



# The Leader Visits Willowbrook

See Page 9

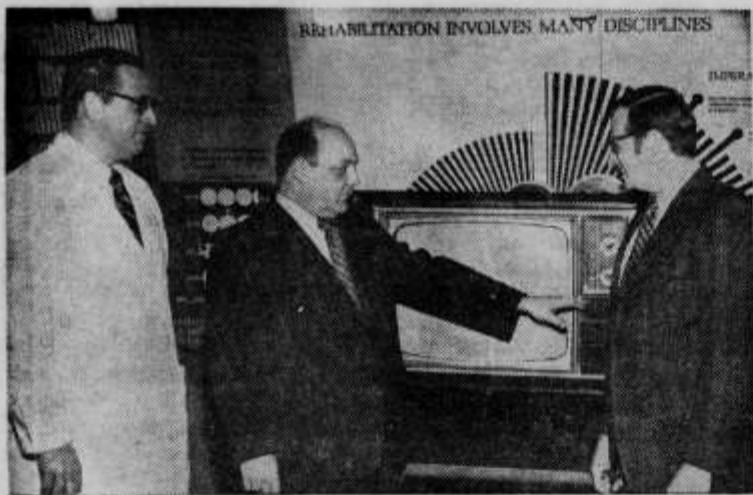
# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIII, No. 39 Tuesday, December 26, 1972 Price 15 Cents

## LI Conf Yule

See Page 16



**CSEA GIVES** — Robert Stelley, center, president of the Roswell Park Memorial Institute chapter of the Civil Service Employees Assn., points out the features of one of three color television sets donated to the hospital by the chapter. Dr. Gerald P. Murphy, left, and Gerald K. Schofield, deputy director for administration, watch. The sets will be used by patients on three floors, Dr. Murphy said.

## Ostermann Accepts CSEA Bid To Resolve MH Crisis Over Patient Therapy Tasks

(Special to The Leader)

ALBANY — At Leader presstime, Melvin Ostermann, director of the State's Office of Employee Relations, has agreed to the Civil Service Employees Assn.'s demand to meet immediately to resolve a crisis developing when thousands of patients throughout the Mental Hygiene institutions were

told that they could no longer work in their assigned jobs.

Historically, patients in Mental Hygiene institutions have performed certain duties on a routine basis. The tasks performed are recommended as part of patient therapy programs and

(Continued on Page 16)

## Judge Clears Buffalo-Area Nurse Of 'Strike' Charges In Case That May Set Precedent For Others

(From Leader Correspondent)

BUFFALO—Armed with legal ammunition obtained in a significant court victory for the Civil Service Employees Assn., the first strike-accused CSEA member in the Buffalo area eligible for a hearing has been cleared.

The victory was for Lois Tobias, a nurse at the West Seneca State School, but her clearance of state charges that she took part in an unauthorized strike last April goes much deeper than the hearing room.

The foundation for the victory, a foundation that makes it easier to defend approximately 150 other Buffalo-area CSEA members likewise charged, was built in the courtroom of Supreme Court Justice Norman A. Stiller.

Judge Stiller ruled that the CSEA had the right to subpoena state records for the hearings against accused members.

The action was brought by CSEA regional attorney Charles R. Sandler, who argued that the CSEA be given the right to demand that the State supply certain pertinent documents at each hearing of an accused CSEA member.

"The application will therefore be granted as to time cards and related records regarding any leaves of absence . . . covering the dates April 1 and 2, 1972," Judge Stiller ruled.

Armed with the power to subpoena the matter, Sandler entered the hearing for Ms. Tobias, and she was cleared of any charges when the hearing of-

ficer determined she was rightfully attending a relative's funeral in Virginia on the dates in question.

The subpoena power enables the attorney to force the State

to produce documents that otherwise were not required as part of the hearing.

It also gives him, he says, a foothold in defending other ac-

(Continued on Page 16)

### INSIDE THE LEADER

- Wenzl Pledges Support To Green Haven Employees —See Page 3
- Nassau Talks Deadlocked, But Give Increments Anyhow —See Page 3
- Additional Welfare Fund Donors —See Page 14

## Restructuring Committee Prepares For Phase IV

TROY—The committee to restructure the Civil Service Employees Assn. will begin two days of deliberations on Jan. 4 to consider suggestions for Phase IV, dealing with job actions, delegate representation and related items.

Committee chairman A. Victor Costa said the committee members will also discuss Phase III, Part 2, on field services, in preparation for presenting it to delegates at CSEA's March meeting.

Costa, who is also statewide second vice-president of CSEA, will report to the committee on progress to date on implementation of the first two phases of restructuring. A number of seminars have already been held, and many more are on the agenda, to explain the ramifications

In next week's issue, The Leader will begin printing Phase III, Part 1, of the restructuring report as amended by delegates at the statewide meeting in Rochester.

of restructuring and to seek out further improvements. (Continued on Page 14)



## CSEA Victories Won By Leaders, Unity In The Grass Roots

THE outstanding vote of confidence by public employees in the leadership of the Civil Service Employees Assn. in the election among State Institutional employees and among Professional-Scientific-Technical employees, attests to their faith in

(Continued on Page 6)

## Arrange Additional HS Equivalency Training For Institutional Employees

(Special To The Leader)

ALBANY—In accordance with the 1972-3 contract for the State Institutional Services Unit negotiated between Civil Service Employees Assn. and the State, the Department of Mental Hygiene has arranged for additional remedial training opportunities for institutional employees who plan to seek a high school equivalency diploma.

According to a CSEA spokesman, the holders of high school equivalency diplomas have found them additionally valuable since the establishment of CSEA-negotiated career ladders.

These additional preparation courses for taking the high school equivalency test will be held at sites that can be easily reached by Mental Hygiene employees.

The Mental Hygiene Depart-

ment will also offer Spanish language versions of these courses on Long Island and in New York City, if enough interest is shown.

According to the CSEA spokesman, employees interested in taking these courses should contact their high school equivalency training coordinator or personnel office, or write the Bureau of Education and Training, Department of Mental Hygiene, 44 Holland Ave., Albany, N.Y. 12208.

# Transit Patrolman, 13 Other City Examinations To Open January 3

Applications will be received from Jan. 3 through Feb. 6, 1973, for patrolman, New York City Transit Police Department, at a starting salary of \$10,699, it was announced last week by the City Civil Service Commission.

In addition, 13 other exams are open to the public for filing between Jan. 3 and 23. They are

listed below with exam number, salary, and minimum qualifications.

Applicants for transit cop must be at least 20 but less than 29 years of age at the time of the written test, set for Feb. 24. Veterans may deduct their length of service, up to six years, when computing their age. Minimum height of 5'7" in bare feet is specified.

High school diploma or equivalent

is required by the time of appointment to the job, as is U.S. citizenship and possession of valid driver's license. Eligibles must be 21 before they can be appointed.

Proof of good character is needed. Disqualifying factors include conviction of felony, drug addiction or alcoholism, discharge from the armed services with other than the standard honorable discharge, and repeated discharge from employment.

The written test will be of the multiple-choice type, and include questions on judgment in job situations, intercultural relations and leadership situations; reading comprehension relating to the job; mathematical coding and memory exercises relating to the job; understanding of problems of crime and delinquency, and other areas. Passing grade is 70 percent.

A qualifying medical exam will be administered. Causes for rejection include vision of less than 20/30 in each eye separately (eyeglasses not permitted), asthma, hernia or poor hearing.

A qualifying test, including an obstacle course, dumbbell-lifting, weighted sit-ups, pull-ups and broad jump is also required.

Application should be made to the City Dept. of Personnel for this and the following exams. For address and hours, see the "Where To Apply" column on Page 11.

#### Other Exams

**Announcer, Exam 2029 (\$8,400)** — Required: bachelor's degree and one year experience as announcer for a regularly-operated radio or t.v. station; or high school graduation or equivalency and two years of above experience.

**Assistant Supervisor of Youth Services, Exam 2253 (\$9,800)** — Required: education and experience requirements ranging between a bachelor's degree in social work, sociology, recreation, psychology, education or related field, plus one year experience in group work, case work, education, recreation, counseling, personnel relations or related field, and b) high school diploma or equivalency plus five years of above experience.

**Junior Human Rights Specialist, Exam 2106 (\$8,250)** — Required: bachelor's degree; or high school graduation or equivalency plus four years experience in intergroup relation, human rights, labor relations, housing, research, or related fields; or a combination of education and experience. Part-time experience acceptable in part.

**Plumber's Helper, Exam 2122 (\$5.60/hour)** — Required: three years experience as plumber's helper or apprentice; or at least one year experience plus plumbing training to equal three years.

**Principal Planner (Education), Exam 2232 (\$16,500)** — Required: bachelor's degree and seven years experience in city planning, including two in school facilities and two in a supervisory capacity; or a satisfactory equivalent.

**Public Services Officer, Exam 2133 (\$6,750)** — Required: bachelor's degree including 15 credits in journalism or writing; or high school graduation or equivalency plus five years experience

in journalism, copy writing, or report writing; or a combination.

**Senior Project Development Coordinator, Exam 2230 (\$15,300)** — Required: bachelor's degree and six years experience in building design or construction, appraisal, sales, management, or rental of real property, including at least three years in a supervisory capacity and two in urban renewal.

**Senior Taxi and Limousine Inspector, Exam 2158 (\$8,600)** — Required: high school graduation or equivalency, plus a) two years experience as inspector of taxis and limousines, or b) four years experience in commercial, industrial or governmental inspection or law enforcement, at least one of which in motor vehicle inspection or maintenance, or c) four years experience in maintenance of motor vehicles, or d) a satisfactory combination. Driver's license required.

**Structure Maintainer Trainee, Groups A, B, C, D & E, Transit Authority (\$4.32 per hour)** — Required: high school graduation or equivalency plus two years experience as professional helper; or six years of this experience, in one of the following fields: Group A, Exam 2258 (Carpentry); Group B, Exam 2259 (Masonry); Group C, Exam 2260 (Iron Work); Group D, Exam 2261 (Sheet Metal); or Group E, Exam 2262 (Plumbing).

**Water Use Inspector, Exam 2185 (\$8,050)** — Required: three years mechanical experience in plumbing industry; or 1½ years experience plus sufficient training; or at least one year experience plus graduation from trade or vocational school.

## Parking Agent Walk-In Tests Slated By City

The job of parking enforcement agent will be open for application from Jan. 4 until further notice, it was announced last week by the City Civil Service Commission.

Applicants for parking enforcement agent, exam 2117, must be at least 21 years of age at the time of appointment, at which time they must also have a high school diploma or equivalency, and a valid driver's license.

Written and physical tests will be held at the Police Academy, 235 East 20 St., Manhattan at 8:30 a.m. on the first Friday of each month beginning Jan. 5, 1973. All necessary application forms may be filled out at that time. It is recommended to come in slacks and comfortable walking shoes.

Salary is \$6,900 to start. Job duties are foot patrol for ticketing of illegally parked vehicles, checking meters and testifying in court relative to summonses issued.

The written test, with passing score of 70 percent, will be of the multiple-choice type and include questions on vocabulary, reading comprehension and number and letter comparisons. The physical test consists of two parts: raising a 25-pound and 20-pound dumbbell to shoulder height, and walking two miles within 40 minutes.

More information may be obtained at the City Department of Personnel at the address listed on Page 11 under "Where To Apply."

-1-

Call UN 1-7200  
The Greater New York  
Blood Program

## NEW YORK STATE AND LOCAL SUBDIVISION EMPLOYEES

### NOW YOU CAN SHARE GHI'S SECURITY and STABILITY!

Pick the GHI Plan for comprehensive solid health protection.

GHI Plan... What's in a name?

GHI is Group Health Incorporated and stands for stability in the health field; Plan is a "... Method or scheme of action; a way proposed to carry out a design..." — Webster's Unabridged Dictionary.

No matter how many methods, schemes or ways of medical care are open to you, the time-tested GHI Plan is one that provides comprehensive doctor bill benefits FROM THE FIRST DAY and FROM THE FIRST DOLLAR, without deductibles, and gives you free choice of doctor.

You have from October 1st to December 31, 1972 to review, decide and transfer to GHI\*

The GHI Plan provides:

- The same Blue Cross Hospitalization as the other medical plans.

PLUS

HEALTH SECURITY THROUGH:

- Preventive Care
- Practical Protection
- Paid-in-Full Benefits from GHI Participants regardless of income
- Free Choice of any doctor, anywhere

\*Federal Employees: Nov. 15 thru 30, 1972

For details of GHI's Standard Plan and for GHI Optional Benefits (\*Federal Employees Only), consult your group's official materials during re-enrollment and transfer period.

If you still need information:

Call: (212) 736-7979  
or Write: Gov't Unit,  
Sub. Rel's Dept.  
GROUP HEALTH  
INCORPORATED  
The GHI Building  
227 West 40th Street  
New York, New York 10018



## Reach Agreement On TA Cop Pact

Agreement on a proposed 30-month contract was reached last week between the Transit Patrolmen's Benevolent Assn. and the City's Office of Labor Relations, with a key provision granting parity with Police Department patrolmen's duty chart, it was announced by Transit PBA president John T. Maye.

Ballots and outlines of the proposed pact were mailed out last week to the Transit PBA's 3,200 members for a ratification vote after the executive board, in a special meeting Dec. 19, unanimously approved the pact with recommendation for ratification. Ballots are due back Dec. 29 and will be counted on that day.

The duty chart provision grants TA cops the same 8½-hour work day as City police, giving them the same 18 days compensatory time off per year.

Salary provisions of the contract, retroactive to Jan. 1, 1971, would raise base pay for a first-grade Transit patrolman to \$14,300 in three increments, reaching that level Jan. 1, 1973. Starting salary for patrolmen appointed on or after Jan. 1, 1971 would rise to \$10,699, and \$10,849 for

those hired prior to that date.

