for officers' positions to 106. This was accomplished by restoring 72 lieutenant positions which were previously eliminated and also involved the creation of 34 new positions. "Additional workload in the department" was offered as justification for the increase.

The change was approved by the budget director, and actual appointments were made on Feb. 5, 1972, from an eligible list which had only 15 hours to go. Over four months later, the budget modification was finally published in the city record.

A LAWSUIT was commenced pursuant to Article 78 CPLR in the Supreme Court by certain individuals whose names appeared on the lieutenant eligible list claiming to be aggrieved by the last minute appointments. They questioned the motives of the Fire Commissioner and the legality of the promotions made.

The lower court granted the petitioner's application to nullify the appointments on the grounds that publication of the budget change in the City Record was defective because there was a failure to give a required 10-day notice.

Furthermore, the court said that even if the publication was timely, under the circumstances of this case, the appointments would lead to grave evasions of the Civil Service Law.

The Appellate Division pointed out that budgetary modifications may be made without public hearings in situations which involve a transferring of funds within the agency from one program to another so long as the funds have already been appropriated in the budget for that fiscal year.

In this particular case, no advance notice was required to the public. It was merely required that the Mayor and the Comptroller be notified in advance. The court further pointed out that the failure to publish in the City Record did not invalidate the public action taken since the filing provision was merely directory.

THE PETITIONERS conceded that the obvious purpose of the pertinent sections of the City Charter was to permit budget modification during the fiscal year. Nevertheless, they argued that there was no authorization for the creation of new jobs and positions.

The court disagreed with that position and decided that the schedule change which created the additional budget positions for the Lieutenant rank was within the Fire Commissioners' statutory authority and that the applicable statute was complied with.

The court then addressed itself to the question of whether it could review the Fire Commissioners' motives in making the appointments on the last day the eligibility list was in existence. The petitioners argued that the need for such appointments was not proven and pointed to subsequent assignments and re-assignments of the appointees as proof that the appointments were merely an unnecessary accommodation to those on the "dying list."

The court pointed out, however, that where there was no assertion that the appointees were unqualified, the court lacks the power to review the determination and discretion of an agency head as to the time when vacancies shall be filled and the number of eligibles who should be appointed. Therefore, the order of the lower court which revoked the appointments made from the eligibility list was reversed on the law, and the petition was dismissed. There was one dissent, however, from the presiding Justice, who voted to affirm the lower court opinion. *Application of Love v. Bronstein*, 352 NYS 2d 457.





**PROS AT BATTERY PARK CITY** — Members of the Public Relations Officers Society (PROS), the people who handle public information and public relations for Federal, State and City agencies and authorities in New York City, recently visited the headquarters offices of the Battery Park City Authority, the state-created agency

which is responsible for building the \$1.1 billion Battery Park City, scheduled for completion in 1983 on 100 acres of landfill in the Hudson River off lower Manhattan. The project will contain upwards of 16,000 residential housing units for all income groups, a million square feet of shopping and hotel facilities.

## Letters To The Editor Appreciates Support

Editor, The Leader:

Senator Johnson and I are very happy over your editorial and the publication of my letter concerning Senate Pension Bill 10295. He called me yesterday to advise that it passed in the Senate and that Assemblyman Wertz has picked up the ball for the Assembly.

In the meantime, there's a flurry of excitement among state employees—they have been putting through many telephone calls on this.

We are most grateful to you for having championed this important legislation for us.

Cathryn C. Magenheimer  
Hauppauge

CIVIL SERVICE LEADER, Tuesday, May 28, 1974

### Don't Repeat This!

(Continued from Page 6)  
the case and possibly arrive at an early disposition. This may well jeopardize Republican prospects in the November elections for state governors, U.S. Senators and Representatives and for local government officials. No doubt the President is aware of this risk in light of recent Republican losses in special Congressional elections. However, from the President's point of view, such sacrifices may be necessary to protect the Presidency.

Despite the analysis of some of these lawyers, many who are close to the Washington political scene and to Representative Peter W. Rodino, Jr., chairman of the House Judiciary Committee, are convinced that the evidence against the President is so clear and persuasive that they would not be surprised if the President were to resign some time in July. They take this position even though the President and his most intimate advisers have consistently and repeatedly announced that a resignation is not in the cards.

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# Southern Region 3 Prepares For County Challenges

By HERB GELLER

NEWBURGH — Southern Region III of CSEA has brought out its heavy artillery and is getting ready to win another smashing victory over the Service Employees In-

ternational Union (SEIU), state and regional officers said at the regional executive board meeting at the Holiday Inn here earlier this month.

One of the actions announced at the Region 3 meeting to meet

the challenge among county employees in Orange, Sullivan and Ulster Counties was the temporary transfer of Edwin Cleary, chief field representative of the Long Island Region, to head a team based in the Southern Re-

gional Office in Fishkill.

Mr. Cleary will be assisted by field representatives Don McCarthy Jr., James Rogers, Michael Aiello and Lee Frank in the three-county campaign. Their job, according to Southern Region president James J. Lennon, will be "to head an intensive person-to-person campaign in order to give SEIU the beating of its life."

#### Pamphlet Issued

Mr. Lennon cited the record of SEIU as one of withdrawal and defeat. This theme was carried out in a new campaign pamphlet announced at Southern Region meeting.

The pamphlet states: "SEIU is a loser. Their record is marred by withdrawals, decertifications and abandonments. It is a sorry and disgraceful record: Kingston School District, withdrew; Poughkeepsie School District, withdrew; Albany Housing Authority, decertified; Oyster Bay Sewer District, abandoned employees, New York State employees and other elections, lost to CSEA. You deserve a winner. You've got one in CSEA, New York State's largest public employee union."

The campaign theme was also stressed in speeches by Joseph Dolan, CSEA's director of local governmental affairs, and by Mr. Cleary.

Mr. Dolan said SEIU's effort in the three-county challenge seems to be pointed towards many of the younger and technically skilled employees in county and local governments. These include county public health nurses, probation officers and non-teaching school district employees.

#### Doesn't Tell All

"SEIU is trying to woo young idealistic people over to its cause by telling them an election is the democratic way to do things and everybody should get a choice. What it doesn't tell them is that you can't tear an organization apart at a whim and substitute a new organization for it and expect to do a good job for public employees," Mr. Dolan told the Southern Region executive board.

He also noted that a change to another bargaining agency

would destroy the knowledge and experience and the personal contacts built up through years of patient negotiations.

Mr. Dolan accused the rival union of deception and trickery in its effort to get signatures for its challenge. One of the instances he cited was a meeting held by SEIU which was falsely announced as a CSEA meeting.

He said CSEA is trying to get its message across to the county and local employees affected by the challenge. "If we do so, and I know we will, then CSEA will emerge victorious as it has always done in the past," he concluded.

#### 'Don't Believe Them'

Mr. Cleary also hit at SEIU's tactics in his speech. "My advice about that bunch is don't believe them and don't trust them. They are our enemies. They try to tell people they are out to help the little guy but they really want to help the big guy."

Angelo Senisi, of Green Haven chapter, asked Mr. Cleary whether Southern Region would get the additional field representatives it asked for in February.

Mr. Cleary replied that Southern Region is getting three additional field representatives by the end of May, but these men will probably work in the challenge area until after the election.

President Lennon said chapter and unit officers could, in an emergency, perform field services for their members. "The important thing now is to win the challenge, he said.

#### Employees Help

Mr. Lennon also pointed out that state employees have agreed to help wherever possible to achieve another CSEA victory in the three counties.

In other business at the meeting, Richard Snyder, of Wassail chapter, presented the Southern Region with a \$500 check from the chapter to be used for the new Southern Region office in Fishkill. The money was turned over to the Southern Region sites committee.

President Lennon invited the members to attend the Tri-Region Workshop to be held at the Hotel Concord in Kiamesha Lake on May 27, 28 and 29.