Other provisions include an increase from five to ten percent night differential; and increase from \$185 to \$200 for uniform allowance; a \$261 annual contribution to the annuity fund; continuation of full payment by the City for hospital insurance and health benefits; a \$220 contribution to the security benefits fund for 1971, and a \$250 contribution for the remaining 18 months of the pact.

### Correction Officers

The Dept. of Correction has 27 openings for female correction officers which it will fill with the 55 candidates who were certified from the list resulting from open competitive exam No. 2022 established Nov. 30, 1972. The last number certified was 90. Salary is \$10,699.

CIVIL SERVICE LEADER  
America's Leading Weekly  
For Public Employees  
Published Each Tuesday  
669 Atlantic Street  
Stamford, Conn.

Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007  
Entered as Second-class matter and  
second-class postage paid, October  
3, 1939, at the post office at Stamford,  
Conn., under the Act of March  
3, 1879. Member of Audit Bureau of  
Circulations.  
Subscription Price \$7.00 Per Year  
Individual Copies 15c

## Nassau Employees Get Increments Jan. 1, But Contract Talks Remain Deadlocked

MINEOLA—Increments will be paid effective Jan. 1 for Nassau County employees despite the failure to complete contract negotiations, it was announced by Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

Flaumenbaum said an agreement had been reached with the County providing that:

- increments will be paid with the start of the new year,
- benefits and protections under the current contract will continue in effect, and
- any new contract will be retroactive to Jan. 1, 1973.

# Wenzl Pledges Support To Green Haven Workers In Assaults By Inmates

CIVIL SERVICE LEADER, Tuesday, December 26, 1972

(Special to The Leader)

ALBANY—Theodore C. Wenzl, president of the 200,000-member Civil Service Employees Assn., pledged "full support and complete backing to all employees" at Green Haven Correctional Facility, in reacting to a recent rash of assaults by inmates on civilian personnel and correction officers working in the maximum security prison.

Wenzl said that violent incidents were "part of a wave of similar examples of laxity on the part of prison administration." He said he felt that the situation would get worse if security were not tightened. "Every employee is working on a powder keg about to go off."

CSEA has negotiated on numerous occasions for various methods of increased security and updating of equipment. They have also requested training for the civilian employees to handle administration and rehabilitation goals of a maximum security prison.

### Request Unheeded

According to Wenzl, however, "CSEA's requests have gone unheeded. Security is falling apart, rehabilitation is nonexistent, and correction officials seem only to ignore the whole situation."

"CSEA," Wenzl said, "has been receiving reports from union members at the prison." One such report came from Angelo Senisl, local CSEA president at

Green Haven, who said that alcohol has been in evidence at the facility and the influx of weapons is "definitely on the increase."

"We know this," said Senisl, "and have continually requested metal detection devices and better intra-facility communication, which the higher-ups in Albany have continually ignored."

Late last week CSEA members and correction officers at the prison hinted at the possibility of a walk-out. According to CSEA reports, there have been over 40 instances of assault on civilians and uniformed personnel. While certain measures have been taken for increased protection in the case of correction officers, CSEA's Senisl says, "Nothing has been done for the civilians in the kitchen or the guy working in the shop."

### Work In Close Contact

As part of correctional rehabilitation, civilians in the prison work in close contact with the inmates who, among other things, perform duties in the kitchens and work with shop instructors. The civilians are concerned that, in the event of an uprising, they will be without protection or adequate training to handle the situation.

Wenzl said there was a tentative meeting scheduled with state correction department officials in Albany this week. Commenting on the meeting he said, "I hope that we're able to get them to recognize the urgency of the situation and take immediate action. Our members won't stand for much more of this pressure."

## Riverhead Town Unit Agrees To Improved Two-Year Contract

RIVERHEAD—The Town of Riverhead unit of Civil Service Employees Assn. recently ratified a new two-year agreement, which included the following benefits:

Five personal days per year; unused personal days applied to sick-leave bank; 18 sick days per year; uniforms for blue-collar employees; improved retirement plan (half pay at 25 years); \$20,000 death benefit, and a 25 cent per hour increase for 1973.

During the second year of the contract wages will be opened for negotiations. All department heads received a \$1,500 increase for 1973 and will negotiate wages only for 1974.

Irwin M. Scharfeld, CSEA field representative, said that this was one of the largest overall town contracts negotiated this year and gave credit to the unit's negotiating committee and Ed Gadzinski, president of the Town unit, for their outstanding cooperation and assistance during negotiations.



**SWEARING IN** — Officers of the Department of General Services unit of Nassau County chapter, Civil Service Employees Assn. are shown at swearing-in ceremony recently in the office of senior deputy commissioner George K. Decker, far right. Next to Decker, Nassau chapter president Irving Flaumenbaum leads the unit officers in the swearing-in: from left, sergeant-at-arms Alfred Comito, recording secretary Kathleen McGraw, corresponding secretary Lillian Keck, treasurer Dudley Kinsley, vice-president Dorothy Kehoe and president Louise Corte. Official installation was last week at Woodside Terrace in North Baldwin.

## Nassau Bridge Unit Employees Gain Pay Hike Over 2 Years

MINEOLA — A new contract boosts employees of the Nassau County Bridge Authority by 5.5 percent in 1973 and 1974, it was announced by Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum.

The agreement also provides improved fringe benefits, including three additional personal leave days, cash or carry-over for personal leave time not used because of scheduling difficulties, accrual of vacation time to 50 days and of sick time to 200 days.

An improved dental plan is subject to a contract reopening clause for next year.

The contract was negotiated by Flaumenbaum and unit president Andrew McCloud. A ratification vote was held on Dec. 19.

CSEA represents about 45 employees of the authority, which operates the Atlantic Beach Bridge.

## Elect Castro To Head Buffalo Sewer Unit

BUFFALO—Salvatore A. Castro has been elected to a two-year term as president of the Buffalo Sewer Authority unit of the Civil Service Employees Assn.

Also elected to office in the unit that represents 60 blue-collar workers at the Authority were:

Vice-president, James Caruso; secretary-treasurer, Ann Bentivoglia, and sergeant-at-arms, Ray Kuczanski.

## Metro Armories Praised By Weisz

Continued support for the aspirations of the Metropolitan Armory Employees chapter of the Civil Service Employees Assn. was pledged by CSEA Metropolitan Conference president Jack Weisz at the chapter's recent holiday party.

Weisz praised the efforts of

chapter president Alfred Knight and the other officers for their success in bringing the chapter closer to the members. Knight, since his installation earlier this year, has instituted a policy of holding meetings at various armories throughout the city in order to make it more

convenient for members in outlying areas to participate.

Other guests at the Christmas party included Mrs. Weisz; immediate past Metropolitan Conference president Randolph V. Jacobs; Conference corresponding secretary John and Mrs. Eversley; immediate past chapter president William Wright; CSEA field representative George Bispham; Col. Charles E. Hangley, commanding officer of the Seventh Regiment Armory; Howard Sargent, superintendent of the Armory; Glesner Jones, grand deputy inspector general of the New York State Masons, and Eugene Jones, coordinator of school training for RCA.

Knight told the chapter members, at a meeting prior to the party, that there was great pride in the Metropolitan chapter being the largest in the Combined Chapters of Armory Employees, and, as such, "we will strive ever harder to maintain this status by exercising our voting powers in the best interest of all concerned."

Next meeting of the chapter is scheduled for Feb. 14 at 2 p.m. in the Franklin Avenue Armory (105th Artillery Armory), 1122 Franklin Ave., the Bronx.

## Schenectady Unit Ratifies Pact For 14% Pay Boost

(Special to The Leader)

SCHENECTADY—Members of the Schenectady City unit of the Civil Service Employees Assn. ratified a two-year contract with the City of Schenectady last week which specifies an over-all wage increase of 8 percent in 1973 and 6 percent in 1974 including fringe benefits.

CSEA field representative Ned Briggs said, "This contract represents real progress for the 104 Schenectady city employees represented by CSEA."

The contract also calls for:

- Conversion into money of 50 percent sick-leave time that has accumulated at retirement.

- Unused personal leave to be carried over to sick leave the following year.

- An individual Blue Shield Plan for employees covering 80 percent of dental expenses. This plan will be expanded in 1974 to provide full family coverage at no cost to the employee.

- A July and August work schedule of 8 a.m. to 4 p.m. instead of the regular schedule of 9 a.m. to 5 p.m.

- The Friday after Thanksgiving to be taken as a holiday instead of Lincoln's Birthday.

- Longevity steps of \$100 at five years, \$200 at 10 years and \$300 at 15 years.

- 14 cents a mile on gas reimbursement for the first 150 miles and 10 cents a mile for mileage over 150 miles travelled during one working week.

## Group Life Insurance Benefits Continued

During the last few years, under the CSEA Group Life Insurance Plan, the amount of insurance issued to each member has been increased by 10 percent without any additional increase in premium cost to the member. This additional benefit has now been guaranteed for another year, ending on Nov. 1, 1973.

If the loss experience under the plan continues to be favorable, then it is expected that this 10 percent additional insurance protection will remain in force beyond that date.

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

# Letters To The Editor

## Urge Right To Buy Back World War II Service For Vets In City Employ

Editor, The Leader:  
 New York City civil service employees who are also World War II veterans have been discriminated against with respect to their pension rights. While World War II veterans who are federal and state civil service employees are given the right to buy back for pension purposes the time they served in the Armed Forces during the War, New York City veterans are not accorded the same right.

For the past several years, leg-

islation has been introduced in Albany to correct this injustice with the result that the bills generally die in committee. The injustice of this situation is apparent and cries out for correction.

The 1970-1972 union agreement between the State of New York and the Civil Service Employees Assn., Inc. specifically accords to World War II veterans the right to purchase back for pension purposes time spent in the military service. There is no reason why union contracts involving city employees do not contain the same provision.

I urge all World War II city employees to contact their local legislative representatives; to wit,

The Dec. 19 issue of The Leader incorrectly stated that the City's Office of Collective Bargaining had delayed signing its contract with the Licensed Practical Nurses of New York. It was the Office of Labor Relations that delayed signing the contract.

councilmen, state senators and assemblymen, as well as their union representatives and veteran organizations in the hope that either through union contract or legislation, city employee war veterans will be given equal treatment.

**LOUIS GLICKHOUSE**  
 New York City

# Correction

# This Week's Key Answers

EXAM NO. 2577  
**PROM. TO FOREMAN PAINTER**  
 Test Held Dec. 9, 1972

Candidates who wish to file protests against these proposed key answers have until Jan. 9, 1973 to submit their protests, in writing, together with the evidence upon which such protests are based. Of the 250 applicants called to the test, 130 appeared.

- 1, C; 2, A; 3, B; 4, A; 5, C; 6, D; 7, D; 8, B; 9, C; 10, C; 11, B; 12, B; 13, D; 14, C; 15, D; 16, D; 17, D; 18, B; 19, C; 20, A; 21, B; 22, D; 23, D; 24, D; 25, A; 26, B; 27, C; 28, D; 29, B; 30, B; 31, A; 32, B; 33, A; 34, B; 35, C; 36, C; 37, C; 38, B; 39, A; 40, D;
- 41, B; 42, A; 43, C; 44, C; 45, B; 46, D; 47, A; 48, C; 49, C; 50, A; 51, D; 52, B; 53, B; 54, C; 55, B; 56, C; 57, B; 58, A; 59, D; 60, B;
- 61, A; 62, A; 63, B; 64, C; 65, D; 66, D; 67, B; 68, B; 69, A; 70, D; 71, A; 72, C; 73, C; 74, A; 75, B; 76, C; 77, C; 78, C; 79, B; 80, C.

EXAM NO. 2587  
**PROM. TO MOTOR GRADER OPERATOR**  
 Test Held Dec. 9, 1972

Candidates who wish to file protests against these proposed key answers have until Jan. 9, 1973 to submit their protests, in writing, together with the evidence upon which such protests are based. Of the 234 candidates called to the test, 177 appeared.

- 1, B; 2, D; 3, B; 4, A; 5, D; 6, B; 7, D; 8, D; 9, C; 10, B; 11, D; 12, C; 13, C; 14, B; 15, B; 16, B; 17, C; 18, C; 19, B; 20, C; 21, C; 22, B; 23, C; 24, D; 25, A; 26, C; 27, A; 28, A; 29, B; 30, A; 31, B; 32, C; 33, B; 34, D; 35, C; 36, A; 37, C; 38, B; 39, C; 40, C;
- 41, A; 42, A; 43, B; 44, C; 45, D; 46, B; 47, C; 48, C; 49, D; 50, C; 51, C; 52, B; 53, C; 54, C; 55, A; 56, C; 57, A; 58, B; 59, C; 60, C;
- 61, A; 62, D; 63, B; 64, B and D; 65, B; 66, B; 67, C; 68, D; 69, C; 70, C; 71, C; 72, D; 73, A; 74, C; 75, D; 76, B; 77, C; 78, D; 79, D; 80, A.

EXAM NO. 2621  
**PROM. TO SR. FINGERPRINT TECHNICIAN**  
 Police Department  
 Bd. of Education  
 Test Held Dec. 9, 1972

Candidates who wish to file protests against these proposed key answers have until Jan. 11, 1973 to submit their protests, in writing, together with the evidence upon which such protests are based. Of the 37 applicants called to the test, 27 appeared.

- 1, C; 2, D; 3, A; 4, B; 5, B; 6, D; 7, D; 8, A; 9, C; 10, A; 11, B; 12, D; 13, A; 14, B; 15, C; 16, B; 17, C; 18, A; 19, C; 20, D; 21, B; 22, D; 23, A; 24, C; 25, B; 26, A; 27, C; 28, C; 29, A; 30, B; 31, C; 32, B; 33, D; 34, D; 35, A; 36, B; 37, A; 38, A and/or C; 39, B; 40, A;
- 41, B; 42, A; 43, B; 44, Delete; 45, D; 46, C; 47, A; 48, D; 49, D; 50, D; 51, B; 52, B; 53, B; 54, A; 55, B; 56, A; 57, A; 58, B; 59, A; 60, C;
- 61, B; 62, B; 63, B; 64, C; 65, D; 66, C; 67, B; 68, D; 69, B; 70, D; 71, B; 72, C; 73, A; 74, C; 75, B; 76, D; 77, C; 78, A; 79, A; 80, C and/or D.

# Nassau Needs Maintenance Mech.

A high school diploma and three years of maintenance activities are required to qualify for open competitive exam No. 65-530, for the title of maintenance mechanic with the Nassau County Housing Authority. Candidates are not required to be Nassau residents. Starting salaries range between \$7,151 and \$7,785.

Filing deadline is Jan. 27. For applications contact the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501. Telephone: (516) 535-2511.

TEACHER OF ART, TEACHER OF GREGG STENOGRAPHY needed at Bushwick Youth and Adult Center, 400 Irving Ave., Brooklyn, N.Y. 11227, for adult evening courses beginning Feb. 5. Contact Charles Shuman, acting principal (phone EV 6-4545 after 3 p.m.)

## 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: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

Judicial Conference jobs are 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.

# Special Notice

## regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is	You can qualify for a monthly benefit of
Less than \$4,000	\$100 a month
\$4,000 but less than \$5,000	\$150 a month
\$5,000 but less than \$6,500	\$200 a month
\$6,500 but less than \$8,000	\$250 a month
\$8,000 but less than \$10,000	\$300 a month
\$10,000 and over	\$400 a month

### FOR FULL INFORMATION AND RATES:

- Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
- Mail form to: **TER BUSH & POWELL, INC.**  
 CIVIL SERVICE DEPARTMENT  
 BOX 956  
 SCHENECTADY, NEW YORK 12301
- Or, call your nearest Ter Bush & Powell representative for details.



**TER BUSH & POWELL, INC.**

SCHENECTADY NEW YORK      BUFFALO SYRACUSE

FILL OUT AND MAIL TODAY...

Ter Bush & Powell, Inc., Schenectady, New York  
 Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 Place of Employment \_\_\_\_\_  
 Employee Item No. \_\_\_\_\_

**P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.**

# ZOL Television Appliances & Furniture Center

## FM/AM PERSONAL

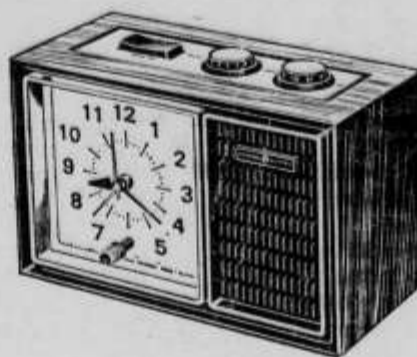


**P2865**  
FM/AM Portable  
with Weather Band

### FM/AM Portable with Weather Band

GE's fine FM/AM Portable with Weather Band allows you to listen to continuous government weather broadcasts in many U. S. cities at the flick of a switch.

- Fine tune control allows selection of either 162.55 or 162.4 MHz frequency. Then just flick the switch in front anytime you want to listen to weather
- 13 standard function transistors, 4 diodes, 2 rectifiers and 1 battery-saver diode
- 6 IF tuned circuits give improved station separation
- Switchable AFC on FM
- Automatic AC/DC switching
- Operates on 4 "AA" size batteries (not included)
- Earphone jack
- Rugged high-impact polystyrene cabinet
- Black and Silver color



**C2430**  
AM Clock Radio

### Value packed GE Clock Radio with Snooz-Alarm®

Smart design with convenient top-mounted controls and Walnut grain finish on easy-to-clean polystyrene.

- Big clockface with large, easy-to-read numbers
- Wake-to-Music or Wake-to-Music and Alarm
- Snooz-Alarm® clock control
- Lighted Clock Dial for telling time in the dark
- Front-fired dynamic speaker
- Fully-molded back for easy cleaning
- Walnut grain finish on polystyrene



**QA40**  
Four Channel  
Decoder/Two Channel  
Stereo Amplifier

### Extend your stereo system

New from GE. Have maximum flexibility in stereo sound. The highly styled QA40 combines a conventional two channel stereo amplifier with a four channel decoder which provides three distinct four channel modes.

- Stereo Amplifier—For discrete 4 Channel when utilized with a discrete 4 channel source and two additional amplifiers.
- Matrix Decoder—Decodes CBS, SQ\* and EV discs and broadcasts.
- Synthesizer—Simulates four channel sound. The GE QA40 provides a new depth in sound.
- Deluxe lighting for visual 4 channel recognition
- Separate balance and volume controls
- Separate bass and treble controls
- Slim, handsome silhouette design



**H-24**  
Stereophone

### Enjoy personal, private stereo sound with this deluxe GE Stereophone

All new, professionally styled stereophone lends new dimension to stereo listening. Wide frequency response, low distortion and high sensitivity for stereo sound perfection. Slide volume control on each earcup allows you to custom tailor sound.

- Slide volume control on each earcup for personalized stereo sound
- Deluxe padded headband
- Monaural/Stereo Control
- 8 ohm impedance
- Coiled cord for convenient listening and storage
- Compatible with most phonographs, radio and tape systems equipped with stereophone jacks

**COME IN AND BROWSE AROUND**

**WE CARRY A FULL LINE OF GENERAL ELECTRIC PRODUCTS**

**ZOL Television Appliances & Furniture Center**

**3805 BROADWAY, NEW YORK 10032**

**Bet. 158th-159th Sts.**

**LO 8-0300**

# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATION, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06904

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-8Eeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Marvin Baxley, Executive Editor

Kjell Kjellberg, City Editor

Stephanie Doba, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8350

15c per copy. Subscription Price: \$3.70 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, DECEMBER 26, 1972

## A Step Forward

A SERIOUS flaw—perhaps the most serious—in the State's Taylor Law is that penalties for violations of the law are heavily weighted against public employees and their unions. Probably the only injunction against the employer—whether it be state or local government—is that the State Public Employment Relations Board or the courts may find some justification to rule that employees were driven to a strike by "extreme provocation" and, therefore, penalties could be reduced or cancelled.

Unfortunately, the legislation not only does not spell out the meaning of extreme provocation, but also does not set any standards of punishment for the employer. In addition, the law was later amended so that, should a strike occur among public employees, extreme provocation was not to be allowed as a defense, only as a mitigation of penalties.

To some degree, a measure prefiled for the 1973 session of the Legislature by Senator John Marchi, Republican from Staten Island, restores a sense of proportion to the Taylor Law. An amendment offered by the Senator would provide that if PERB or a court determines that the employer is guilty of causing a strike through provocative acts, employees would have their pre-strike status restored, probations would be terminated and any payroll deductions returned to them.

We are glad to see a man of Senator Marchi's stature sponsor such a measure, particularly in view of his firmly stated position as a conservative. He will need the support of his fellow conservatives to put this bill across.

We propose, however, that the legislation be further expanded. The language of the Taylor Law does not spell out in any manner an interpretation of extreme provocation on the part of the employer. Until this happens, employees and their unions will still have to carry too great a burden of proof as to who instigated a walk-out.

The Marchi bill is, however, a step forward and we urge its adoption as a minimal improvement in the Taylor Law.

## Don't Repeat This!

(Continued from Page 1)

It was a demonstration of the unity of CSEA members in their support of their leadership. This degree of unity is essential in the tough bargaining sessions in the weeks and months ahead. Dr. Theodore C. Wenzl, president of the union, put it in simple terms: "The employees have given us the ball and we're prepared to run with it. This huge vote of confidence gives us a very strong arm at the bargaining table."

Another significant demonstration of CSEA unity was its success in its first political venture in November, when CSEA endorsed candidates for the State Senate and Assembly. The election returns in those races showed the political muscle of an organization of more than 200,000 and their families. Many of our legislators, especially those in marginal districts, owe their slender victories to the support they received from CSEA.

### The Hatch Act

The political action activities of CSEA may assume an even larger role in the years ahead, depending to some extent upon action that is scheduled to be taken by the United States Supreme Court on the constitutionality of the Hatch Act, which prohibits political activity not only of Federal employees, but also of State and local government employees whose salaries are paid in whole or in part by the Federal government, such as social service employees.

The Supreme Court agreed to hear arguments on appeal from a ruling of District Court Judge Gerhard A. Gesell, in the District of Columbia, that the Hatch Act was unconstitutional. Judge Gesell found that the Hatch Act was too vague and that it had a "chilling effect" on the freedom of speech rights of government employees.

Although the Supreme Court held the Act constitutional in 1947, Judge Gesell ruled that that decision was outmoded. He pointed out that there have been cases of public employees who were disciplined for failing to discourage a spouse from political activity or for wearing a political button while at work.

Whatever the outcome in the Supreme Court, CSEA has demonstrated its political power even within the confines of the Hatch Act. CSEA has demonstrated the unity of its members. As New Year's Day approaches, CSEA and its members may look forward to a fruitful and promising year.

form and attach an itemized statement from your doctor. Under this method, Medicare will send you the check for 80 percent of the allowable charge after the \$50 (\$60 after Jan. 1, 1973) yearly deductible has been met.

Since this is your first request for payment, you might want to take the itemized doctor's statement to your social security office and let the people there help you complete the form.

### Fire Dispatcher Test

The City Civil Service Commission last week ordered an exam to be held for fire alarm dispatcher. The Leader will report filing dates as soon as they have been set.

BUY  
U.S.  
BONDS!

## 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.

## Tenure For Provisionals

The Appellate Division of the Supreme Court, Second Department, has affirmed a lower court decision which granted a school district's petition to stay an arbitration proceeding demanded by a teachers' association on behalf of a probationary teacher who had been dismissed at the end of her second year. The case is **Central School District No. 1 of the Towns of Brookhaven and Smithtown, Respondent, v. Three Village Teachers' Association, Inc. and Helene Proctor, Appellants.** (Second Dept. 1972)

The appellant, Helene Proctor, was appointed a probationary teacher in one of the petitioner's elementary schools on Feb. 1, 1969. She was rehired in the same capacity for the 1969-70 school year. In March of 1970, Helene Proctor was advised that she would not be rehired for the 1970-71 school year. A month later, the district superintendent recommended to the Board of Education of the district that her services be discontinued, and the Board accepted this recommendation to terminate her at the end of the school year.

Meanwhile, both Ms. Proctor and the Three Village Teachers' Association, Inc., sought to make use of the grievance procedure in the collective bargaining agreement between the district and the association. Ms. Proctor filed a grievance with her school principal, alleging that her performance as a teacher had been satisfactory and that the Board had violated the collective agreement when it terminated her services.

MS. PROCTOR WAS advised by her principal that her claim was not a grievance as defined by the collective agreement. Thereafter, the association sought to commence a proceeding before the American Arbitration Association, the final step in the grievance procedure. The AAA stated that it would be willing to determine the matter.

The school district adhered to its position that Ms. Proctor's claim was not reviewable by arbitration because it was not a grievance within the terms of the labor agreement.

The contract between the district and the association defined a grievance as follows:

"A 'grievance' is a claim based upon an event or condition which adversely affects the welfare or working conditions of a teacher or group of teachers allegedly caused by misinterpretation or inequitable application of the terms of this agreement, provided, however, that such terms shall not include the question of whether a teacher was improperly denied tenure, except as set forth in paragraph B-2 of this article."

The exception in paragraph B-2 was that with respect to denial of tenure to a non-tenured teacher during his third year of probation, the question should be referred to a five-member committee which was to make advisory recommendations for resolution of the dispute.

The association and Ms. Proctor advanced two arguments on appeal: first, that there was no existing statutory or case law which would preclude Ms. Proctor from arbitrating the reasons for her dismissal, and secondly, the labor agreement between the petitioners and the association does not similarly preclude her.

THE COURT CITED the **Matter of Pinto v. Wynstra**, 22 A.D. 2d 914, in disposing of the former argument: "It has been established that under that statute (Education Law, Section 2573) and similar statutes (Sections 3012, 3013 of the Education Law), the services of a probationary teacher may be discontinued without a hearing and without giving any reasons therefor. . . ."

The court said that in the **Pinto** case the issue was whether Article 16 of the General Municipal Law entitled a probationary teacher who had not been recommended for permanent appointment to press a claim of maladministration against her school principal. It pointed out that Article 16 was enacted to establish a grievance procedure under which public employees could present grievances against their superiors free from coercion or reprisal. The court held that there was no conflict between Section 2573 of the Education Law, permitting the discharge of a probationary teacher without cause and without a hearing, and Article 16 of the General Municipal Law.

(Continued on Page 7)

## Questions and Answers



Q. I'm 67 and enrolled in both parts of Medicare. Since I suffer from a severe respiratory ailment, I have to use oxygen in my home. Will Medicare help pay for the rental of this equipment?

A. Yes. Oxygen that is medically necessary is covered. The medical insurance part of Medicare, which helps pay the cost of physicians' services, will pay 80 percent of the reasonable charge, after you've met your \$50 (\$60 after Jan. 1, 1973) annual deductible. A statement from your doctor that the oxygen is medically necessary should be attached to the itemized bill that is sent in for Medicare payment.

Q. In August, when I became 65, I signed up for Medicare. I

am now undergoing medical treatments that could cost well over \$100, but haven't gotten the bill yet. Since this will be my first bill, can you tell me how I file for payment from Medicare?

A. There are two ways to file for Medicare payment:

1. If your doctor wishes to accept the "assignment" method of payment, he should complete the request for payment form, sign it and send it in. (You must also sign the form.) The doctor will be paid directly by Medicare under "assignment." You are responsible for paying the yearly \$50 (\$60 after Jan. 1, 1973) deductible and the 20 percent co-insurance.