Richard Snyder, left, president of Wassail State School chapter, hands over check for \$500 to Region 3 treasurer Patricia Comerford as Region president James Lennon beams appreciation. Money is to be used for furnishings in Southern Region headquarters at Fishkill. The office is located centrally within the Region near the point where Dutchess, Putnam, Orange and Ulster Counties' borders meet.



Joseph Dolan, center, CSEA director of local government affairs, receives briefing from regional field supervisor Edwin Cleary, left, and collective bargaining specialist Rex Trobridge, working in Ulster.



John Long and Viola Svenson, vice-president and president of Helen Hayes chapter (former West Haverstraw State Rehabilitation Hospital) were among those attending meeting earlier this month at Holiday Inn in Newburgh to approve steps taken to combat challenges from outside unions.



Field representative Lee Franks, who has been working in close liaison with CSEA leaders in the Sullivan County area, updates delegates on progress in his area.





Manuel Ramirez, first vice-president of Letchworth Village chapter, makes report to delegates as Region 3 first vice-president John Clark, foreground, listens. Mr. Clark is also Letchworth chapter president and chairman of the statewide political action committee. At the right of Mr. Ramirez is State Executive Committee chairman Victor Pesci.



CSEA fieldman Thomas Brandt reviews situation with Walter Gass and Rita Cameau, both of Eastern Correctional Facility. (Leader photos by Ted Kaplan)



Cliff Carswell, new president of Walkill Correctional Facility chapter, is joined by Joseph Sabel, of the same chapter, and Walter Gass, of Eastern Correctional Facility chapter, as they listen to reports from regional officers.



Felice Amadeo, long-time CSEA field representative specializing in Southern Region problems, huddles here with John Mauro, Rockland County chapter president and representative to CSEA Board of Directors.



DONALD MCCARTHY  
Field Rep



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Appearing absorbed in deep thought are Region 3 secretary Sandra Cappillino, left, and Region second vice-president Scott Daniels.



Dutchess County chapter president Ellis Adams, left, discusses strategy with Region 3 president James Lennon during break in the evening's business proceedings.



JOHN VAN DUZER  
Retirees



Among the delegates representing chapters in the seven-county area of the Southern Region 3 are, from left, Rose Marcinkowski, president of Highland Training School chapter; Peggy Crans and Marie Romanelli, of New Paltz chapter, and John Freisel, of East Hudson.



RAY CASSIDY  
Westchester



# Fire Flies

By PAUL THAYER

(Continued from Page 2) that heat which is unbearable and multiply it by, let's say, five hundred times and think of the room as a huge oven and you have some idea of what a firefighter has to face when he's told a person is trapped.

Chiefs do not don masks at fires and so, when Battalion Chief Charles Behrens arrived first at 3490 Park Avenue in the Bronx and was told of persons trapped on the 15th floor, that's where he headed. The door was open and, flopping on his belly, he crawled into the apartment in search of victims. He almost got his head buried off and had to make three tries before he found a 30-year-old woman lying knocked out on the floor. He

dragged her to safety and, as he turned around to make a fourth try for a second victim said to still be in there, he collapsed. At that moment Fireman John Murphy, with mask, arrived, crawled in and got another 38-year-old woman, unconscious in yet another part of the apartment. Both victims were taken to the hospital alive. To Chief Charlie Behrens, whom I know and respect so much, it was just another job, tough, but just another job. Congratulations Chief and to you too John Murphy. While your type is around, we will have a Fire Department in spite of everything.

A week ago last Sunday, Ladder Company 44 in the Bronx had returned from a second alarm where they did almost two hours fire duty. They had been granted one hour of rest and rehabilitation by the Deputy Chief at the fire and had been

in quarters about fifteen minutes with forty-five still to go when their home box hit for a building directly in back of their quarters. Knowing the building, they took a look out the window and what they saw made them forget about the fact that they didn't have to go. Without a second's hesitation, they were rolling out of quarters. Arriving, they found fire pouring out of two windows on the 4th floor. Three children were huddled in a window of the fire apartment. The troops, with Lt. Thomas Kilkner in command, went to work. Fireman Desha Thompson hopped into the bucket while Fireman Gerard Crabtree worked the pedestal. It got so smokey that Thompson couldn't see his way and had to be bird-dogged from the ground. When he got to the kids, he found that one was a cripple in a wheelchair which made his rescue job even tougher but he pulled the caper off in good time. Just as he got the kid out, the fire, which was out of one window, got to his window.

There were five people on a fire escape balcony directly over window four and he went up and got them off too.

Had Ladder 44 taken their full rest time, which they were entitled to, three kids and perhaps some of the grownups would have been dead. All will receive a Unit Citation including Fireman Richard Cody, John Elder, John Beechert and James Noonan. The satisfaction within themselves, I am sure, will not surpass anything contained on a certificate. Congratulations gentlemen! Beautiful!

### Firemen Receive Awards

MANHATTAN — Two New York City firemen received the American Merchant Marine Trophy for outstanding seamanship under adverse conditions in ceremonies on May 22 at the South Street Seaport, Fulton Street, Manhattan.

The firemen, Lieutenant James McKenna and Marine Pilot Matthew T. Fitzsimmons, of the fireboat "Fire Fighter" received the award for the rescue of 30 crew members while combatting a blaze aboard the container ship "Sea Witch" and tanker "Esso Brussels" last June 2. In addition to the trophy, the two men will receive a plaque to be placed aboard the "Fire Fighter." The trophy is a silver cup inscribed at its base with the names and deeds of the recipients.

# Federal News

## Supergrade Raises

The likelihood of a supergrade raise for career staffers from \$36,000 to \$41,000 is getting bleaker. The house, beleaguered with impeachment business, is not disposed at this time to move on matters of concern to federal employees.

The way things are going, the supergrade raise—which has the backing of Mr. Nixon but which does not seem to be favored by Congress—will be shelved until November.

## 30-Year Retirement?

A bill permitting federal employees to retire after 30 years of service, regardless of age, is likely to come out of this year's

congressional session. The White House finds this 30-year plan more palatable than other proposed plans which are more expensive. And, though some unions are pushing for a 25-year plan, the feeling is that they would settle for 30-year service retirement.

## Pay Gets Unfrozen

Employees of the Interstate Commerce Commission and the Labor Dept. are beginning to receive back pay owed to them from the October 1972-January 1973 pay freeze when their 5.14% raise was deferred. Their checks for this back pay range from \$54 to \$430 (gross).

The retroactive payments are the result of a court decision.

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-Clive Barnes, NEW YORK TIMES & WQXR

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# Eligibles Key Answers

## EXAM 3602 PROM TO BRIDGE OPERATOR- IN-CHARGE

This list of 31 eligibles, established May 22, for use by one city agency, resulted from Dec. 1973 written testing, for which 44 candidates filed, 43 were called, and 31 appeared. Salary is \$10,500.

### TAD No. 1—97.53%

1 John G Asem, Frank A Napoli, Joseph A Fill, Patrick S Mullaney, Donald Levine, Daniel A Siciliano, Salvatore Fedele, Albert J Morreale, Joseph B Gambino, Anthony Punzi, Vincent C Vitolo Sr, Chester S Rolka, Israel Goldstein, Edward D Black, Henry P Eilers, James C Shaw, John Spagnoli Jr, Leroy L Culley, Clarence W Cousins, Matteo J Siciliano.

### No. 21—83.80%

21 Kurt Meyer, Robert R Sheehan, Emanuel Meade, Edward A Ross, William J Wax, Daniel Gibson, Martin Dagular, Joseph Lowery, Ivan A Sparks, Ira A Vanterpool, Angel A Lausell.

### EXAM 3159 DEPT LIBRARIAN

This list of 94 eligibles, established May 22, resulted from training and evaluation for which 127 candidates filed. Salary is \$10,100.