2. If your doctor does not wish to accept assignment, you send in the request for payment

# Civil Service Law & You

(Continued from Page 6)

The court also turned aside the appellant's second argument: that tenure was not the issue in this case and that the issue is the reason for Ms. Proctor's dismissal. It said:

"They (appellants) claim that tenure could be acquired after only three years of probation and, since Ms. Proctor was not eligible for tenure at the time of her dismissal, tenure could not be denied. The argument is specious. First, nothing prevents the offer and acceptance of tenure prior to the expiration of the probationary period. (Matter of Weinbrown v. Board of Education, 28 N.Y. 2d 474, 322 N.Y.S. 2d 714, 271 N.E. 2d 549)

"Second, if we were to accept the argument, only those probationary teachers who finished their three-year probationary period and were notified at the end of that time that they were not being rehired would be barred from arbitration. The teachers who worked shorter periods, for example, only a week, would have the remedy of arbitration, while those who worked the full three years would not. The parties to the labor agreement obviously intended no such thing. This would be contrary to Section 3012 of the Education Law, which provides that the services of a non-tenured teacher may be terminated at any time during the revolutionary period without a hearing. . . ."

Pass your copy of  
The Leader  
To A Non-Member.

# Filing Closes Jan. 19 For Sr. Psychologists

Anyone currently holding the title of psychologist in the New York City Family Court or Criminal Court qualifies to take promotional exam No. 55-294 for senior psychologist. Filing for this written exam, to be held Feb. 24, closes Jan. 19.

Seniority credits will be added to an eligible score as follows: For each year of permanent competitive class service in the Unified Court System or predecessor courts up to a maximum of 20 years, add .2. Veterans credits will not be granted if they have previously been used for a permanent or contingent permanent appointment from an eligible list in New York State since Jan. 1, 1951.

Further information and applications may be obtained from the Examinations Unit, Personnel Office, Administrative Board of the Judicial Conference, 270 Broadway, New York, N.Y. 10007.

## Court Stenos

Between Jan. 15 and Jan. 22, 1973, 44 candidates will be taking the practical part of open competitive exams for Grand Jury stenographer, No. 2089, hearing reporter, No. 2091, and senior shorthand reporter, No. 2157, all City positions.

## Account Clerks

The Triborough Bridge and Tunnel Authority has 10 vacancies for account clerks. The positions will be filled with 117 eligibles on the list resulting from open competitive exam No. 9115, established Sept. 14, 1970. The last number certified was 944. Salary is \$5,800.

From First Artists for the holiday season

"As smooth and entertaining as 'Butch Cassidy'!"  
—JUDITH CRIST,  
New York Magazine

"A totally absorbing caper movie."  
—JUDITH CRIST,  
New York Magazine

Barbra Streisand is the woman of the year in the picture of the year!

PAUL NEWMAN  
IN THE LIFE AND TIMES OF  
JUDGE ROY BEAN



PANAVISION • TECHNICOLOR  
A National General Pictures Release

### CRITERION

BROADWAY & 45TH STREET • JU 2-1795-6  
12:45, 3:05, 5:20, 7:40, 10:00

### LOEWS CINE

3RD AVE. AT 96TH STREET • 427-1332  
12:00, 2:00, 4:10, 6:15, 8:30, 10:30

### MURRAY HILL

34TH STREET AT 3RD AVE. • MU 5-7502  
12:00, 2:05, 4:15, 6:25, 8:40, 10:50

McQUEEN/MacGRAW



### THE GETAWAY

FILED IN 1000-A0 35 • TECHNICOLOR  
A NATIONAL GENERAL PICTURES RELEASE

### LOEWS STATE 1

BROADWAY AT 45TH STREET • 562-3070  
12:15, 2:30, 4:45, 7:00, 9:15, 11:30

### LOEWS ORPHEUM

BETH STREET & 3RD AVE. • 289-6007  
12:00, 2:15, 4:30, 6:45, 9:00, 11:00

### 34TH ST. EAST

NEAR 3RD AVE. • MU 3-0255-6  
12:00, 2:10, 4:20, 6:30, 8:40, 10:50



BARBRA STREISAND  
UP THE STREISAND BOX

APPROXIMATE PRESENTATION  
TO AVOID A NATIONAL GENERAL PICTURES RELEASE

### LOEWS STATE 2

BROADWAY AT 45TH STREET • 562-3070  
12:00, 2:00, 4:00, 6:00, 8:00, 10:00, 12 Mid.

### CORONET

59TH STREET AT 3RD AVE. • EL 5-1863  
12:00, 2:00, 4:00, 6:00, 8:00, 10:00

"THE WITTIEST, WARMEST AND MOST INGRATIATING MOVIE TO APPEAR IN A LONG TIME."

—Howard Thompson, N.Y. Times



"Honeymoon's over... it's time to get married."

Walter Matthau / Carol Burnett

"Pete 'n' Tillie"  
—All about love and marriage!

A Universal Picture • Technicolor • Panavision • PG

THE coronet  
59th St. at 3rd Ave. EL 5-1863



WINNER OF 6 ACADEMY AWARDS including BEST PICTURE!

# OLIVER!

A COLUMBIA PICTURES PRESENTATION • A ROMULUS PRODUCTION • PANAVISION • TECHNICOLOR • G

NOW AT COLUMBIA SHOWCASE THEATRES!

<b>MANHATTAN</b> PLAYBOY 47th St. West of 5th Ave. 72nd St. Playhouse 83rd Street AMCO 42nd St. BRONX FORDHAM BROOKLYN DYKER GEORGETOWNE TWIN BLDG. KINGS	<b>STATEN ISLAND</b> ACERMAN'S NYLAN CINEMA QUEENS TRYLON FOREST HILLS BAY TERRACE NASSAU RACEWAY CINEMA TWIN TWIN LAWRENCE	<b>NASSAU</b> TWIN SUFFOLK ALL-WEATHER B.L. PATRONAGE NATIONAL GENERAL'S FOX EAST DETROIT CENTURY'S 110 B.L. NASSAU TWIN TWIN WESTHAMPTON	<b>WESTCHESTER</b> GENERAL CINEMA'S HARTSDALE II PARISHALL LOEWS NEW ROCHELLE PROCTORS GENERAL CINEMA'S ARCADIAN PLAZA N.Y. STATE ARCADIAN BARBARON POLYNESIAN	<b>N.Y. STATE</b> CARMEL II WALTER READE'S MAYFAIR CROTONA HOO VALLEY CANDY KAMUET MALL MANHATTAN HYACK CINEMA PLAZA 300 B.L. GRANDVIEW GRANDVIEW TOWN
---	--	---	---	--

## Better Buying Service of America can save all CSEA members money

NO SERVICE CHARGE TO YOU

### BUY MERCHANDISE LIKE THIS FOR LESS:

(Complete with factory warranties & service)

#### AUTOMOBILES

(\$100 over dealer's wholesale cost)  
American Motors  
Buick  
Chevrolet  
Chrysler-Plymouth  
Dodge  
Ford  
Mercury  
Pontiac  
Oldsmobile  
{Lincoln, Corvette, Monte Carlo and most foreign cars available at substantial savings!}

#### AUTOMOTIVE TIRES

MAJOR APPLIANCES  
Air Conditioners  
Washers  
Dryers  
Refrigerators  
Vacuum Cleaners  
Freezers

Dishwashers  
Ranges and Ovens  
Humidifiers  
Dehumidifiers

#### PHOTO EQUIPMENT

Cameras  
Motion Picture Projectors  
Lenses  
Flash & Strobe Units  
Enlargers  
Slide Projectors

#### HOME FURNISHINGS

Sofas & chairs  
Bedding  
Tables  
Dining Room Sets  
Bedroom Sets  
Rugs & Carpeting  
Lamps  
Custom Drapes & Slip Covers (Home Service)

#### GIFTS

Furs  
Jewelry  
Watches  
Diamonds  
Silverware  
China  
Luggage

#### HOME EQUIPMENT

Power tools  
Snow Blowers  
Typewriters  
Calculators

#### HOME ENTERTAINMENT

Televisions  
Radios  
Hi-Fi, Stereos  
Consoles  
Stereo Cabinets  
Pianos  
Organs  
Tape Recorders  
Cassette Recorders  
OFFICE FURNITURE  
... and more and more of the things you need.

### GUARANTEED RELIABILITY! Customer Satisfaction!

Lowest Possible Prices from over 200 participating dealers and suppliers in the Greater New York, Long Island, Westchester Area and the States of New Jersey, New York. By working with other organizations like yours, with many thousands of consumers, BBS has buying power far greater than can be attained by any individual. It's called COLLECTIVE BUYING POWER.

Call: (212) 371-9800

BETTER BUYING SERVICE OF AMERICA®

Suite 1209, 400 Madison Avenue, New York, N.Y. 10017

# FIRE FLIES.

by Paul Thayer

Last week there was not sufficient space to cover all the aspects of the story about fireman Peter Cusumano and the monumental effort by Brooklyn trustee John Kopp to set things aright for that brave firefighter and his family. To John Kopp's great credit he did precisely that, and is again congratulated by this writer for his success.

The story reminded me of a similar situation twenty years ago when on a rainy windy day the box for Lewis Avenue and Lafayette in Brooklyn was pulled. Engine 214 and 111 Truck were second due but arrived to find themselves alone. It was a five-story brownstone (there aren't many of them around) and the conditions were frightening. People were hanging out of every window yelling for help. One look told the brothers that it was legit, so they went to work. A 300-pound woman was in a top floor window and fireman John Sheerin, the tillerman on 111 Truck, went up to get her. She was trapped by a gate. Fireman Elwood McElroy of Engine Co. 214 was ordered to go to his aid and with brute force they pulled the gate free and then with superhuman strength got the 300-pound woman, now dead weight from fright, out on to the ladder and down to safety. After that, McElroy put up a 35-foot ladder (an old wooden job) all by himself and got as many people out as he could, shuffling the ladder from window to window single-handedly.

When he went home that night, McElroy complained of pains in his stomach, and around midnight was hospitalized. He died hours later and his death was attributed to acute indigestion. The 6-5-2 was transmitted, he was buried accordingly and that was that.

At that time Walter Sheerin was the Brooklyn trustee and a very fine gentleman too. He suspected that there was more to the death than met the eye and, after asking around and doing a good deal of detective work, he was convinced that McElroy's death was line of duty. Three weeks after the funeral, Mrs. McElroy gave permission for a post-mortem and the results showed that every blood vessel, nerve and muscle in McElroy's stomach had been ruptured. Walter Sheerin had the designation certified line of duty, and the widow was then protected (if what they get today can be called that).

The incident just goes to prove, however, that a good borough trustee is worth his weight in gold but as many of them, past and present, will tell you, perhaps one out of twenty whom they help and will think to call or write and say thanks. Strange . . . isn't it?

With the Christmas season upon us and a lot of years behind me, and therefore a lot of memories, a story comes to mind which you may enjoy.

Ed Kavanagh was commissioner at the time and each year he had a big thing going. At this

particular Christmas it was Christmas trees on display in public places. I heard a story that he wanted to knock the big one at Radio City but was talked out of it. However, he sent out an order that inspections should be made of all trees on public display in the company district.

In compliance with that order, Engine Co. 40, under the command of Captain Oscar Winegar, sallied forth on A.F.I.D. and their path led them to the express platform of the Independent station at 59th St. and Columbus Circle. The TA employees had coughed up the dough for a nice eight-foot Christmas tree with lights and tinsel and to the harried subway rider waiting for his train, it looked pretty as a picture.

Well! You guessed it! It wasn't flame-proofed, and in compliance with orders the good captain ordered it taken down! The media pounced. There wasn't a single newspaper or TV station that didn't go to work on the poor captain. They accused him of being a scrooge and it was then discovered that the captain was of the Jewish faith and some of the media hit him a low ball there, accusing him of trying to kill Santa Claus!!!!

Captain Winegar was a gentle, kindly man, loved by all who knew him. The nature of the stories crushed him. Many offers were made to pay for a new tree.

The members of the company wanted to. The UFA and the UFOA both offered to pick up the tab, but the captain would have none of it. He came in on his day off, went down to the market, got a beautiful ten-footer and paid for it himself. Then he and the company went back to the subway station dressed in boots and helmets and went to work. Finished, it looked prettier than the original and the media, taking up the story again, made a real warm human interest job out of it. In print, the captain was changed from Scrooge to Santa Claus himself, and made the kind of a Christmas story which sold newspapers galore. Forever more, however, even though he rose to the rank of deputy chief, he was lovingly and sympathetically known to his friends as . . . "Captain Christmas Tree."

## Fire Dept. Promotes Seven

Seven promotions were made by the City Fire Department at ceremonies Dec. 21 at 110 Church St., Manhattan. The promotions became effective Dec. 23.

Raised to Deputy Chief was Joseph F. Caggiano, 48th Battalion, number 42 on the 93-name eligible list established August 20, 1968.

Joseph Smieszek, of Ladder Co. 168, and Jordan B. Casani, of Ladder Co. 77, were made Battalion Chiefs. They were numbers 88 and 89, respectively, on the 215-name list established April 8, 1971.

Promoted to Lieutenant were Firemen Daniel Harris, Ladder 26 (2); Anthony L. Fusco, Engine 226; James J. Hanley, Engine 18, and Ellis R. Crapper,

## Mail Ballots To HA Cops On New Pact

Ballots were mailed last week to the City's 1,200 Housing Authority patrolmen for a ratification vote on the new 30-month contract which was approved by the 67 HA Patrolmen's Benevolent Assn. precinct delegates at a meeting Dec. 19.

The ballots are due back by Jan. 5. HAPBA president Joseph Balzano said that he was confident the pact would be ratified.

Central to the pact, which would be retroactive to Jan. 1, 1971, is the parity with Police Department patrolmen in duty chart provisions: HA cops would now have the same 8½-hour day and 243-day working year, an addition of 18 vacation days.

Salary parity with the City patrolmen is also assured by the pact, which provides \$14,300 base pay for a first-grade Housing Authority patrolman, effective Jan. 1, 1973. Starting pay, retroactively, will be \$10,699 for those appointed on or after Jan. 1, 1971, and \$10,849 for those appointed prior to that date.