### No. 1—100%

1 Moustafa M Naguib, Geraldo Rivera Sr, Harcharan Singh, Steven L Weissmann, Mounir A Khalil, Frederick Lerner, Roberta Standish, Jack R Pontschil, Constance Snyder, Jeanette Y Alexander, Louis Sherman, Beatrice F Bachi, George L Lambrakos, Mitchell J Feir, Fe Y Paggao, Virginia C Chen, T Peter Park, Elizabeth Horvath, Beverly J Gilliam, Naomi Abramowitz.

### No. 21—77.50%

21 Ronald I Goldberg, Judith A David, Aurora K Lacson, Alberta L Lewis, Ella O Bing, Edith B Coar, Harriet Greenbaum, David S Mangeim, Isabel A Loeb, Constance Schwartz, Paula Berlinerman, Wallis C Day, Ruth Lampert, Anne S Newman, Harriet H Klein, Madeline E Cohen, Agnes M Sinko, Adrienne R Wesson, Michele Siegel, Michele Siegel.

### No. 41—71.80%

41 Linda M Bergman, Norma Ross, Elena E Cevallos, David M Grossman, Gerald E Melton, Aida S Gold, Judy Karbowitz, Michael W Harvey, Joel M Hornstein, Marshall P Green, Linda S Baer, Miriam D Rosenzweig, Mary C Burns, Lisa Newmark, Mark H Winnegrad, Marietta Cohen, Ann Lapidus, Dalli C Bacon, Judy N Kaplan, Julia S Price.

### No. 61—70.20%

61 Laura V Rubin, Jennifer G Brundy, Diane Lariochia, Lenore Simon, Adiba W Awadalla, Beatrice Trevas, Mareleine Fenster, Irma R Schneider, Jill P Schaler, Morris I Yarmish, Ilene E Koppald, Elise M Kolataze, Arthur P Chigas, Sharon L Bockstein, Laura A Siebenhoven, Israel Wind, Susan Ginzburg, Laura R Ferber, Peter E Dewa, Raymond F Shea Jr.

### No. 81—70%

81 Alan P Chazanov, Wendy C Wiederhorn, Joseph Passof, Howard B Shayer, Miriam F Jacobs, Norma B Bernardo, Rao S Kolagotla, Dominic J Petrovimone, Shifra Atik, Carl Romalls, Esther Skolnik, Beth Pritchard, Carol R Marks, Joyce H Tomanek.

## EXAM 2239 ATTORNEY TRAINEE Test Held May 13, 1974

Of the 620 candidates who were called to this exam, 382 appeared. Candidates who wish to file protests against these proposed key answers have until the 12th day of June, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

1, B; 2, A; 3, D; 4, B; 5, C; 6, D; 7, A; 8, D; 9, C; 10, A; 11, B; 12, A; 13, D; 14, D; 15, B; 16, C; 17, C; 18, B; 19, A; 20, D; 21, B; 22, B; 23, C; 24, C; 25, B and/or C; 26, A; 27, D; 28, D; 29, B; 30, C; 31, B; 32, A; 33, A; 34, A; 35, C; 36, B; 37, D; 38, C; 39, B; 40, D.

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

61, D; 62, A; 63, C; 64, D; 65, B; 66, A; 67, C; 68, D; 69, B; 70, C.

### EXAM 3686 PROM TO ADMIN HSING SUPERINTENDENT Test Held May 11, 1974

Of the 145 candidates called to this exam, 97 appeared. Candidates who wish to file protests against these proposed key answers have until the 12th day of June, 1974 to submit their protests in writing, together with the evidence upon which such protests are based.

1, B; 2, C; 3, A; 4, D; 5, B; 6, A; 7, A; 8, A; 9, C; 10, C; 11, B; 12, C; 13, C; 14, C; 15, A; 16, B; 17, A; 18, B; 19, A; 20, A; 21, C; 22, A; 23, A; 24, D; 25, A; 26, A; 27, C; 28, B; 29, A; 30, B; 31, D; 32, B; 33, B; 34, C; 35, A and/or C; 36, B; 37, D; 38, D; 39, C; 40, C;

41, A; 42, B; 43, D; 44, A; 45, C; 46, A; 47, C; 48, A; 49, C; 50, B; 51, A; 52, C; 53, A and/or B; 54, C; 55, C; 56, B; 57, D; 58, B; 59, B; and/or D; 60, C; 61, A; 62, B; 63, D and/or B; 64, B; 65, A; 66, C; 67, D; 68, D; 69, B; 70, B; 71, C and/or D; 72, C; 73, B; 74, C; 75, B; 76, C; 77, B; 78, D; 79, C; 80, A; 81, D; 82, C; 83, C; 84, B; 85, C; 86, B; 87, A; 88, D; 89, B; 90, C; 91, A and/or B; 92, D; 93, B; 94, B; 95, C; 96, C; 97, C; 98, D; 99, D; 100, B.

### EXAM 3685 PROM TO ADMIN HSING MGR Test Held May 11, 1974

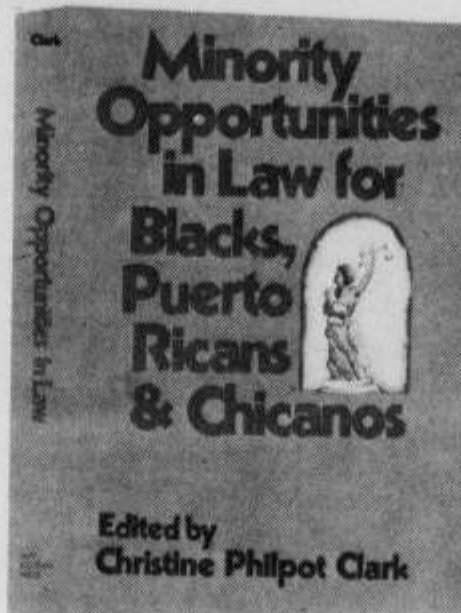
Of the 130 candidates who were called to this exam, 96 appeared. Candidates who wish to file protests against these proposed key answers have until June 12, 1974 to submit their protest in writing, together with the evidence upon which such protests are based.

1, B; 2, C; 3, A; 4, D; 5, B; 6, A; 7, A; 8, A; 9, C; 10, C; 11, B; 12, C; 13, C; 14, C; 15, A; 16, B; 17, A; 18, B; 19, A; 20, A; 21, C; 22, A; 23, A; 24, D; 25, A; 26, A; 27, C; 28, B; 29, A; 30, B; 31, D; 32, B; 33, B; 34, C; 35, A and/or C; 36, B; 37, D; 38, D; 39, C; 40, C;

41, A; 42, B; 43, D; 44, A; 45, C; 46, A; 47, C; 48, A; 49, C; 50, B; 51, A; 52, C; 53, A and/or B; 54, C; 55, C; 56, B; 57, D; 58, B; 59, B and/or D; 60, C; 61, A; 62, B; 63, B and/or D; 64, B; 65, A; 66, C; 67, D; 68, D; 69, B; 70, B; 71, C and/or D; 72, C; 73, B; 74, C; 75, B; 76, C; 77, B; 78, D; 79, C; 80, A; 81, D; 82, C; 83, C; 84, B;

(Continued on Page 12)

# AT LAST-



A realistic look at legal opportunities for minorities / through the eyes of minority lawyers — professionals who have made it through the system as small-town practitioners / law firm partners / corporate counsel / government attorneys / judges / law professors / lawyer-politicians /

Here is the complete story of the minority lawyer — from law school to law firm — in the words of those who have successfully completed the trip... the lawyers themselves. Each distinguished contributor honestly tells his own exciting and, at times, painful journey toward acceptance in a field that, until recently, had only a handful of minority practitioners.