## High Court To Rule On Hatch Act Legality

The U. S. Supreme Court has agreed to rule on the constitutionality of the Hatch Act, the 33-year-old law which prohibits public employees paid in whole or in part with Federal funds from engaging in political activity.

The nation's highest court will hear two separate cases on appeal from lower courts. One was brought by the National Association of Letter Carriers against the national law, and the other was brought by three Oklahoma state employees against a similar state law.

A three-judge panel ruled in the Court of Appeals for the District of Columbia in July that the Hatch Act was outmoded and too vague, and declared it unconstitutional in the letter carriers' case. The federal judge in the Oklahoma case, however, held that the state's version of the law was constitutional.

## Columbia Assn. Meets

The Columbia Assn. of the City Department of Sanitation will meet at 8 p.m. on Dec. 28 at Columbia Hall, 543 Union Ave., Brooklyn.

Ladder 130. The last appointment was of number 21V on the 1,730-name list established July 13, 1972.

## Public Rel. Advisors

A pay boost of \$900 was approved recently for City public relations advisors, bringing salary range to \$13,000-16,200, effective July 1, 1971; effective July 1, 1972, pay range is \$13,500-17,100.

## Veterans Secretary

A salary increase of \$650 was approved recently by the City for the title of secretary to the director of veterans affairs, bringing pay range to \$6,700-8,100.

## Top Jobs In Correction, Building, Social Work Fields Open With State

Three high level jobs with New York State have been opened for application until Jan. 22: superintendent of correction facility, senior building construction contract analyst and supervising medical social worker.

Applicants for superintendent of correctional facility, which pays \$18,214 to \$24,869 to start, depending on whether housing and services are provided, must have at least a bachelor's degree and ten years of progressively responsible experience in correctional custody and rehabilitation.

Senior building construction contract analyst, paying \$15,512 to start, is open to those with five years experience in the administration and interpretation of contracts, three years of which must have involved full-time analysis of building construction

contracts. Also, either an associate's degree or two years of work leading to a bachelor's are required in accounting, business administration, construction, engineering or a related field.

Presently there is one vacancy in this title in Albany.

Positions in the Department of Health as supervising medical social worker are also open, paying \$13,959 to start. Minimum qualifications are a master's degree in social work and one year of post-master's social work experience in an administrative or teaching capacity in an institution with a recognized medical program. One additional year of post-master's medical social work is also required.

To apply for these jobs, contact the New York State Department of Civil Service at the address listed on Page 11.

## File For State Jr. Engineer

Applications are now being accepted for junior engineer by the New York State Dept. of Civil Service. Starting salary is \$10,089 for applicants with a bachelor's degree, and \$10,925 for those with a master's.

To apply, candidates must have at least a bachelor's degree in engineering, or be seniors expecting to receive a degree. Graduate students who will shortly obtain a master's are also eligible. U.S. citizenship is also required.

A short written aptitude test will be administered to applicants for ranking purposes. Qualified applicants will be grouped according to their engineering

fields and called for testing as need for personnel arises in that group. The groupings, in order of most appointments, are: civil, sanitary, chemical, electrical, mechanical, industrial engineering and all other engineering degrees. The majority of all appointments will be made in civil engineering.

After one year of satisfactory service at the junior level, appointees may compete for promotion to the assistant level at a starting salary of \$12,588.

To apply, contact the New York State Department of Civil Service at the addresses listed on Page 11. Application is open without deadline.

## Police News

### 17 Cpts.; 30 Lts. Named

The City Police Dept. has named the following 17 probationary captains to the title of captain, effective since Nov. 24, 1972:

William J. O'Sullivan; Joseph Gallazzi; Vincent C. Farley; Raymond H. Hart; Joseph B. Flynn; Bernard P. Houston; Matthew F. Walsh; Frank C. Corsillo; Thomas P. Moehring; Kenneth R. Strange; Donald T. Bishop; Frank R. Basile; James D. Wynne; Emil A. Ciccotelli; Aaron H. Rosenthal; Kevin W. Rohan; Donald E. Moss.

Also appointed were 30 probationary lieutenants to the position of lieutenant:

Robert D. Nesbit; Rodney J. Bayer; Gerard J. Cottam; Richard J. Mayronne; Martin J. Tougher; Carmine P. Burrafato; Ralph P. Vanacore; Henry L. Rang; Vincent H. Hughes; Charles A. Luisi; Joseph Scotto; James J. Glynn; Kevin P. Farrell; Charles J. McGowan; Anthony V. Pitruzzello; Patrick J. Dwyer;

Ronald E. Johnson; Arthur R. Ritterelser; Robert L. Cea; David W. Scott; John J. Caraher; Francis J. Reilly; George R. Cahill; Joseph R. Saccavino; Thomas F. Mitchell, Jr.; Ralph J. Feminella; James B. Riley; Louis Bazzani; Joseph A. Montagnino, Jr.; Charles M. Murphy.

## Junior Insurance Jobs To Start At \$9,535 Open For Application

New York State's Dept. of Insurance has several openings for junior insurance examiner with a beginning salary of \$9,535. The majority of these positions are in New York City. State residence is not required.

Minimum qualifications are a bachelor's degree plus successful completion of at least 24 undergraduate and/or graduate semester hours in accounting.

A junior insurance examiner spends much of his time "learning the business." Assignments include field work in the company's own offices, and assuring the public of sound financial institutions and their fair treatment of insurance policyholders.

Exam No. 29-260 is the evaluation of the applicant's training and experience, which, in this case, places emphasis on the quality, appropriateness, breadth, and recency of experience.

Applications will be accepted until all vacancies are filled, but no later than Nov. 17, 1973. For further information and applications, contact the State Department of Civil Service or see "Where To Apply" on Page 11 of The Leader.

## Typists

Between Jan. 23 and March 2, 1973, 2,134 candidates will be taking the City competitive exam No. 2175 for the typist title.



# The Leader Visits Willowbrook

"People really think this is some monster place," said Irene Hillis, a 22-year employee of Willowbrook State School on Staten Island. "You have to show them bad things—they are there—but a lot of things have been done for the good." She paused and smiled sadly. "But it's not the good things that get you the money."

The disclosure of the "bad things" about Willowbrook, and other New York State Mental Hygiene facilities, has indeed led to the appropriation of more money and the hiring of more staff. The hiring freeze on Mental Hygiene personnel, imposed in December 1970, was lifted in February of this year. The staff is now up to 3,400 from a low of 2,600 a year ago.

But, without exception, the Willowbrook employees, with whom The Leader spoke recently, found the picture presented to the public during the extended media "expose" to be sensationalistic and incomplete.

"Now I'm ashamed to say I work at Willowbrook," said Genevieve Benoit, a young recreation therapist. "My friends ask me, 'Is it really so bad?' and I say 'no.' The reporters picked out the worst to show—they really didn't want to find out the whole story." Ruth Raffone, a ward attendant of 23 years in a building for moderately retarded, ambulatory patients, said, "They didn't ask us old-timers any questions, and they didn't even want to see this building—it's too nice!"

But most employees conceded that improvement in the institution has been noticeable since the scandal, mostly in added staff. "I guess the public has to be shocked to realize there are unfortunate people around," said Ms. Hillis, who is president of the statewide Mental Hygiene Employees Assn. Dr. Miodrag Ristic, Willowbrook's new director, put it bluntly: "What Ger-

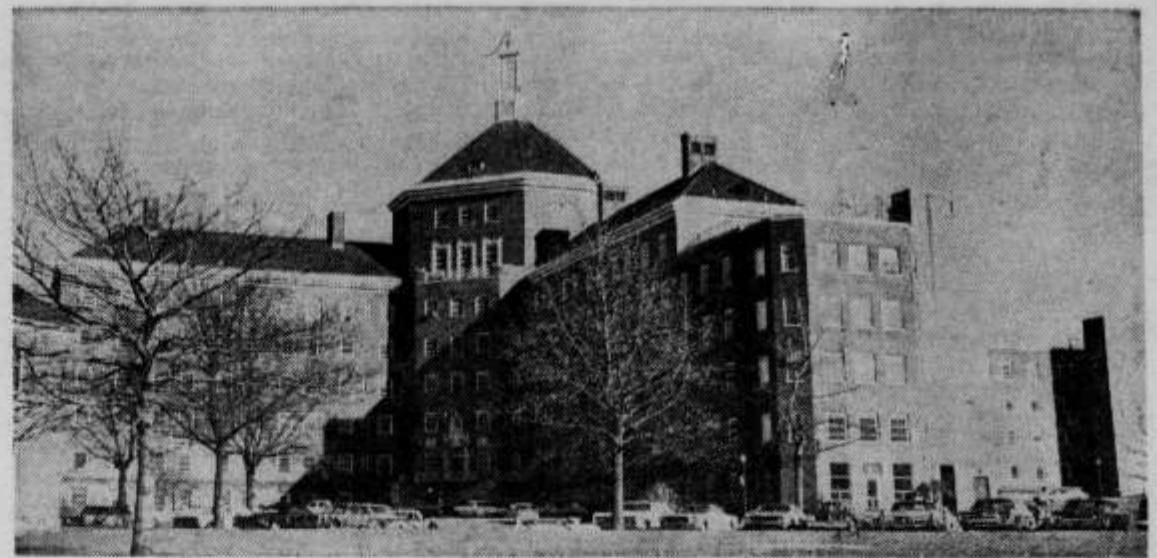
aldo Rivera (the ABC-TV reporter who filmed Willowbrook) showed the public was a service."

Another result: "It got people to work harder," a long-time employee confided. "The employees, the administration—everyone." The shake-up also gave impetus to the unitization program, in which each building will have its own vertical line of authority and operate semi-autonomously. The move, which according to one employee was being talked about for years before actual implementation, is being met with favorable response from employees.

Many employees still feel, however, that they were made the scapegoats for Willowbrook's falling as an institution and the State's lack of funding. "A lot of children won't keep themselves clean or dressed," said Ms. Benoit. "And everybody always assumes that any bruises they have are afflicted by the staff."

"How can they tell us what to do when they haven't been through it?" asked Frank Armstrong, a ward attendant who works with male spastics. "They haven't seen the misery and heartache every day. We only do what we can."

Employees also emphasized that, contrary to the image received from television reporting, residents do not spend their entire days in the wards and day-rooms. Even the most severely retarded go out to physical and recreational therapy; the educable children go to schools on the grounds and on outings. There are picnics in good weather on the attractive, spacious grounds, and even dances and parties. An informal atmosphere prevails at Willowbrook; residents are often allowed to walk around and are given small tasks or responsibilities, like sweeping floors, or running errands in which they take evident pride. It is not uncommon to see residents in service buildings, sharing the company of good-na-

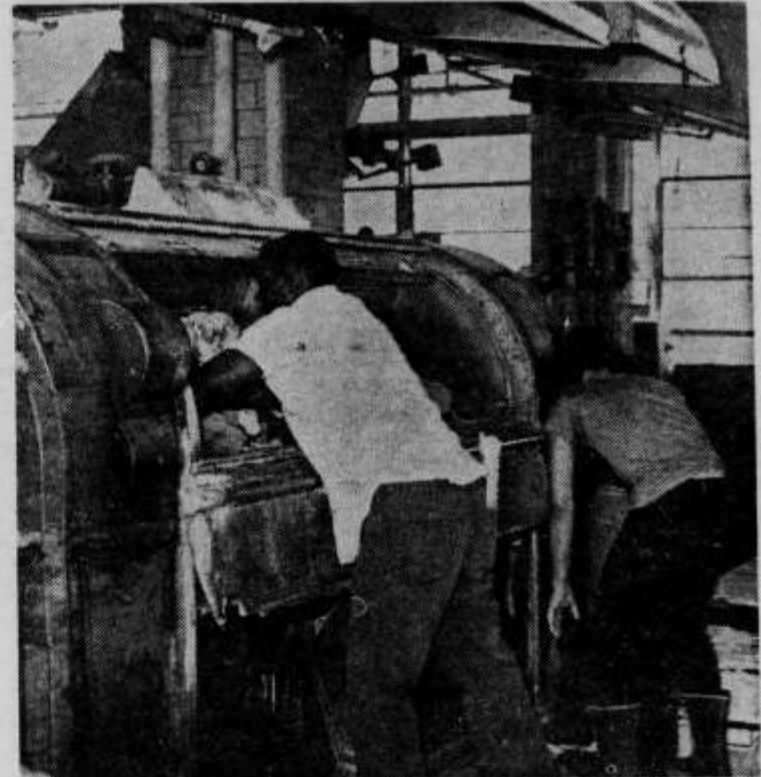


tured employees in the kitchens or laundry.

In actuality, the percentage of profoundly retarded patients is only about 10 to 15 percent. "But the reporters went only to the really profoundly retarded wards," Ms. Benoit said, a complaint echoed by John Lauria, an attendant in a ward visited by TV cameras. "They were only after the dirt," he said bitterly. "They made it look like we weren't doing anything."

Lauria talked about the problems he faces in caring for severely retarded men in his ward: they cannot be relied upon to use the toilet, they soil themselves and must be changed; like babies, they put everything into their mouths and have to be constantly watched; some rip off their clothes and walk around nude; some are self-abusive or incapable of controlling their movements and, he said, even like to have their arms loosely bound to their plastic chairs with strips of cloth so they won't hurt themselves. Some residents have multiple problems, are blind or spastic.

In Lauria's ward, 091, there are about 13 residents to each attendant—in the daytime. At night there are even fewer. "We



Paul Mapp, launderer, feeds dirty laundry into one of the giant washing machines.