### CONTRIBUTORS\* AND THEIR CAREER INSIGHTS

- A Puerto Rican Perspective  
*José A. Cabranes, Associate Professor of Law, Rutgers University Law School*
- Chicano and Other Spanish Descended Groups  
*Law Students Civil Rights Research Council*
- Go South, Young Advocate  
*C. B. King, Esq., Albany, Georgia*
- Black Advocate in the North  
*Samuel R. Pierce, Jr., partner, Battle, Fowler, Lidstone, Jaffin, Pierce & Kheel, New York City*
- The Chicano in Private Practice  
*Herman Sillas, Jr., senior partner, Sillas and Castillo, Los Angeles, California*
- The Black Lawyer as Law Teacher  
*Derrick A. Bell, Jr., Professor of Law, Harvard University Law School*
- Teaching in a Black Law School  
*Paul E. Miller, former Dean, Howard University Law School*
- Puerto Rican Lawyer in Politics: An Interview with Herman Badillo, Congressman  
*By Christine Philpot Clark, editor*
- Black Advocate in Politics: An Interview with Basil A. Paterson (Vice-chairman, Democratic National Committee)  
*By Christine Philpot Clark, editor*
- The Black Bureaucrat  
*Ruby Martin, Assistant to Rep. Diggs of Michigan*
- The Legal Services Attorney — Comment from California  
*Philip Jimenez, Directing Attorney, California Rural Legal Assistance*
- Social Activism and Legal Services  
*Martie L. Thompson, General Counsel of Community Action for Legal Services, New York City*
- Working for a Foundation: An Interview with Christopher F. Edley (Executive Director, United Negro College Fund, formerly with the Ford Foundation)  
*By Christine Philpot Clark, editor*
- The Puerto Rican Judge  
*Judge John Carro, Criminal Court, New York City*
- Opportunities for Blacks in the Law: Perspective of a Federal Judge  
*Judge Constance Baker Motley, U.S. District Judge, New York City*
- The Bar Examination: Hurdle or Help  
*Christine Philpot Clark, editor*
- The Role of the Black Bar in Black People's Struggle for Social Justice  
*W. Haywood Burns, Director, National Conference of Black Lawyers*

\*Affiliations are those at time articles were written.

### APPENDICES:

- 1) Financial Aid Programs for Minority Group Students in Law Schools
- 2) CLEO — Regional Summer Institutes 1973
- 3) 1971 Survey of Minority Group Students in Legal Education
- 4) Graduate and Professional School Opportunities for Minority Students (1972-73)
- 5) Minority Writing and Majority Reading: The Problems of CLEO Students, by *Norman Brand*
- 6) The Black Lawyer — A New Day, But Slow in Dawning, by *Christine Philpot Clark and LeRoy Clark*

### WHO CAN BENEFIT FROM READING THIS BOOK?

- Undergraduate students choosing law as a career  
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- Law students considering career choices  
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  - General Aspects and Hurdles to Becoming a Lawyer
  - Perspectives from the Bench
  - Ethnic Perspectives

### ABOUT THE EDITOR

Christine Philpot Clark is an attorney with the Columbia Broadcasting System, Inc. She has been Consulting Dean and Lecturer in Political Science at Bryn Mawr College. She has written a monograph on "Young Black Americans," co-authored a book on "How to Get Along With Black People," and is the author of numerous articles on legal subjects.  
Ms. Clark is a graduate of Yale Law School. She lives in New York City with her husband LeRoy Clark, a Professor at New York University School of Law, and her two children.

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Most legal positions are located in Albany or in the New York City area (including Rockland, Suffolk and Westchester Counties). (Appointees to the N.Y.C. area or to Monroe County receive an additional \$200 annually.) Interested persons should contact the State Dept. of Civil Service (see page 15 of The Leader for address). Refer to title and exam number in all inquiries.

Occasionally legal positions are open in the Buffalo area; the Buffalo Office of the State Dept. of Civil Service, Suite 750, 1 W. Genesee Street, Buffalo, N. Y. 14202, should be contacted if a position is desired in that area.

Next Test June 3

# Suffolk Jobs For Lifeguard

Exams for jobs as lifeguards in Suffolk County now are being held regularly, with the next two exams for pool and still water scheduled for June 3 and June 13. Tests will continue through the summer. Applicants need not be residents of Suffolk, but must be at least 16 years old.

The June 3 test will be at Ward Melville H.S. pool, Old Town Rd., Setauket. The June 13 test for ocean lifeguards will be held June 22 at Smith Point Park, Shirley, N.Y.

There will be a first aid written test, and the candidate must also demonstrate his proficiency in performing standard life-saving techniques and abilities in pools, still or ocean waters. Ocean water certifications will be valid for still and pool work; still water certifications will be valid for pool work, and pool certifications will be valid for pool work only.

Candidates must present an original birth certificate (copies will not be accepted) and must present form L-74 (Red) signed by a physician.

For applications and further information, contact the Suffolk Co. Dept. of Personnel, Veteran's Memorial Highway, Hauppauge, NY 11787; phone (516) 979-2266.

Post Office Renovates

MANHATTAN—A major renovation of the U.S. Postal Service's Times Square station was announced by northeast regional postmaster general William Bolger. He said that the upgrading of the postal facility, located at 340 West 42nd St., will be part of the Postal Service's multi-million dollar nationwide working conditions improvement program. The immediate goal of the program is to have 95 per cent of postal employees in decent facilities by the end of 1975, and the ultimate objective of the program is eventually postal employees in adequate working facilities.

## Suspend Clerk Test

HAUPPAUGE—May 31 is the last day of tests for Clerk positions with Suffolk County. The exams are suspended until further notice, according to a memo from the county's Dept. of Personnel.

## Key Answers

(Continued from Page 11)

85, C; 86, B; 87, A; 88, D; 89, B; 90, C; 91, A and/or B; 92, D; 93, B; 94, B; 95, C; 96, C; 97, C; 98, D; 99, D; 100, B.

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# Rockland Gathering



The Department of Social Service section, Rockland County chapter, CSEA, held an informational meeting on grievances and negotiations at the Holiday Inn in Spring Valley, with guests coming from Westchester and Suffolk Counties. Shown from left are Ewa Reid, panelist, who came from Suffolk County; Pat Spicci, president of the Rockland section, and Edwin Cleary, regional supervisor, who moderated the panel.



Among those listening to the panel are Brian Doyle, left, and Donna Labruyere.



John Mauro, left, president of the Rockland County chapter attends the Spring Valley session, along with James Lennon, Southern Region 3 president.

# File For State Hygiene Jobs Until Filled

Applications for the state positions of regional training center program coordinator (six vacancies, exam 29-276) and regional training center director (three vacancies, exam 29-274) will be accepted until these positions with the Dept. of Mental Hygiene in various cities through the state, are filled.

The coordinator, starting salary \$21,545, is responsible for a training team in a Regional Center.

The director, starting salary \$27,942, directs, plans and organizes a Regional Center which services the Dept. of Mental Hygiene's facilities in a particular area.

Several vacancies in a third title, director of institution education and training, exam 29-275, are also being filled. This director (beginning salary, \$23,900) plans, organizes and supervises an employee education and training program within an institution.

To qualify for any of these titles, the applicant must have a master's degree in a mental health discipline or in an applicable specialization of education (continuing, adult, health or public health education or educational administration or educational psychology).

These positions also require professional work experience: the regional training coordinator must have five years; the regional training center director, seven; and the director of institution education and training, six. Experience must conform to specifics, such as setting, responsibility, etc. (see job announcement).

Job announcements, applications and further information may be obtained from the State Dept. of Civil Service (see page 15 of The Leader for address); specify exams by title and number.

## Dept Librar Estab

MANHATTAN—A list of 94 department librarian candidates, exam 3159, was established on May 22, resulting from training and experience, from which 127 filed, and 94 passed. The salary is \$10,100.