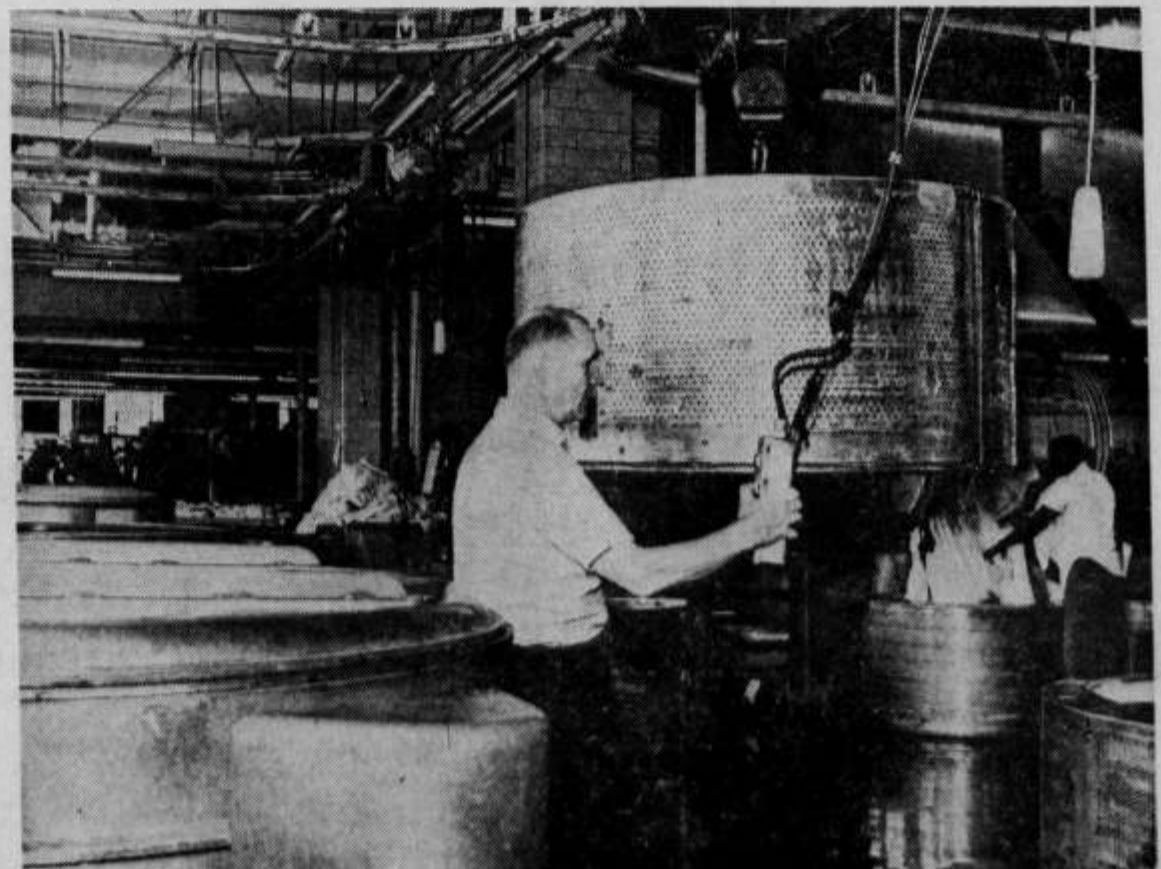
got eight new employees recently," he said. "If five of them stay, that's good. We need qualified help, not just a body to

put in there. We need people who are going to care."

It was the implication that  
(Continued on Page 10)



William Galloway, head recreation therapist, directs young residents in an afternoon basketball game.



Water Loeffler, launderer, presses the button to start operation of a large laundry tank.

# The Leader Visits Willowbrook

(Continued from Page 9)

they don't care—that they abuse and neglect patients—that most troubled employees about last winter's scandal. Given the opportunity to talk about their relationships with their charges, they were eager and enthusiastic.

"Each child picks up a momma," Ms. Hillis, a physical therapist, explained. "You become a mother, parent—you fill a lot of needs," Ms. Benoit added. The ward attendants become the parent figures (mostly mothers, due to the predominance of women in this job category) and the recreation therapists are more like friends. "The kids don't come to us for physical needs—to dress or go to the toilet," Ms. Benoit explained.

children—even adult residents are often called "kids"—and accept the tragedy of retardation, even though most confessed their initial dismay or even disgust when they first came. Many came to Willowbrook only because they needed a job quickly, or because it was near their homes, or the women wanted to supplement the family income. The men mention the security of state employment as an initial incentive.

Some came for more personal reasons. Ernest Robinson, 20, got his job as a porter through the Urban League. But he wants to be an attendant, "because I used to be a patient here and I want to help people." Willowbrook also contains a

someone to take care of it, and I wanted my weekends off." Her worries are collecting and supplying residents with enough and decent clothing—much of which comes from donations. "During the trouble we had here," she said ruefully, "we got truckloads." Anna McKenna, laundry supervisor, said her biggest problem was getting good quality clothing for the residents.

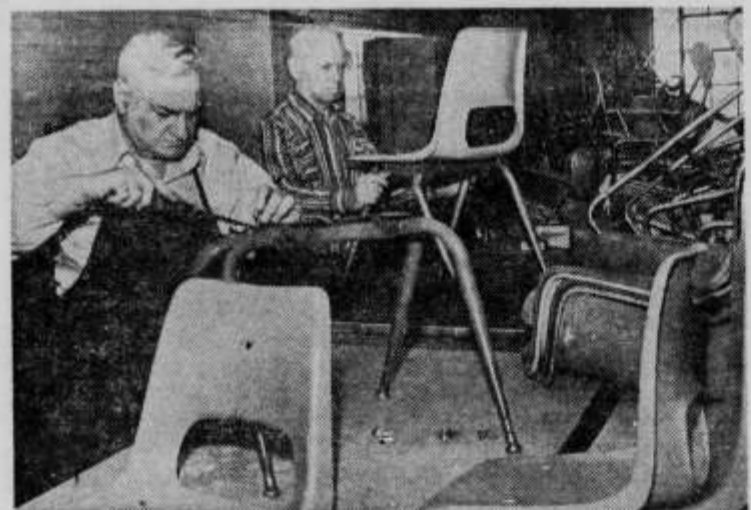
Louise Pervall supervises the 30 regular volunteers who come to sew clothing. She designs and cuts out the outfits from donated scraps and bolts of fabric, turning out six to eight complete garments per day with the volunteer seamstresses. At the insistence of co-workers, she proudly showed off her rack of colorful children's outfits.

Joe Yoffredo and Roy Marco, maintenance mechanics, do mostly plumbing repairs. They have to cope with toilets clogged with objects thrown in by patients. "Of course it's not their fault," Marco said, and complained that there had been no additions to the maintenance staff since the hiring thaw, despite the constant need to repair and to paint the buildings.

To a large extent, employees talk about Willowbrook in terms of its own day-to-day problems—not what it should be, which they largely have no control over, but what they can do in their jobs with the resources available. "It's depressing, I don't see that much improvement," said Bernice Cleveland, who came here in her first job as a social worker after hearing about Willowbrook on television. She is not sure she likes working with retardates. "But I've found it to be a lot different than the publicity has made it out. With the staff they have, they do the best they can."

maze of supportive services manned by employees who face the problems of maintaining and supplying services to the sprawling institution.

Sue Broderidge, who began as an attendant 13 years ago, switched recently to inventory control because "they needed



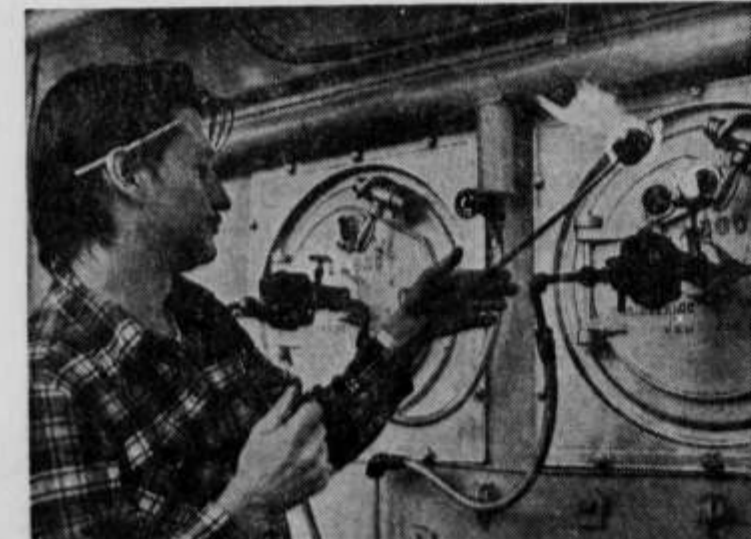
In the furniture repair shop, Louis Padavano, left, and Edmund Turner, both repairmen, fix broken chairs.

"They might not be cute looking, but something about them—even the ugliest—is cute."

"The kids get to you," said Ruth Raffone. "When you're home, you miss them, worry about them. The kids mean everything to us." Employees come to love the



Hamon Miller, mental hygiene therapy aid (the title now replacing ward attendant), in a men's ward.



Joseph Ventrone, stationery engineer, lights a boiler.

"A highly sentimental, sometimes excruciatingly moving film."  
—LOUISE SWEENEY,  
Christian Science Monitor

**CHARLES CHAPLIN'S**  
**LIMELIGHT**

with **CLAIRE BLOOM**  
Produced, Written and Directed by CHARLES CHAPLIN  
Released through COLUMBIA PICTURES

**LINCOLN ART** 57th St. East of  
8'way JU 2-2333 12:00, 2:20, 4:45, 7:15, 9:30

**No. 1 Pioneer In**  
**Overseas Work**

- MAKE A CHANGE
- HIGH PAY — NO TAXES
- ALL PROFESSIONS

**GLOBAL SEARCH, INC.**  
342 Madison Ave.  
New York, N.Y.  
**682-5337**

WE ASSIST YOU  
NO PLACE FEE — SERVICE CHARGE

**BUY**  
**U.S.**  
**BONDS!**

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. — EDWARD WEISSENBERGER, Plaintiff, against STRICK CORPORATION OF U.S. HIGHWAY NO. 1, FAIRLESS HILLS, PA., and SEATRAN LINES, INCORPORATED, Defendants. — STRICK CORP., Third-Party Plaintiff, against SEATRAN LINES, INCORPORATED, and GENERAL DISPATCH, INC., Third-Party Defendant — Index No. 9532/68 THIRD-PARTY SUMMONS. TO THE ABOVE-NAMED THIRD-PARTY DEFENDANT GENERAL DISPATCH, INC.: YOU ARE HEREBY SUMMONED to answer the complaints of the third-party plaintiff SEATRAN LINES, INCORPORATED, of the third-party plaintiff STRICK CORP., and of the plaintiff, copies of which are herewith served upon you, and to serve copies of your answer upon the undersigned attorneys for the third-party plaintiff SEATRAN LINES, INCORPORATED, upon the attorneys for the third-party plaintiff STRICK CORP. Daniel J. Coughlin, Esq., whose address is 110 William Street, New York, New York 10038, and upon the attorneys for the plaintiff Herdes & Herdes, Esqs., whose address is 1966 Broadway, New York, New York 10023, within twenty (20) days after the service of this third-party summons and complaint upon you, exclusive of the day of service (or within thirty (30) days after the service is complete if this summons is not personally delivered to you within the State of New York). In the event of your failure to answer this third-party complaint, judgment will be taken against you, by default, for the relief demanded therein. Dated: New York, New York, October 11, 1972. Yours, etc. QUIRK and BAKALOR, P.C. Attorneys for Third-Party Plaintiff. SEATRAN LINES, INCORPORATED, Office and P.O. Address: 444 Madison Avenue, New York, New York 10022. TO: GENERAL DISPATCH, INC., Third-Party Defendant. — HERDES & HERDES, Attorneys for Plaintiff, Office and P.O. Address: 1966 Broadway, New York, New York 10023. — DANIEL J. COUGHLIN, ESQ., Attorneys for Third-Party Plaintiff STRICK CORP., Office and P.O. Address: 110 William Street, New York, New York 10038. TO: GENERAL DISPATCH, INC.

The foregoing third-party summons is served upon you by publication pursuant to an order of the Honorable Isidore Dollinger, a Justice of the Supreme Court of the State of New York, dated the 20th day of November, 1972, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at 60 Centre Street, in the City, County and State of New York.

The object of this third party action is to obtain either contractual indemnification or common law indemnification.

The primary claim is one of negligence made by the plaintiff EDWARD WEISSENBERGER, who alleges injuries due to negligence in the parking of a trailer on or about the 28th day of January, 1967.

Dated: New York, New York. QUIRK AND BAKALOR, P.C. Attorneys for Third-Party Plaintiff SEATRAN LINES, INCORPORATED Office and P.O. Address 444 Madison Avenue New York, New York 10022

**Hillside North American**  
**Van Lines, Inc.**

For a Free, Thorough, MOVING Estimate with No Worry—at YOUR Convenience—Call Your Local Representative—N.Y. (212) 523-5555 Nassau & Suffolk (516) 864-8400

**SINGLE? EXPAND**  
YOUR CIRCLE OF FRIENDS

A NEW reliable way to socialize with your kind of people... your age, your lifestyle. Private non-commercial parties in your area to which you can also bring your friends.

**Party Circle**  
FREE COORDINATION CENTER  
Brooklyn, 60 EAST 40 STREET  
Write or call: NEW YORK, N.Y. 10017 • 768 6800

**Someone Needs You—**  
**Donate Blood**  
Call UN 1-7200  
**The Greater New York**  
**Blood Program**

**Do You Need A**  
**High School**  
**Equivalency**  
**Diploma**

for civil service  
for personal satisfaction  
6 Weeks Course Approved by  
N.Y. State Education Dept.  
Write or Phone for  
Information

**Eastern School AL 4-5029**  
721 Broadway, NY 3 (at 8 St.)  
Please write me free about the  
High School Equivalency class.

Name .....

Address .....

Brooklyn .....

**HOLIDAY**  
**ENTERTAINMENT**

**20th**  
**CENTURY**  
**FOX**

**DEATH**

Ziegfeld  
Avenue of the Americas on 54th St.  
2:00, 5:00, 8:00, 11:00

**THE POSEIDON ADVENTURE**

National • Beekman  
Broadway at 44th St. 65th St. at 2nd Ave  
10:00, 12:05, 2:20, 11:45, 1:45, 3:45,  
4:30, 6:40, 9, 11:10 5:50, 7:50, 9:50

**THE**  
**HEART**  
**BREAK**  
**KID**

Sutton  
57th St. & Third Ave.  
12:10, 2:10, 4:00, 6:00, 8:00, 10:00

"THE EFFECT OF  
GAMMA RAYS  
ON MAN-IN-THE-MOON  
**MARIGOLDS**"

Cinema II • Paramount  
3rd Ave. at 60th St. 61st St. & 8'way  
11:15, 1, 2:50, 4:40, 12:45, 2:35, 4:25,  
6:30, 8:20, 10:10 6:15, 8:05, 9:55

**THE DISCREET CHARM**  
**OF THE BOURGEOISIE**

Little Carnegie  
57th St. East of 7th Avenue  
12:00, 2:00, 4:00, 6:00, 8:00, 10:00

Admitted / ADMITTED Productions  
**"SOUNDER"**  
A Robert B. Radwin/Martin Ritt Film

Now at FLAGSHIP Theatres  
4th Month at EMBASSY 46th St.  
10, 12, 2, 4, 6, 8:05, 10:10

**DRIVE OUR CARS — FREE**  
TO FLORIDA  
DECEMBER & JANUARY  
GAS ALLOWANCE  
AAACON Auto Transport, 354-8866

# Ideal Gifts for Everyone



A Gift  
for  
Her

**CROSS**  
SINCE 1848

This Christmas give her  
CROSS Writing Instruments  
in 14 Kt. Gold Filled or  
Sterling. With attractive  
leather Pen Purse.\*

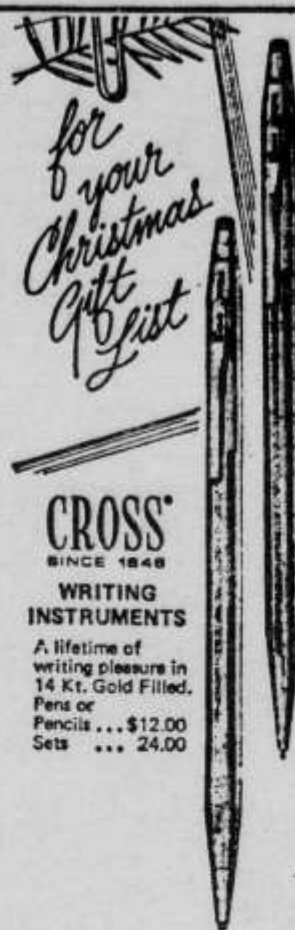
Pen or Pencil ..... \$12.00  
The Set ..... 24.00

Christmas  
pen  
pencil

**CROSS**  
SINCE 1848

America's Finest  
Writing Instruments

12 Karat  
Gold Filled  
Pen or  
Pencil \$ 8.50  
Set 17.00

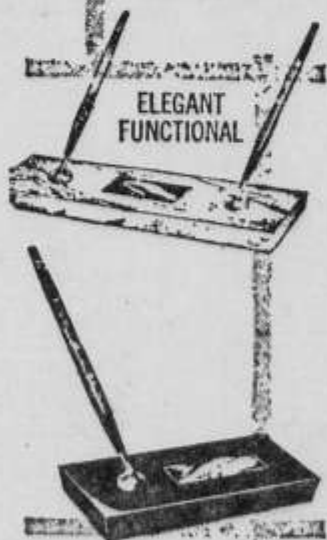


**CROSS**  
SINCE 1848

WRITING  
INSTRUMENTS

A lifetime of  
writing pleasure in  
14 Kt. Gold Filled.  
Pens or  
Pencils ... \$12.00  
Sets ... 24.00

**CROSS**  
SINCE 1848  
Desk  
Sets



ELEGANT  
FUNCTIONAL

Mechanically Guaranteed  
for a Lifetime of Writing  
Pleasure.

Six styles, single or double  
base, in hand-rubbed walnut,  
onyx, jet crystal, bronze  
or Color-Crest.

Writing Instruments in 12  
Karat Gold Filled and  
Sterling Silver.



**CROSS**  
SINCE 1848  
Desk  
Sets

...a Gift  
of Lasting  
Value

Choose from six styles,  
single or double base,  
in hand-rubbed walnut,  
onyx, jet crystal, bronze  
or Color-Crest. Writing  
Instruments in 12 Karat  
Gold Filled or Sterling  
Silver.



**CROSS**  
SINCE 1848  
Desk  
Sets

Styled in Timeless  
Good Taste

Mechanically guaranteed for a  
Lifetime of Writing Pleasure.  
Six styles, single or double  
base, in hand-rubbed walnut,  
onyx, jet crystal, bronze  
or Color-Crest.

12 Karat Gold Filled or  
Sterling Silver Writing  
Instruments.



**Fifth Avenue Fountain Pen Shop**

298 Fifth Avenue, New York

(Corner Of 31st Street)

LO 4-3674

Gifts of  
Distinction  
from **CROSS**  
SINCE 1848

# This Week's City Eligible Lists

**EXAM NO. 2081**  
**ELECTRONIC EQUIPMENT MAINTAINER**  
 Transit Authority  
 This list of 43 names was established Dec. 20 after the Nov. 11 written exam taken by 125 of the 232 applicants. Salary is \$5.8325 per hour.  
**No. 1 — 90%**  
 1 Richard J Pratt, Frank Bagosy, Jerral V Castell, Donald G George, Brian G Conway, Albert A Cziko, Robert J Walker, Salvatore Giordano, Lionel L Gayle, John J Brown, Edward W Kliveta, George L Ott, Joseph J Campos, Jerry Soto, Joseph L Catrone Jr, Malcolm G Gordon, Carlo S Settineri, John J Glynn, Jin T Lui.

**No. 21 — 78.8%**  
 21 Louis M Ganoos, Frank A Miller, Rudolph A Marano, Vivian M Buckner, Gilbert J Eifler, Gregory J O'Connor, Raymond A Mondesire, Arnold D Scott, Rosario L Colonna, Carlos Delpilar, Joseph I Bunyan, George E Dunphy, Solomon Rubin, John Zielenki, Raymond J Smith, Ernest Drechsler, Donald A Wynne, Luis B Hernandez, Jay Markowitz, Michael R Matthews.  
**No. 41 — 70%**  
 41 Robert Martinetti, Eugene Steiner, Arthur Kassler.

**EXAM NO. 2519**  
**PROM. TO SIGNAL MAINTAINER**  
 Transit Authority  
 This list of 49 eligibles was established Dec. 20 following

## Prepare Now For Your HIGH SCHOOL

Equivalency DIPLOMA Preparation Course  
 This N.Y. State diploma is the legal equivalent of graduation from a 4-year high school. It is valuable to non-graduates of High School for:  
 \* Employment \* Promotion  
 \* Advanced Education Training  
 \* Personal Satisfaction  
 Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

ENROLL NOW! Classes Meet IN MANHATTAN, Mon. & Wed., 5:30 or 7:30 P.M. IN JAMAICA, Tues. & Thurs., 5:45 or 7:45 P.M.

**SPECIAL SAT. MORNING CLASSES NOW FORMING**  
 Phone or Write for Information

Phone: GR 3-6900  
**DELEHANTY INSTITUTE**  
 115 E. 15th St., Manhattan  
 91-01 Merrick Blvd., Jamaica

written testing on Sept. 23. Salary is \$5.0025 per hour.  
**No. 1 — 86.063%**  
 1 I Lopez, S Scigowski, J P Gartner, A Magrone, P Ginexi, S Orlando, D E Bryant, J Holzmann, G Kelly, L Santiago Jr, V Quarato, J A Scalzo, G R Lopez, K W Schulmann, G W Dalton, M DiBenedetto, J Soto, S Amat, J Apointe, P Goding.  
**No. 21 — 77%**  
 21 R Nadler, E Jones, D Lampkin, R J Filosa, C Oliveira Jr, Z K Olejarski, T C Miller, R M Lindner, J Blondo, G Velez, H Schwartz, L G Phinn, T E Houston, T J Wilson, J Montebello, J E Lee, F Bifulco, F A Ruffo, J Link, M Otero.  
**No. 41 — 73.588%**  
 41 F Stiefel, M A Rivera, W Kurz, J J Spoto, J W Grant, R C Adams, L A Drago, R J Shea, J Dei Priore Jr.

**EXAM NO. 2175**  
**TYPIST**  
 Group 1  
 This list of 449 eligibles, established Dec. 12, resulted from practical testing of 6,389 candidates who have filed since July 25 for this continuous-filing test. Salary is \$5,200 for typists, and \$5,600 for transcribing typists.  
**No. 1 — 98.6%**  
 1 Magda E Maldonado, Elizabeth Feeley, Martha A Paternoster, Lucrecia Roman, Angie Trias, Edith M Belansky, Adele Brody, Sandra L Sims, Myrna I Hausner, Noella Tennell, Damaris Rodriguez, Barbara E Greenberg, Annie H Spencer, Sheryl V Craig, Julia D Alamo, Gwendolyn Williams, Marlon Morris, Cosette Lander, Antonio Parisi, Ruth B Druen.

**No. 21 — 88.1%**  
 21 Rachel M Shury, Alma C Graves, Angelina Gilbert, Lynn N Portnoy, Anne Rosenbaum, Arlene E Robinson, Ann Martino, Michael F Disogra, Ruby B Slater, Alejandra Conde, Iris Perez, Linda Nixon, Audrey Benson, Marjorie L Carr, Muriel Pacheco, Philip Levine, Beulah Williams, Deborah V Smokes, Jacqueline Benyon, Barbara Fuchs.  
**No. 41 — 86%**  
 41 Frances L Bost, Iris Rozansky, Eileen T Gallagher, Peggy Wynn, Nancy E Kuster, Eileen S Metzger, Margaret McCluskey, Marilyn Putterman, Barbara L Walker, Eveline Pierre, Gladys Miranda, Cynthia E Hinds, Melvin Tindale, Jeanne Wechter, Marjorie Thomas, Ronald J Hewitt, Louise Alleva, Natividad Augustin, Katrina L Williams, Marian E Seymour.

**No. 61 — 84.6%**  
 61 Roberta Strzalkowski, Jean Lipman, Richard C Fireman, Marie Dillon, Evelio Rizo, Nora Zayas, Shirley A Johnson, Rafaela Ruiz, Mary E Curington, Rosalie B Stewart, Mathilda L Scott, Leo Short Jr, Mary Edwards, Vivian Lichtenthal, Maxine Spitzer, Carmen Gaztambide, Alonja King, Nilda Ramirez, Lucila Casillas, Arno C Adams.  
**No. 81 — 83.6%**  
 81 Edna E Wilkins, Diana Pimentel, Jan I Kwartowitz, Nancy Hudson, Maude H Abbenett, Maria E Arias, Valerie A Jones, Ann J Romano, Sylvia R Rozner, Claudia McPhail, Carmen L Martinez, Sharon L Johnson, Virginia Joyner, Dorothy J Lindsey, Norma C Arroyo, Luis Reyes, Sandra E Small, Patricia M Dunn, Doreen E Beekman, Dana Gong.

**No. 101 — 82.8%**  
 101 Yvonne Lee, Katherine Bonanni, Eleanor A Scarpelli, Shirley Goldstein, Naomi Heywood, Milagros Ramos, Corine Burwell, Carmen D Martinez, Joy P Curtle, Barbara A Hillary, Louisa S Zarra, Diana Richardson, Nancy E Gordon, Elizabeth Rodriguez, Miriam Rosario, Irene E Kelly, Blossom Leon, Lydia M Rivas, Maryann Lawson, Diane F Neithardt.

## School Lunch Mgr. Filing Set By City

Applications for assistant architect, assistant mechanical engineer and school lunch manager were added by the City Civil Service Commission to its roster of exams open without deadline. Filing begins Jan. 4 for the architect and engineer titles, and Jan. 3 for school lunch manager.

Minimum requirements for assistant architect are a bachelor's degree in architecture and two years experience in architectural work; or a New York State registration as an architect. Applications are accepted in person only between 9 a.m. and 10 a.m. every Thursday in Room M-9, 40 Worth St., Manhattan.  
 Assistant mechanical engineer candidates must present a bachelor's degree in mechanical engineering and two years experience in mechanical engineering; or a New York State Professional Engineer's License and two years experience.

A qualifying written test on the day of filing for these \$12-100 posts may be required for applicants with degrees from schools not approved by the Engineer's Council for Professional Development or the National Architectural Accrediting Board. Candidates for school lunch manager, with starting salary of \$7,500, must present a bachelor's degree with major in foods, institutional management or related fields; or a two-year program in food service management plus two years experience in the field.

Citizenship is not required for school lunch manager applicants. Filing will be held every week day, in person only, in Room M-1, 40 Worth St., Manhattan. For more information and application forms, contact the City Department of Personnel at the address listed on page 11.

**No. 121 — 82%**  
 121 Judy Vargas, Hilda Gutierrez, Elizabeth Chavis, Antonio P Orlina, Franksena Stokes, Sandra L Watson, Helen E Castell, Rosalind S Wadler, Shirley T Woods, Mary A Tuller, Ida Gold, Helen R Hammond, Helen Johnson, Mary A Borlino, Marie Peraino, Josephine Rivera, Germaine Maurice, Barbara J Baxter, Marcella Moore, Virginia M Ciccollella.

**No. 141 — 80.9%**  
 141 Lola Gruber, Hilda Lorenzo, Joandell E Johnson, Diane M Patterson, Elizabeth Black, Ruth Marks, Hannah Miller, Sandra F Balley, Myrtha Delgado, Cheryl M Crawford, Shirley Feldman, Ollie M Ward, Gloria E Castro, Robin S Antman, Raffaella Yaslello, Patricia A McDeimott, Lillian Auerbach, Marlene Cohen, Elvira P Robalino, Mary R Tuohy.