## Schl Cust Eng Estab

MANHATTAN—A list of 92 school custodian engineer candidates, exam 2231, was established on May 22, resulting from a Sept 1973 written exam, for which 166 candidates filed. The salary is \$11,884.

# Eligibles

PRIN STENO  
(Continued from Page 15)

855 azaferro E Albany	71.0
856 Fatia D Albany	71.0
857 Iwanicki V Syracuse	70.9
858 Rasmuson B Voorheevil	70.9
859 Patten B Elmira	70.9
860 McCloskey M Albany	70.8
861 Dankulich B Mechanicvil	70.8
862 Poole M Rensselaer	70.8
863 Ryan M Albany	70.7
864 Heckman M Albany	70.7
865 Brieya M Granville	70.7
866 Palladino L Menands	70.6
867 Hostler E Brooklyna	70.6
868 Bibunick E Altamont	70.6
869 McGraw G Albany	70.6
870 Quiver S Saratoga Spg	70.6
871 Brieloff B Howard Beach	70.6
872 Hosking L Altamont	70.5
873 Grogan C Buffalo	70.5
874 Eide D E Greenbush	70.3
875 Vogelle J Miller Place	70.2
876 Carlson E Rensselaer	70.2

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# City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Architect	\$16,400	3037
Assistant Air Pollution Control Engineer	\$13,300	4000
Assistant Civil Engineer	\$13,300	3041
Assistant Plan Examiner (Buildings)	\$13,700	3046
Civil Engineering Trainee	\$11,500	3129
Dental Hygienist	\$ 9,000	3065
Electrical Engineer	\$16,400	3144
Landscape Architect	\$16,400	4002
Occupational Therapist	\$10,650	3080
Physical Therapist	\$10,650	3082
Psychologist	\$14,750	4037
Public Health Nurse	\$11,950	3085
Shorthand Reporter	\$ 7,800	3163
Stenographer	\$ 6,100	3035
Stenographic Reporter Series		
Grand Jury Stenographer	\$ 9,000	3133
Hearing Reporter	\$ 9,000	3134
Senior Shorthand Reporter	\$ 9,000	3135
Veterinarian	\$16,740	3119

## Promotional Positions

Architect	\$16,400	3641
Civil Engineer (Sanitary)	\$16,400	4545
Electrical Engineer	\$16,070	3608
Mechanical Engineer	\$16,400	3683
Plan Examiner	\$16,900	3667
Senior Shorthand Reporter	\$ 9,000	3677

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

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

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# Teachers

# DEALING A FULL HOUSE AT STONY BROOK

(Continued from Page 1)

Campbell met with representatives of the Department and reached an agreement whereby institution teachers who are certified in the particular subject needed will be given first choice for teaching jobs in the State high school equivalency program.

Mr. Guild also said if an institution teacher is not certified in the particular subject, but does have experience in teaching that subject, the Education Department has agreed to issue a temporary three-year certificate to each in the program.

The CSEA negotiator added that if a situation arises in which a school district superintendent alleges less than satisfactory performance by an institutional teacher, an appeal procedure is now available by which the teacher can have CSEA present the case to the State Education Department for review. The Department would then make a decision based on the evidence presented.

Mr. Guild said the other significant provision of the agreement is that institution teachers who take the high school equivalency jobs will be paid on a geographic basis, where there is a differential, rather than by a set amount.

### MASON CONTINUES

ALBANY — Harry R. Mason, of Amsterdam, has been reappointed a member of the State Board of Standards and Appeals and redesignated chairman. His term in the \$36,700 post will run to Jan. 10, 1979.



The CSEA chapter at SUNY, Stony Brook, met at the end of April, and The Leader photo attests to a full room. Silhouetted at left, statewide president Theodore Wenzl is addressing the group. Seated

at far right, first row, are Albert Varacchi, chapter president, second from right, and Nick Pollicino, right, field representative.

(Leader photos by Sulo Aalto)



After the meeting, president Wenzl gets together with chapter president Albert Varacchi, left, and Kay McKenna, second from right, and Rosemary Cascardi.



Among members attending the Stony Brook meeting, are, front row, James Gremmell, left, and James Salvatore. Next row, from left: Madeline Fischer, Betty Bagetis and Marion Riley.

## AFSCME Record Deployed

(Continued from Page 1)

the effort to decertify AFSCME as their representative and that a wholesale swing is under way to have CSEA named as their representative instead.

### All Switch

CSEA Western Region president William L. McGowan last week publicly announced that CSEA has attained the signatures of 100 percent of the white-collar employees of Orleans County and of employees of the villages of Albion and Medina on both a decertification petition and CSEA membership cards.

Ms. Bistoff said it is no wonder that a 100 percent switch is under way to CSEA. Describing her experience with AFSCME as "very sad," she said, "AFSCME provided no services on grievances, inadequate legal assistance, poor negotiations advice and just no services for the dues, which also were raised without any improvement in services."

She said AFSCME representation has become especially bad ever since Orleans County was forced to affiliate with AFSCME Council 66, the same organization attempting to challenge CSEA now in Erie County. Ms. Bistoff said it took nearly a year to negotiate their present contract and after all that, AFSCME only got them a 4 percent raise for 1973 and a flat \$250 raise for 1974 with no wage reopener.

### Slide On Down

"We've really been going downhill ever since being forced

to join Council 66," she maintained.

Ms. Dragan said that contact with AFSCME field and regional representatives has been virtually nonexistent for some time, and many times the Orleans people have been forced to go it alone simply because no one in AFSCME would give them any attention or assistance. "AFSCME finally took notice of us when we refused to pay assessment increases instituted by Council 66 twice within the past year—and we're still refusing to pay those increases," she said.

In the area of grievances, she told the Erie chapter members that AFSCME was especially ineffective, once losing three grievances in a single day "that should have and could have been won."

Both Ms. Bistoff and Ms. Dragan said they voluntarily decided to come to Erie County to tell their story of very poor representation from AFSCME so Erie people would know what it is really like.

### Negotiations Due

During the meeting, Erie chapter president George H. Clark reported to the membership that preliminary efforts are under way to begin negotiations with the County administration for the next contract, but that the presence of AFSCME is significantly interfering with those important negotiations. He pointed out the sooner the challenge by AFSCME is official, the sooner the process of negotiating the next contract can begin. "But instead, AFSCME has chosen to stretch out the

threat of a challenge to delay the start of our negotiations," he said.

Mr. Clark remarked that the competing union had promised, even boasted, they would file for a challenge on May 1, then moved that back to May 10, and again changed the promised date to May 15. "AFSCME failed to keep their promise to the county employees on any one of those dates," he stated.

Mr. Clark said that wages would be the number one item on the CSEA list of demands when negotiations began with the county.

## Rule Deficient Cards

(Continued from Page 1)

in obtaining support in Orange County. Carol Dubovick, president of the Orange County unit of the Orange County CSEA chapter, said, "The PERB ruling that SEIU submitted deficient cards reveals a great credibility problem on the part of SEIU. For several weeks SEIU has claimed to have had substantial support among Orange County employees. Their deficient filing proves they lied."

Only the previous week PERB had conducted preliminary hearings into SEIU's petition for a representative election with CSEA in Orange County. PERB set June 7 as the tentative election date pending further inspection of SEIU's petition and designation cards. The latest ruling means that election cannot be held on the basis of cards submitted, although SEIU could re-

### DAC Commissioner

ALBANY—John W. Randall, of Albany, has been named first deputy commissioner of the State Drug Abuse Control Commission at an annual salary of \$43,016, according to DACC Chairman Anthony Cagliostro. Prior to his appointment, Mr. Randall had been serving as DACC employee relations officer. He originally entered the division's personnel office in 1966.

### SUCCESS FORMULA

Enough money, the right kind of experience and a community's need for the type of business planned are basic requirements needed for business success, according to State Commerce Department business consultants.

### Nurses Vote

(Continued from Page 1)

Region of CSEA. "According to Martha Cavaleri, president of the independent association, CSEA was chosen over two other possible bargaining agents on its record of professionalism and service," Mr. McGowan said.

"She said they needed staff and research assistance in connection with their contract with the hospital and met also with representatives of AFSCME (American Federation of State, County and Municipal Employees), AFL-CIO and the New York State Nurses Association, but decided on CSEA because of its proven performance record," he continued.

A letter indicating this vote has been sent to the Public Employment Relations Board, which must rule on the certification.

Mr. McGowan said he expected quick approval for CSEA because of the independent association's vote and because of the enrollment in CSEA by a majority of the nurses of that hospital.

"Our field representative, Jimmy Stewart, has filed a certification petition, which included the CSEA enrollment cards of 60 of the 108 nurses at the hospital," Mr. McGowan said.

"This is the second sizable enrollment in two weeks," he said.

Last week, Mr. McGowan announced the enrollment of virtually all Orleans County white-collar employees formerly represented by AFSCME locals 1436A and 1436B, which include employees of the county and the villages of Albion and Medina.

petition PERB with additional cards.

"Being caught with a deficient petition by PERB should prove highly embarrassing to SEIU," Ms. Dubovick said. "Only last year SEIU was found to have submitted fraudulent cards in trying to gain an election elsewhere in New York State," she noted.

The CSEA spokesman said, "I have contended all along that their claim to substantial support was wild exaggeration. I have personally talked with hundreds of Orange County employees and know the overwhelming majority are in favor of CSEA."

PERB recently set June 7 also as the date for an election between CSEA and SEIU in neighboring Ulster County. A PERB spokesman said the Ulster County petition was valid and the June 7 election date remains in effect in that county.



**WHERE TO APPLY FOR PUBLIC JOBS**

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

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

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

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

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

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

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

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

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

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

**INTERGOVERNMENTAL** — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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# Latest State And County Eligible Lists

EXAM 35328  
PRIN STENO  
Test Held Sept. 15, 1973  
List Est. Jan. 18, 1974  
(Continued from last week)

380 Sullivan K Elmira	80.0
381 Peterson R Albany	80.0
382 Einhorn C NYC	80.0
383 Vincent A Albany	80.0
384 Greenman D Cortland	80.0
385 Caruso M Latham	80.0
386 Tsikaris G Corona	80.0
387 Ball D Buffalo	79.9
388 Stancik D Schenectady	79.9
389 McGee L N Tonawanda	79.9
390 Murphy M Hollis	79.8
391 Masvaro M Middletown	79.8
392 Mathias O Saratoga Spg	79.8
393 Hay P Schenectady	79.8
394 Shultz I Batavia	79.7
395 Murphy M Oneonta	79.7
396 Cassidy J Williamsvil	79.7
397 Riviezzo G White Plains	79.7
398 Hoffman J Albany	79.7
399 Hryneuzin E Cohoes	79.7
400 Tarbell H Binghamton	79.7
401 Antoniadis H Buffalo	79.6
402 Kimmy C Albany	79.6
403 Lettrick I Cohoes	79.6
404 Synder S Endicott	79.5
405 Jackson J Ravenna	79.5
406 Johnson G Wynantskill	79.5
407 Skrzyniarz R Cheektowaga	79.5
408 Nestor K Chenectady	79.5
409 Morris J Latham	79.5
410 Krentz M Buffalo	79.4
411 Walker L Wyandanch	79.3
412 Heggen J Troy	79.3
413 Morris L Walkkill	79.3
414 Code G Brooklyn	79.2
415 Lotano D Schenectady	79.2
416 Erwin J Cheektowaga	79.2
417 Monty M Johnsonville	79.2
418 Quinn K Rensselaer	79.2
419 Lagasse F Cohoes	79.2
420 Sokou S Cohoes	79.1
421 Boyd G Brooklyn	79.1
422 Yager P Tonawanda	79.1
423 Taylor L Lake Luzerne	79.1
424 Craig L Middletown	79.1
425 Mitchell L West Seneca	79.1
426 Griesel L Albany	79.1
427 Reale S Albany	79.0
428 Bumstead L Albany	79.0
429 Severson E Old Bethpage	79.0
430 Keely J Albany	79.0
431 Freese L Brooklyn	79.0
432 Dallaird C Troy	79.0
433 Mangum C Albany	78.9
434 Coons S Schenectady	78.9
435 Petronis E Albany	78.9
436 Fingerhut M Schenectady	78.8
437 Pilecki F Buffalo	78.8
438 Villa E Albany	78.8
439 West I Clay	78.7
440 Meyer J Middletown	78.7
441 Ottavio S Rome	78.7
442 Fusco P Rensselaer	78.7
443 Wendelken P Albany	78.7
444 Parker D Albany	78.7
445 Kennedy I Albany	78.7
446 McGovern M Kenmore	78.6
447 Weiss Bonnie Buffalo	78.6
448 Kostowski M Elnora	78.6
449 Cicio B East Branch	78.6
450 Delehanty M Albany	78.5
451 Mauser A Lindenhurst	78.5
452 Meus G Hudson	78.5
453 Piersall W Clark Mills	78.5
454 Tellier J Syracuse	78.5

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455 Miller N Middletown	78.5
456 Wheeler J Rensselaer	78.5
457 Kopsbac M Stony Point	78.5
458 Gardina A Ghent	78.5
459 Terry B Cobleskill	78.5
460 Walsh D Albany	78.4
461 Behm P Albany	78.4
462 Smith D NYC	78.4
463 Behm P Albany	78.4
464 McWhite M Eggertsville	78.3
465 Gaudette J Gansevoort	78.3
466 Wright A Cohoes	78.3
467 Lituchy C Poughkeepsie	78.2
468 Flannery H Syracuse	78.2
469 Kenody M Buffalo	78.2
470 Corroy M Watervliet	78.2
471 Bleichert M Watervliet	78.2
472 Ingram M Latham	78.2
473 Brimmer J Watervliet	78.2
474 Sokaris H Albany	78.1
475 Slodki S Binghamton	78.1
476 Topp, N Syracuse	78.1
477 Lancinut D Cohoes	78.1
478 Schneible K Guilderland	78.1
479 Whalen D Albany	78.1
479A Meyers M Shoreham	78.1
480 Phillips C Stony Point	78.0
481 Barreca C Brooklyn	78.0
482 Payne L Hempstead	77.9
483 Para M Ogdensburg	77.9
484 Slaska B Greenlawn	77.9
485 Selsan D Gowanda	77.9
486 Nelson C Binghamton	77.9
487 Boll E Tonawanda	77.8
488 McNamara M Hamburg	77.8
489 Fanone A Williamsvil	77.8
490 Hulsmann P Sound Beach	77.8
491 Mellillo A Mastic	77.7
492 Marin M Albany	77.7
493 Paul G Troy	77.7
494 Aalto A Schenectady	77.7
495 Renz W Albany	77.7
496 Goitria L Brentwood	77.6
497 Lawrence L Albany	77.6
498 Strickland B Schenectady	77.6
499 Urban A Albany	77.6
500 Eaton M Latham	77.6
501 Mennella L Brooklyn	77.6
502 Burnside J Albany	77.6
503 Posner H Val Stream	77.5
504 Paulsen D Wappingr Fls	77.5
505 Palmer N Sarlton	77.5
506 Levine S Schenectady	77.5
508 Felton J Perryburg	77.4
509 Thompson D Ballston Spa	77.4
510 Vignola J Albany	77.4
511 Konsens M Forest Hills	77.4
512 Hill B Pt Jefferson	77.4
513 Keeler G Buffalo	77.3
514 Denis G Albany	77.3
515 Costello S Hannacroix	77.2
516 Slater D Cobleskill	77.2
517 Smith J Waterford	77.2
518 Spath C Rensselaer	77.2
519 Stone J Wappingr Fls	77.2
520 Monaster L Nunda	77.1
521 Clivo F Middle Is	77.1
522 Boyer J Albany	77.0
523 Collins M Albany	77.0
524 Johnson R Buffalo	77.0
525 Chandler S Albany	77.0
526 Mosko B Binghamton	77.0
527 Kistner G Stony Pnt	77.0
528 Handy N Oneonta	77.0
529 Dunn C Albany	77.0
530 Anni J Gowanda	77.0
531 Consolo N Rensselaer	77.0
532 Thompson D Sonyea	77.0
533 Depaula R Staten Is	77.0
534 Smith J Rochester	77.0
535 Leitman E Brooklyn	77.0
536 Morrison R Albany	77.0
537 Frasca S Rome	76.9
538 Furlong M Latham	76.9
539 English A Rochester	76.9
540 Sivanlian A Rensselaer	76.9
541 Donovan R Watervliet	76.8
542 Welch S Neversink	76.8
543 Kozlowski M Cohoes	76.8
544 Manne H NYC	76.7
545 Grodavent A Syracuse	76.7
546 Guglielmo M Maspeth	76.7
547 Page R Amsterdam	76.7
548 Mottola C Brooklyn	76.7
549 Sickles F Watervliet	76.7
550 Overocker K Stillwater	76.7
551 Swift E Goshen	76.7
552 Camarata E Loudonville	76.7
553 Betts I East Berne	76.7
554 Lasky C Troy	76.6
555 Kutschow J Lyons	76.6
556 Dicaterino B Amsterdam	76.6
557 Stone M Waterford	76.6
558 Devine J Albany	76.6
559 Vergara L Ridgewood	76.6
560 Haskell P Stillwater	76.6
561 Jackson K Buffalo	76.6
562 Hart J Schenectady	76.6
563 Bleser L Mechanicvil	76.6
564 McKenna K Stony Brook	76.6
565 Delehanty J Albany	76.5
566 Dinardo B Buffalo	76.5

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13740.  
**COFFEE POT ALWAYS HOT**

567 Disesare P Scotia	76.5
568 Hancock A Babylon	76.4
569 Mealy J Averill Park	76.4
570 Cochran A St Albans	76.4
571 Davies H Dannemora	76.4
572 Scholz Y Rotterdam	76.4
573 Norrish J Menands	76.4
574 Rives M Albany	76.3
575 Nelson J Ogdensburg	76.3
576 Collins E Schenectady	76.3
577 Blair E Silver Spgs	76.3
578 Demarco B E Greenbush	76.3
579 Altschuler M Troy	76.3
580 Cirsil aA Stillwater	76.3
581 Theilemann K Greenwich	76.2
582 Fisch L Amityville	76.1
583 Walker D Marion	76.1
584 Borek S NY Mills	76.1
585 Neet A Albany	76.1
586 Scalzo F Menands	76.1
587 Thurman K Watervliet	76.1
588 Feldman G Brooklyn	76.0
589 Neale M Albany	76.0
590 Lang N Albany	76.0
591 Graves G Albany	76.0
592 Gloussing I E Northport	75.9
593 Castelles D Medford	75.9
594 Salmeri M Albany	75.9
595 Bonesteel B Troy	75.9
596 House J Albany	75.9
597 Long L Albany	75.9
598 Wiesinger M Elnora	75.9
599 Tygett P Amherst	75.9
600 Gorman N Dover Plains	75.9
601 Cooke J W Sand Lake	75.8
602 Weiss H Brooklyn	75.8
603 Meli E Staten Is	75.8
604 Ruddy M Lee Center	75.8
605 Sliter B Troy	75.8
606 Phillips E Syracuse	75.8
607 Wyak D Conklin	75.7
608 Scofield C Glenham	75.7
609 Campbell B Troy	75.7
610 Vanzaand L Albany	75.7
611 Schou C Albany	75.7
612 Quirino B Old Chatham	75.7
613 Lingos M Bronx	75.7
614 Hancock M Bellport	75.6
615 Cripso J Green Island	75.6
616 Melnick M Elbridge	75.5
617 Paskiewicz T Waterford	75.5
618 Ubranski A Albany	75.5
619 Gitro T Albany	75.5
620 Rourdeau M Cohoes	75.5
621 Orourke J Buffalo	75.5
622 Mastrolanni D Guilderland	75.5
623 Liller G Poughquag	75.5
624 Miller M Bellerose	75.5
625 Shufelt R Latham	75.5
626 Banks E NYC	75.5
627 Vantzefde C Ogdensburg	75.5
628 Fleming G Albany	75.5
629 Reeves W Williamsvil	75.5
630 Sweeney M Binghamton	75.5
631 Winter H Kings Par k	75.5
632 Keppel M Albany	75.5
633 Cohen L NYC	75.5
634 Levine S Bronx	75.4
635 Govel A Albany	75.4
636 Sheldon B Albany	75.4
637 Esposito L N Babylon	75.4
638 Benedetto D Albany	75.4
639 Condon L Staten Is	75.4
640 Young A Stingerlands	75.3
641 Miller J Ravenna	75.3
642 Hennessey D Schenectady	75.3
643 Dinkel M Holtsville	75.3
644 Rubby M Schenectady	75.3
645 Rizzo M Albany	75.2
646 Callahan I Preepport	75.2
647 Lohrey R Delmar	75.2
648 Larochele M Cohoes	75.1
648A Carr E E Northport	75.1
649 Smith E Monsey	75.1
650 Seibert E Winddale	75.1
651 Warshaw E Albany	75.1
652 Adcox G Ozone Par k	75.1
653 Windle V N Merrick	75.1
654 Gredzicki A Buffalo	75.1
655 Siroia L NYC	75.1
656 Berlin S Brooklyn	75.0
657 Leroy R Garnerville	75.0
658 Beckwith M Albany	75.0
659 Stank E Rochester	75.0
660 Sitzman M Eggertsville	75.0
661 Tremblay S Waterford	75.0
662 Boyd H Brooklyn	75.0
663 Miller H Dannemora	74.9
664 Grubalski B Hagaman	74.9
665 Basile M Clay	74.8
666 Klein J Rochester	74.8
667 Donnelly E Albany	74.8
668 Farrell T Albany	74.8
669 Rothstein R Wappingr Fls	74.8
670 Silverberg P Brooklyn	74.7
671 Fuchetti F Wantagh	74.7
672 Mokhiber E Albany	74.6
673 Catalfamo K Rensselaer	74.6
674 Canning E Albany	74.6
675 Sheak K Germantown	74.6
676 Boyle M Ozone Park	74.6
677 Driscoll M Troy	74.6
678 Arnold G Schenectady	74.6
679 Diange E Albany	74.5
680 Fuller M Kill Buck	74.5
681 Beebe S Stuyvesant	74.5
684 Mangino B Schenectady	74.4
685 Croteau G East Islip	74.4
686 Parker D Albany	74.4
689 Burnetter N Mechanicvil	74.4
688 Lizardy L West Islip	74.4
689 Sokolowski S Amsterdam	74.4
690 Mainville H Albany	74.4
691 Decker M Bellmore	74.3
692 Klapp L Albany	74.2
693 Alheimer C YN Mills	74.2
694 Redcross B Rensselaer	74.2
695 Roberts R Esperance	74.2
696 Carusone N Stingerlands	74.2
697 Dean M Albany	74.2
698 Travis R Hicksville	74.2
699 Phoenix D Amsterdam	74.2
700 Byrnes A Buffalo	74.2
701 Retzer C Alherst	74.1
702 Miller M N Babylon	74.1
703 Bardi V Troy	74.0
704 Morrow D Buffalo	74.0
705 Baldwin S Loudonville	74.0
706 Lucier K Schenectady	74.0
707 Felton P W Coxsackie	74.0
708 Orlop J Scotia	74.0
709 Fehling A Woodhaven	74.0
710 Bariteau D Waterford	74.0

711 Krakuski D Liverpool	74.0
712 ezler D Huntington Sta	74.0
713 Hammond S Kingston	74.0
714 Fields M NYC	74.0
715 Dordzal R Albany	74.0
716 Fox A Albany	74.0
717 Appel V Forest Hills	74.0
718 Dayter J Albany	74.0
719 Carney V Albany	74.0
720 Stolzman J Depew	73.9
721 Jakubiak L Albany	73.8
722 Johnston E Saratoga Spg	73.8
723 Darcy L Albany	73.8
724 Young M Elnora	73.8
725 Long L Albany	73.8
726 Westphal J Albany	73.8
727 Kyiatkowski A Saratoga Spg	73.8
728 Klugo R Rensselaer	73.7
729 Krause M Hauppauge	73.7
730 Belmonte P Albany	73.7
731 Slupski D Troy	73.7
732 Allen L Elmira	73.7
733 Putney S Elmira	73.7
734 Canazzi A Buffalo	73.6
735 Rooke M Ballston Spa	73.6
736 Drees V Saatsburg	73.6
737 Stiffen A Albany	73.6
738 Breyear E Albany	73.6
739 Dioregorio B Clay	73.6
740 Gist M NYC	73.5
741 Jackson H Brooklyn	73.5
742 Rappaport L Albany	73.5
743 Jackson D Albany	73.4
744 Labada R Islip	73.3
745 Forbach N Buffalo	73.3
746 Kedzierska A Elma	73.3
747 Rulli S Plainview	73.3
748 Campbell D A Staten Island	73.3
749 O'Donnell J Albany	73.3
750 Whimple P M Troy	73.2
751 Landau M Hauppauge	73.2





If you look closely at the photo being held by Solomon Bendet, it is possible to find a very young version of the same Mr. Bendet many years ago. Here New York City chapter first vice-president Martha Owens presents the framed memento to Mr. Bendet, who was honored by co-workers for his 44 years of service in the insurance department. By means of passing six competitive civil service exams, Mr. Bendet worked his way up to chief of the insurance complaint bureau prior to his recent transfer to the civil service position of deputy superintendent of insurance.



Benjamin R. Schenk, state superintendent of insurance, acted as master of ceremonies at the testimonial dinner at the Waldorf-Astoria Hotel.

## Honor Solomon Bendet At Testimonial



Solomon Bendet, second from right, greets some of the out-of-towners from Nassau County. From left are Ralph Natale, Long Island Region third vice-president; Edward Ochenkowski, and Irving Flaumenbaum, CSEA vice-president.



Charles Bendet, left, brother of the guest-of-honor, gets special attention from testimonial committee members William Allmendinger and Andrea Vadoros. A third committee member, Seymour Shapiro, was unable to attend.



State Attorney General Louis Lefkowitz describes Mr. Bendet as a hard negotiator, and as a man whose "spunk and integrity I've always admired."



Looking blasé in glare of so much feminine attention, Solomon Bendet, with his wife, Sally, center, is joined by their daughters and sons-in-law, Ruth and Eli M. Kramer, left, and Barbara and Martin Ballot, right.

# Clark Attacks Erie 14c Mileage Report

BUFFALO—The Erie County Legislature's governmental affairs committee recommended to the legislature an automobile mileage useage reimbursement rate of 14 cents per mile, retroactive to April 1, and this drew sharp, adverse reaction from George H. Clark, president of the Erie County chapter, Civil Service Employees Assn.

"The county makes open-end price agreements with the oil companies for gasoline and fuel oil, but the County Legislature's committee doesn't even give the employees a fair hearing before making the recommendation. It's another situation of taking care of the big boys but ignoring the little guys," Mr. Clark said.

He continued: "When the oil companies who control their own costs and profits, didn't bid on fuel oil and gasoline, the county gave them contracts under which the county would pay the prevailing rates.

"But when the employees have to pay these same oil companies prevailing rates for gasoline to drive their cars on the county's business, they don't even get the hearing which the law supposedly gives them.

"The Governmental Affairs Committee should not have made a recommendation without first hearing the employees' side.

"The cards are already stacked against the employees under the Taylor Law, without bypassing steps provided for solutions."

Mr. Clark explained that under the Taylor Law an impasse, which follows the submission of a fact-finders report, is referred to the Legislature for a legislative hearing and solution. "A legislative hearing after one of the legislature's committees has made a recommendation is unfair and unjust," Mr. Clark said.

The fact-finders report prepared by Dr. Donald Goodman, Niagara University professor, proposed that employees using their own automobiles on county business be reimbursed at a rate of 14 cents per mile retroactive to Jan. 1, with further changes in the reimbursement rate tied to gasoline price changes.

"Based on the prevailing gasoline costs on April 16, when CSEA filed for the legislative hearing, the mileage reimbursement rate should have been 14.5 cents per mile," Mr. Clark said. "Because County Executive Regan complained of the high costs of recomputing retroactive rates and because we knew that going at their normal rate, a decision wouldn't be forthcoming much before June, CSEA proposed a flat 16 cents per mile to the legislature.

"This would, in effect, give the employees 14 cents per mile, plus

reimburse them 2 cents per mile for the mileage between Jan. 1 and April 1 and 2½ cents per mile since then.

"This reimbursement rate would be in line with the intent of the fact-finders report and relieve the county of recomputation costs based on a retroactive solution."

## PERB Sets Mediators In CSEA Cases

ALBANY—The State Public Employment Relations Board has announced the recent appointment of mediators to various local government contract disputes involving the Civil Service Employees Assn.

Named to the dispute between the Canajoharie Central Schools (Montgomery County) and CSEA is Richard J. Bradley, of Schenectady. Herman K. Reid, of Brooklyn, was appointed to the dispute between the Plainedge Custodial Unit of CSEA and the Plainedge Central School District No. 18 in Nassau County.

Frank A. McGowan, of PERB's New York City office, will mediate in the dispute between the Bellmore Merrick Central High School District (Nassau County) and Bellmore Merrick CHSD unit 3, CSEA. Appointed to the dispute between the Lakeland School unit of CSEA and the Lakeland School District in Westchester County is Jonathan S. Liebowitz, of New York City.

Named by PERB as mediator to the dispute between the Clinton Central School District (Oneida County) and CSEA is Dr. D. Kline Hable, of Syracuse. Oren Root, of New York, was appointed to the dispute between the CSEA Briarcliff Manor unit and the Village of Briarcliff Manor, in Westchester County. Paul B. Curry, of PERB's Albany office, will be mediator in the dispute between the Holland Patent Central School District (Erie County) and CSEA.

## Flag Decals Offered Free

POUGHKEEPSIE — Flag Day on June 14 has represented a special promotion for the past five years of the Dutchess County Educational Employees chapter, Civil Service Employees Assn.

John Famelette, president of the Poughkeepsie City School District unit, and members of his committee have been promoting Flag Day because, according to Mr. Famelette, "our main objective is to return the Stars and Stripes to the standard of America: representing one nation, under God, indivisible with liberty and justice for all."

The committee offers a free 3-by-5-inch decal flag to anyone sending a stamped, self-addressed envelope to Mr. Famelette at 45 Meyer Ave., Poughkeepsie, N. Y., or Roy Rasmus, 22 Center St., Beacon, N. Y.

## Anna Mangano

ALBANY—Anna Mangano, a staff employee in the Treasurer's Office at Civil Service Employees Assn. Headquarters for six years, died at St. Peter's Hospital here last week, following a long illness.

A native of Albany, she was known as "Ann" to fellow CSEA employees and to the many CSEA members who dealt with her or chatted with her in the financial department on the first floor at 33 Elk Street.

She is survived by two sons and a daughter, her mother, three sisters, five brothers, and five grandchildren.