**No. 161 — 80.2%**  
 161 Elaine Claybourne, Angela F Figuccio, Maria M Ortiz, Joan M Smith, Leocadia Gonzalez, Maria Colon, Ellen Steinis, Mercedes Rivera, Electra Criezis, Zolla E Morgan, Dominga Ramos, Ethel Keyv, Josephine Sales, Kitty Kemp, Rose Basirico, Rae Rosenthal, Kathleen Santaly, Valerie R Diamond, Celestine Jones, Louise E Gouveia.

**No. 181 — 79.5%**  
 181 Merida Rodriguez, Teddi Schiller, Elena Y Young, Joeann Brye, Lois A Spivak, Virginia

**Wanna be a good guy? Give a pint of blood. Call UN 1-7200 The Greater New York Blood Program**

## GOURMET'S GUIDE

PERSIAN • ITALIAN • AMERICAN  
**TEHERAN** 45 W. 44TH ST., NEW YORK No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEURES — LUNCHEON-DINNER

## REAL ESTATE VALUES

**Farms, Country Homes New York State**  
 FALL CATALOG OF HUNDREDS OF REAL ESTATE & BUSINESS BARGAINS All types, sizes & prices. DAHL REALTY Cobleskill 7, N.Y.

**HOLLIS PARK GDNS \$34,990**  
 SHORT WALK TO SUBWAY  
 Gorgeous, newly decorated house. 7 rms, 3 large bdms, new kitchen & bath, 6,000 sq ft of landscaped grounds, GI's only \$1,000 needed.  
**BUTTERLY & GREEN**  
 168-25 Hillside Ave. JA 6-6300

**183 ST. EAST OF CONCOURSE TIEBOUT TOWERS**  
 2332 Tiebout Ave. New Bldg.  
 2 1/2 rooms, \$195  
 3 1/2 rms, \$235, 4 1/2 rms, \$275  
 Renting offc apt 3B or 2A;  
 5 8 4 - 9 7 5 4

**CAMBRIA HTS \$33,990**  
**SUPER-SPECIAL HOME**  
 all brk tudor, all rms on 1 for. Cathdrl Ceilng, gar, Fin bsmt, 2 bths. Mod. thru-out.  
**Queens Homes OL 8-7510**  
 170-13 Hillside Ave., Jamaica

## Enjoy Your Golden Days in Florida

**JOBS**  
 FLORIDA JOBS? Federal, State County, City FLORIDA CIVIL SERVICE BULLETIN. Subscription \$3 year. 8 Issues  
 P.O. Box 846 L, N. Miami, Fla. 33161.

**FLORIDA LIVING**  
 Live the good life at prices you can afford in Highlano Village Mobile Home Community Choose from over 20 models with prices starting at \$7,950. Complete recreation program  
 Write:  
**HIGHLAND VILLAGE, 275 N. E. 48th St POMPANO BEACH, FLORIDA 33064**

**VENICE, FLA. — INTERESTED?**  
 SEE H. N. WIMMERS, REALTOR  
 ZIP CODE 33595

**SAVE ON YOUR MOVE TO FLORIDA**  
 Compare our cost per 4,000 lbs. to St. Petersburg from New York City, \$472; Philadelphia, \$448; Albany, \$506. For an estimate to any destination in Florida  
 Write  
**SOUTHERN TRANSFER and STORAGE CO. INC.**  
 DEPT. C. BOX 10217  
 ST. PETERSBURG, FLORIDA 33793

**High School Equiv. Course 5 Weeks - \$75**  
 Complete by Home Study or in evening classes. Prepare you for exam leading to a State issued High School Equivalency Diploma. FREE BOOKLET  
**PL 7-0300**  
 Roberts School, Dept. L, 517 West 57th St., New York, N.Y. 10019

**TYPEWRITER ADDERS**  
  
 MIMES ADDRESSERS, STENOGRAPHS for sale and rent, 1,000 others.  
 Low-Low Prices  
**ALL LANGUAGES TYPEWRITER CO., Inc.**  
 119 W 23 St. (W. of 6th Ave.) NY, NY  
 CHelsea 3-8086

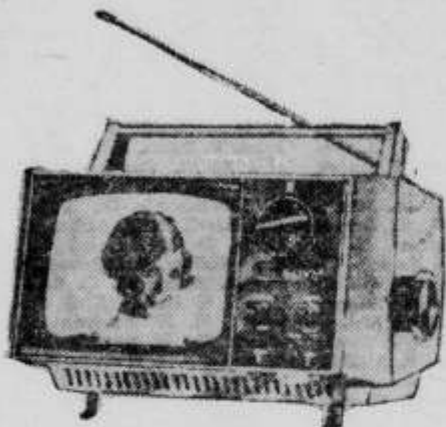
## SCHOOL DIRECTORY

**MONROE INSTITUTE — IBM COURSES** Computer Programming, Key Punch, IBM-360, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes, EAST TREMONTI AVE. & BOSTON RD., BRONX — KI 2-5600, 115 EAST FORDHAM ROAD, BRONX — 933-6700  
 Approved for Vets and Foreign Student Accred. N.Y. State Dept. of Education.

**SONY**

# SPECTACULAR

## GREAT SONY BLACK/WHITE TV'S



**SONY 5"**  
Picture Measured Diagonally  
**PORTABLE TV**

**116.95**

Ultra compact size and lightweight! Operates on AC and battery (optional battery and accessories) Solid state. Adjustable VHF/UHF telescoping antenna. Earphone included. White and blue cabinet.



**SONY 7"**  
Picture Measured Diagonally  
**PORTABLE TV**

**129.95**

Features built-in battery recharge compartment. Top mounted controls with recessed handle. Solid state. Glare-free screen for indoor-outdoor viewing. Earphone included. Batteries optional, extra.



**SONY 6"**  
Picture Measured Diagonally  
**PORTABLE TV**

**129.95**

Glare-free screen — big enough for one person or group viewing. Operates on house electric or battery (with optional auto/boat battery cord or optional rechargeable battery pack). Only 11 lbs. 7 oz.



**SONY 11"**  
Picture Measured Diagonally  
**PORTABLE TV**

**139.95**

Smartly styled. Lightweight, only 15 lbs. 10 oz. Charcoal grey with chrome trim. Illuminated front-mounted tuning dials. Solid state. VHF telescopic antenna. Operates on AC or battery (optional extra).

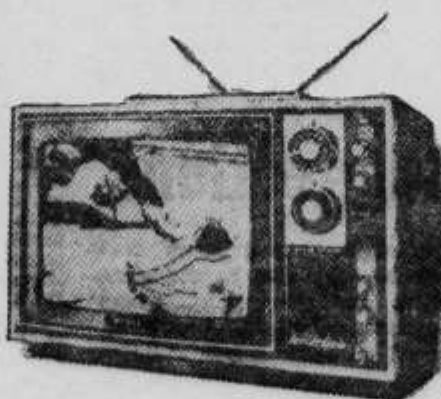
## TRINITRON COLOR TV'S



**SONY 9"**  
Picture Measured Diagonally  
**TRINITRON® COLOR TV**

**339.95**

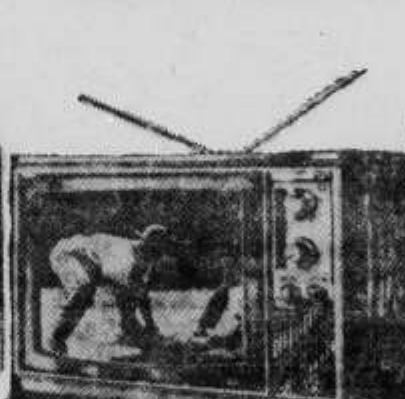
"The compact one" — Trinitron unique color system and dependable solid state circuitry, in one easy-to-carry portable. Sharper, brighter color!



**SONY 12"**  
Picture Measured Diagonally  
**TRINITRON® COLOR PORTABLE**

**329.95**

True-to-life color, portability, plus automatic pushbutton control! Automatic color saturation and hue at the touch of one button. Illuminated tuning dials. Solid state. Earphone, handle.



**SONY 15"**  
Picture Measured Diagonally  
**TRINITRON® COLOR PORTABLE**

**399.95**

New from Sony — popular 15" size screen! Automatic Color Control and Automatic Fine Tuning Controls. 100% solid state circuitry. Beautiful walnut grain wood cabinet, chrome trim.



**SONY 17"**  
Picture Measured Diagonally  
**TRINITRON® COLOR TV**

**449.95**

Large 17" picture measured diagonally. Automatic Color and Automatic Fine Tuning Control. Vibrant natural color. Instant picture and sound. Front mounted speaker. Simulated wood grain finish.

90 DAYS SERVICE • 2 YEAR COLOR TUBE WARRANTY •

**Lewin & Co.**

**MANHATTAN**

87 SECOND AVE.  
AT 5th ST

**GR 5-6100**





# Long Island Conference Welcomes In The Yule



A full house again jammed Sunrise Village in Bellmore, L.I., last week for the annual Christmas party sponsored by the Long Island Conference of the Civil Service Employees Assn. Committee members, shown with some of the door prizes, are, from left, Tony Giannetti, Town of Hempstead unit; Bernie Pendola, Kings' Park State Hospital chapter; Jean Giannetti, Town of Hempstead unit; Marian Parker, Old Westbury University chapter; Jack Gehrig, Long Island State Parks chapter; Ginny Beyel, Central Islip State Hospital chapter; William Kempey, Long Island Armories chapter; Eileen Gorski, Central Islip State Hospital chapter; Conference president George Koch; Eleanor Koch; James Hallinan, Long Island State Parkway Police; Celia Hallinan; Conference treasurer Thomas Kennedy.

Leader photos by Sulo Aalto



Many of the ladies at the party donated their corsages to the patients at Pilgrim State Hospital. Here chapter president Julia Duffy, right, accepts the donations from, left to right, Eileen Gorski, Central Islip Hospital chapter; Bernice Cause and Sally La Valle, both of Suffolk State School.



Jolly old St. Nick, alias James Hallinan of the Long Island State Parkway Police, verifies Christmas requests from, left to right, Brenda Egan, LI State Parks; Barbara Beaton, Suffolk State School, and Edna Squires, Long Island State Parks.

## Install Van Dusen As Schoharie DOT Chapter President

SUMMIT—Richard Van Dusen was sworn in last month as president of the Schoharie Residency Department of Transportation chapter, Civil Service Employees Assn.

Van Dusen, along with vice-president Carl Slater, secretary John Hornauer and treasurer Forrest Ballard, was installed at a dinner at Johnson's Motor Inn here.

Among the 52 members and their guests who attended was immediate past president Frank Riedmeier, who pledged his cooperation to the new officers.

# Buffalo Case May Set Precedent.

(Continued from Page 1) cused CSEA members, who would have had to face six to eight hearings a day without the State required to produce documented evidence of their guilt.

The hearings were ordered in all cases where the State felt a question of fact existed about whether the employee wrongfully missed work on the two days in April.

Approximately 155 of the 520 originally-charged CSEA members fell into this category in the Buffalo area.

"In my opinion, the order entered upon Supreme Court Justice Stiller's decision and the

subpoena duces tecum which was issued as a result of the order enabled us to place the issues in each legal proceeding in proper perspective," said Sandler.

"With the power of the subpoena and the mandate which orders the State to comply we now have procured various documents that allow us to vigorously and fully represent our employees in more than 150 cases," he added.

In arguing against Sandler's application, the State said the court has no jurisdiction to force the State to produce the documents, which the State also argued were irrelevant to the hearings.

### Called "Mass Trial"

Sandler said he went to Supreme Court when he received a notice that the State intended to hear six to eight cases a day in what he called a "Russian mass trial."

He said obtaining permission to subpoena the documents he sought forces the State to conduct each hearing as an individual case, bringing the issue more closely in line with what happens in a courtroom.

It was also, he said, an attempt to put "flesh on the bones of the Taylor Law," which, he explained, allows the State

to bring charges, then order the person charged to prove innocence.

In the case of Ms. Tobias, hearing officer Edward Heller ruled no "violations of the provisions

of the Civil Service Law, Section 210, was made either by presumption or proof . . ." He ordered that Ms. Tobias be taken off probation and restored her lost pay in full.

## To Discuss MH Patient Therapy Crisis

(Continued from Page 1) greatly aid work flow in every institution.

Now, as a result of the culmination of several years of effort to revamp the Mental Hygiene Law, last year's legislature passed a new series of changes concerned with patient rights, one of which demands compensation for patient services.

Patients performing any sort of function in the institution will now be paid in accordance with applicable state and federal labor laws. "Typically," according to Theodore C. Wenzl, CSEA president, the State has failed to make provision in the budget to adjust to the change in legislation and has ignored the workload once performed by the patients, making no increase in Mental Hygiene staffing patterns to absorb the duties.

### Have Helped For Years

Many of the State's institutions have as many as 400 patients working in many differ-

ent capacities. "Distribution, storage, food preparation and overall service can be affected," according to one Letchworth Village employee. "Patients have helped me for years down here in the storeroom and this institution has depended on their help. They haven't done a thing about staffing up to meet the crisis," he continued.

Patients themselves have voiced their concern: "Many of them have performed the same task for years and years," said John Clark, CSEA chapter president. He cited an example where one woman who worked in the kitchen was at a complete loss when told that she could no longer be there at her regular hour.

Clark said, "I'm ultimately concerned with the patient. The frustration developing here at Letchworth is becoming serious. You can't make overnight changes with these patients and not expect serious setbacks to their condition."

## Ⓞ CSEA calendar Ⓞ

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

### January

19-20—Western Conference meeting: business meeting, Friday, 7 p.m., and restructuring seminar, Saturday, 10 a.m., Towne House Motor Inn, 1325 Mt. Hope Ave., Rochester.

29—Capital District Conference meeting: