Vol. XXXIII, No. 51 Tuesday, March 20, 1973  Price 15 Cents

Supplemented

Current Retirement Rights

Man Alvin Suchin, which if passed, will make permanent all temporary measures that currently carry public employee retirement rights.

Controversy over retirement benefits available to county and municipal employees stemmed from recent legislative attacks.

Suffolk School Units Vote On Chapter Status

(From Leader Correspondent)

SMITHTOWN — Ballots have been mailed to members of the school district units of the Suffolk chapter, Civil Service Employees Assn., in a referendum on the proposed new educational chapter. It was announced by Suffolk chapter president E. Ben Porter.

 ballot are to be returned to the Suffolk chapter headquarters here by March 26, and will be tallied the following day.

If more than half of the units seek a separate chapter, one will be established for those units which oppose separation. There will be established for those units which oppose separation. There will be established for those units which oppose separation.

(Continued on Page 3)

Convention Agenda — See Page 16

ALBANY — Tentative settlements before the State Office of Employee Relations as bargaining sessions continue, with successive meetings scheduled both last week and this week between CSEA's coalition bargaining team and state representatives.

“Sessions are becoming longer and longer,” according to John Wolf, CSEA coalition team member from the Professional, Scientific and Technical Unit. He said the meetings are down to note-and-bolt bargaining and the going is getting rougher. It is encouraging to note that we are still talking and that there is a fair exchange between the sides. This is certainly a change in the status position from last year.”

(Continued on Page 11)

City Chapter Seeks Right To Vote On Printed Contract

The executive board of the Civil Service Employees Assn.'s Buffalo White-Collar Unit nears a vote last week that would give CSEA members the chance to vote on contracts before their submission to the State Legislature.

In a motion presented by chap- ter president Solomon Benes and amended by chapter treasurer Seymour Shapiro, the board approved the resolution calling for the contract as agreed upon to be printed in its entirety and submitted to each member, with the vote to be counted by an independent agency prior to its approval by the Legislature.

(Continued on Page 3)

Don't Repeat This!

Many Legislators Feel Trapped By Pension Issue

LAST year was an election year and the majority of the Legislature's membership jumped enthusiastically on an issue which they felt would make a lot of political hay with the voters—public employee pensions. Now many of them feel trapped by this issue, due to the expanding of larger

(Continued on Page 6)

Major Items Still Under Discussion As Talks Intensify

Tentative Settlement Before Convention?

Tentative Settlement Before Convention?

(Continued on Page 5)

More At Steak Than Meats The Eye In Nassau

MINOLOA — “I’ve never seen a meat packer on the welfare rolls.”

Thus, Irving Flaumenbaum last week kicked off a campaign against “shirking and very possibly illegal” meat price increases that included:

• A telegram to President Nixon demanding a federal investigation.
• Providing strike expertise to women's groups in helping them to prepare picketing and meat boycotts.
• An impromptu appearance before the Nassau Board of Supervisors, which prompted County Executive Ralph G. Caso to issue

(Continued on Page 14)

INSIDE THE LEADER

Reactivate Human Rights Committee — See Page 2
Buffalo White-Collar Unit Nears Vote — See Page 3
City Patrolmen Work With ‘Street Kids’ To Make Teen Square-Shooters — See Page 8
Educational Chapters Participate In Leadership Seminar — See Page 14
Onondaga FERR Rules Probation Officers Stay With CSEA Chapter — See Page 16

RESTRUCTURING ENTERS LAST PHASES

The committee to restructure the Civil Service Employees Assn., after two years of intensive work that has taken it into every area of the state to seek grass-roots opinions, is soon to be phased out.

Not before, however, has it presented its recommendations for Phase III, Part 2, on field services, and Phase IV, on finances, this month at the statewide Deleg- ates Meeting in New York City. It is tentatively scheduled as the primary subject on Wednesday of the week-long meeting, March 28-30.

It is anticipated, according to restructuring committee chairman A. Victor Costa, that the deliberative aspect of the committee's assignment will be com- pleted at the meeting, and there- after restructuring will be a matter of implementation.

Because of the importance placed on restructuring, it has probably been the most high-powered committee in CSEA history. Every conference (one to be known as "region") has been represented by its president. In addition, ten members of the committee were de- lighted at the meeting, and there- after restructuring will be a matter of implementation.

(Continued on Page 16)

Long Island Schedules Restructuring Meeting

PLAINVIEW — A special meeting of the Long Island Conference of the Civil Service Employees Assn. has been called for March 22 at the Kings Grant Motel here to hear a report by statewide CSEA second vice-president A. Victor Costa on re- structuring. It was announced by Conference president George Koch.

(Continued on Page 6)

PREPARING FOR MEETING — Members of the parks and recreation committee of the Civil Service Employees Assn. met at CSEA Headquarters to prepare for a labor-management meeting with representatives of the State Parks and Recreation administration. Left to right are: Paul T. Burch, CSEA collective negotiating specialist; Louis D. Coll, L.I. Inter-County State Parks, committee chairman; Joseph E. Tommell, Parks and Recreation main office; George Orton, Saratoga Spa; Harry J. Lynch, Taconic State Park Commission; Joseph Abbey, CSEA research assistant; Walter Scheinman, Central N.Y.S. Parks Commission; William F. Fagnan, Finger Lakes State Commission; Mary A. Converse, Allegany State Park Commission, and Anthony Sertlani, Niagara Frontier State Park Commission.
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Course starts week of April 2. To prepare for May 5 exams.

CORRECTION CAPTAIN

College Secretarial Asst.

ATTENDANCE CAPTAIN

Churchill, Clifford H. Goldstein
O'Beirne, Edward F. Brennan

CIVIL SERVICE LEADER
Published on Tuesday, March 20, 1973
Number 106 on the 205-name list reached on the new 805-name list established March 15, 1973.
They are Richard A. Traven, James J. Donner (2), Silvio P. Dell'oro, Vincent J. Fowler and Francesco A. Lombard.

Seven firemen were promoted to lieutenant: John W. Kelly, Jr., Anthony M. Mauro, Wilfred J. McMahan, Peter J. Shevlin, Martin Flamian, Franklin M. DeBella, and Herbert A. Rechmull. The last number reached on the 1,730-name list established July 13, 1972, was number 392.

100 Appointments
The Fire Department plans to make 100 appointments to fireman on March 24. Medics and physical examinations are currently being conducted for eligibles on the list of exam 0139, established Jan. 13, 1972. The last number certified to be considered for this round of appointments was number 800.

Linden Named To Key Parks Positions
James Linden, who has been with the Dept. of Parks for 28 years, was appointed last week to the new post of Assistant Commissioner of Parks by Commissioner William S. Young, the N.Y.P.D., New York City. The new position was created from exam 0013.

Although those lists have been virtually exhausted, eligibles "come running out of the woodwork," the spokesman said, "and want to be considered for these positions. Even though people may have been eliminated in the Dept., there is no response because the lists are so old that addresses may have been out of date. They may be the one who gets the job because of the grapevine." The Dept. is hiring.

Linden is a perfect example," said Clurman, "of a man working his way up in Parks through civil service exams and appointments through hard work, study, and achievement.

As Assistant Commissioner, Linden will be in charge of the Dept's. Maintenance and Operation division, since January 1971.

The recently published 805 name list for promotion to Captain, fire department revealed that Delehanty graduates again upheld the high tradition of meeting with the department to promote opportunities they deserve. The list showed that Delehanty graduates placed:

Delehanty Scores Again With Fire Captain

Delehanty High School
A 4-year Co-Ed college preparatory high school
ACCREDITED BY THE BOARD OF REGENTS

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Manhattan: 115 E. 15th Street
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Tension Builds As Buffalo White Collar Employees Near Representation Vote

BUFFALO — Support for the Civil Service Employees Asn., is growing as a representation election between CSEA and AFCSME, Council 66, Local 650, looms in the near future.

Toward that end, a meeting of the CSEA chapter was held at Tammany Hall Assn., to outline proposals and for negotiations.

The representation battle began when the chapter learned that CSEA had left the leadership of the chapter. The chapter is growing as a result of the vote of the district union to switch affiliation from CSEA to AFCSME.

CSEA immediately stepped into the action to insure the situation "in order to stabilize the chapter." Members of the chapter outlined proposals and established a negotiations advisory committee consisting of representatives from each of the BOCES’ operations.

Locust Valley School Employees Vote For Bargaining Agent

Locust Valley — A representation election for two groups of non-instructional employees of Locust Valley Central School Dist. No. 3 in Nassau County was scheduled by the State Public Employment Relations Board for March 19, at the Locust Valley High School cafeteria, according to a spokesman for the Civil Service Employees Asn.

Workers in the Bus Drivers Unit and the Maintenance and Custodial Unit were to choose voting for CSEA or for "no representation" in this PERB-imposed election.

Village Refusing To Pay Increments

Nassau County Refuses To Pay Increments

The Nassau chapter of the Civil Service Employees Asn. has filed improper practice charges in legal action against the Village of Freeport, which has refused to pay employee increments following the rejection of a contract offer.

"We persuaded the county to re¬ject the contract offer. But we will require the village to pay the increments pending a settle¬ment," Flaumenbaum declared. "Despite that statement, the county offered 5 percent in recognition of the village’s opening and 2 percent in the next contract.

The county recognized that the employees are working to spread the demands to every section of suburbia. Flaumenbaum urged CSEA groups throughout the state to make their voices heard on the issue.

The county had abruptly refused to consider the CSEA program, which had been formulated by the 75-member steering and program committee following the firm rejection by members of the CSEA bargaining unit of a new contract.

The CSEA bargaining unit sought two consecutive pay adjustments of 8 1/2 percent with a $600 minimum and no maximum, a cost-of-living rider in the second year in case inflation outstrips the 8 1/2 percent figure and the T5 retirement plan.

The county offered 5 percent in the first year, 4 percent in the second year, and the T5 plan. "There is no question that these increases are due to selfish politicians," Flaumenbaum told reporters in a press conference last week after kicking off the campaign.

"I’ve done all the shopping in my family for 30 years, and I know prices. When a pound of meat round goes from $1.30 to $1.95 in less than three weeks, it is very evident that something is rotten in Denmark," said Flaumenbaum.

The housewives campaign will be kicked off shortly. Women are working to spread the demands to every section of suburbia. Flaumenbaum urged CSEA groups throughout the state to make their voices heard on the issue.

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Inspector: Michael J. Parrel, Charles P. Peterson, Martin J. Duffy, Herman C. Reed, Thomas R. Dooney.


Captains

The following eighteen lieutenants from the indicated commands were promoted to captains. The last number reached on the 372-name list established Dec. 23, 1971, was number 114.


Lieutenants

Forty-two promotions were made to lieutenant, raising number 378 on the 661-name eligible list established April 26, 1971. Appointments were made from commands indicated of these former sergeants:


Sergeants

Forty-four promotions to sergeant were made, through number 1,317 on the 1,555-name eligible list established Dec. 13, 1970.


If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

THE NEW YORK CITY POLICE DEPARTMENT has announced the designation of 18 members to ranks of inspector and above, the promotion of 164 members to captains, lieutenant, and sergeant. Thirty-three assignments in detective squads were also announced. The promotions were effective between March 8 and 12.

Designations

Assistant Chief Inspector Thomas P. Mitchellell.

Deputy Chief Inspector: Stephen T. Walsh, Howard A. Meinhardt.
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   - Reverse slow motion at 6 fps
   - Reverse step motion at 2 fps
   - Stop motion

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A Different Lesson To Be Learned From Willowbrook

TELEVISION documentary on conditions at Willowbrook State School, filmed last year, had a re-run on a New York City TV station recently and there is one scene from the documentary that we think legislation worth considering, worth looking into. We think it is likely that most lawmakers would like to see the changes in conditions at Willowbrook which the TV camera focused on a large group of unfortunate children who can barely help themselves and the comments of the Legislature and the State Administration to see again and again.

The camera focuses on a large group of unfortunate children who can barely help themselves and the commentator and the commen- torer to take care of these cases. Now there is only one thing grabbed our attention was the fact that no mention was made of the hard work placed on the one woman shown in the film who was doing the work of six. Nor was any comment made on the obvious patience with which she dealt with the difficult assignment facing her day after day.

Many lessons have been learned from Willowbrook State School, but most of them concern the patients and the physical condition of the institution. Just looking at that scene should teach another very important lesson—that the State is fortunate to have the dedication of its civil servants as exemplified by the woman in the documentary.

Here is proof enough that public employees do their job well and, in many cases, in areas not observed by the citizenry at large.

At this very moment, the Civil Service Employees Assoc. is engaged in bargaining for a pay increase and other benefits for the majority of State workers, all of whom have been hit as hard by continuing inflation as any other member of the public. They deserve a raise and a good one.

The fundamental fact is that most public employees in the State—over 85 percent—will retire with pensions that total under $4,000. Yet, the publicity accompanying the Legislature's pension battle continues to give the impression that civil servants are leaving work with enough money to buy a condominium in the City and live off it for the rest of their lives.

A Ray Of Hope

The legislators most bothered by the lack of retirement benefits from public employees are those who won marginal victories last year and whose more or less than one might expect. Some areas with large civil service populations could actually change the leadership of the Assembly, now controlled by the GOP, by voting heavily against some incumbent legislators.

Enough lawmakers are both here fact and are already starting to back off of last year's vigorous mouthing, especially that the agreement in question was, in addition to being a governmental body. However, it is private contracts that are valid and enforceable under the proper law which are protectable under the contract clause of the U.S. Constitution.

The court also distinguished between public and private contracts; a private contract is an agreement between private persons or non-governmental corporations. It pointed out that the agreement in question was, in addition to being a state contract, an agreement that the parties involved have been granted the right to contract by statute. As applied here, the New York State Legislature enacted the Public Employees Fair Employment Act, Article 14 of the Civil Service Law. It is this law which permits and provides for the agreement and mutual promises between the chief executive officer and the employee organization for the term of the agreement.

The court further found that the contract had not been violated in any respect. It was procedure that was involved rather than an impairment of the rights of the parties. The manner of enforcement of contractual rights of the parties was at question.

The decision pointed out that the legislation permitting PERB's action was on the books at the time the contract was signed and that it was not a retroactive law. Thus, the only question for the court to consider was whether the legislation is addressed to legitimate ends and the actions taken were reasonable and appropriate to that end. The court answered in the affirmative.

Section 208.1 (a) of the Civil Service Law is quite clear in providing that a recognized or certified employee organization has the right to negotiate for a contract with the public employer while an existing agreement is running out.

Author's Nominees

ALBANY—John G. Ward, of Ogdensburg, has been renominated to the Thousand Islands Police Commission for an unexpired term ending Jan. 31, 1980.

Ward Renominated

ALBANY—Jerry Davie, Jr., of Rochester, has been named to the Rochester-Geneese Regional Transportation Authority, while Robert H. Black and Thomas E. McGrath, both also Rochester, have been reappointed to the Court for the Eighth Judicial District. The term runs to Dec. 31.
For Con Edison 1973 is a milestone. It is the 150th anniversary of the founding of our corporate ancestor, the New York Gas Light Co., which in 1823 was converted into a gas service to lower Manhattan.

However, we are marking our anniversary by looking backward. The present and the future are what count the most. The past will focus on today and tomorrow—and how we hope to improve on yesterday.

### Increased Power Supply

The biggest problem for our company during the past five years has been: **"Can we build new plants fast enough to keep the lights on?"**

The problem is still with us, but we are making progress. Although every major facility we are building is being contested either in court or before a licensing agency, we have not been stopped by adverse decisions. Since 1968 we have completed 2,300,000 KW of gas turbine peaking capacity and 915,000 KW of baseload capacity. Of this, we have shut down 782,000 KW of obsolete facilities. Meanwhile, summer peaks have increased by 55%, from 800,000 to 1,275,000 KW.

In 1973 we expect Indian Point No. 2 will be available at partial power during the summer and will reach full power in 1974. Of this total, Con Edison's share is 700,000 KW. This means it will affect more people than a major fire on Manhattan.

### High Rates

The program now underway to expand and modernize our facilities to meet the growing demand for electricity was one of the lowest in the utility industry. The recent $10 million temporary rate increase was the minimum necessary if the construction program was to proceed. The temporary rate relief should allow us to meet financing requirements until the end of this year, after which we will begin a new rate schedule.

At the end of this year, we will have substantially reduced the average time required to repair cable failures.

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### Save-a-Watt

Our Save-a-Watt program continues to win national recognition from environmental and consumer groups. We estimate that in 1972 it helped reduce loads on the day of the summer peak by about 400,000 KW and summer energy consumption by about 300,000,000 KWH.

### Gas System

The pipeline companies which supply natural gas to Northeast gas distributors have advised us they cannot increase supplies for at least 10 years and that gas prices in the Northeast must be reduced.

### The Social Environment

Our minority employment is about 2% of what it was six years ago. During 1972 we hired 393 underemployed and disadvantaged persons into our rate base. Partially funded by the U.S. Department of Labor, this program is designed to help young people improve their reading, arithmetic, as well as learn the specific skills required of our work force. About 1,500 young men and women from Con Edison have been advised that they cannot in service because of our company's technological expertise.

### Research and Development

We have joined with most of the rest of our industry in a new research organization, the Electric Power Research Institute (EPRI), to test and develop environmentally better ways to produce and deliver electricity. Con Edison's R&D expenditures, which were only $1.2 million five years ago, will rise to about $15 million in 1974. Of this sum, about $3.5 million will be spent on EPRI projects, including a prototype breeder reactor.

We are especially hopeful about the large-scale fuel cell development program advertised in an environmental and consumer group's program. The program resulted in more than $1,500,000 in fuel purchases from black and Hispanic firms and more than $600,000 in other purchases such as printer maintenance, construction work, and computer supplies and services.

### Customer Billing

Billing our 3 million customers and responding promptly to their telephone calls have been among our more difficult problems.

### The Natural Environment

The modeling, Con Edison completed the conversion of 19 plants to oil using 93.9 per cent low sulfur oil. This enabled us to reduce our emissions of sulfur dioxide to levels where they are less than 16 per cent of our 1965 emissions. The City of New York is now meeting the Federal primary annual ambient standard for sulfur dioxide of .03 parts per million. Various studies show that in other ways, too, the city is making rapid progress towards cleaner air—more so, in fact, than many other large cities.

The largest single environmental question now facing us is whether to build new baseload towers for Indian Point No. 2. As cooling towers could have their own adverse effects on the environment, we are examining them by balancing several environmental factors.

We have asked the AEC, before making an irreversible decision, to allow time for completion of a $10 million Hudson River study begun two years ago. This study is gathering the additional scientific data we believe necessary to the decision.

Moreover, our engineers are designing towers to be as ready as possible if it is decided they should be built. And our staff of several years building to build a 100-kilowatt scale for fish unprofitably killed at Indian Point still stands.

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46 Promotional Exams Open Now With State

The New York State Dept. of Civil Service has announced 46 promotional exams to be held May 12. Filing for all exams must be completed by April 30 at the addresses listed under "Where to Apply" on Page 15 of The Leader.

Most exams, except those listed under "Interdepartmental," are for promotion positions within the municipal state departments or agencies under which they appear in the following roster.

Interdepartmental

These exams are open to all qualified employees of New York State.

Federal News

OEO Shoutdown

In accordance with President Nixon's directive to dismantle the Office of Economic Opportunity, the agency's 10 regional offices, preparing for the lay-off April 30, are being closed by May 12. Filing for all positions must be completed by April 28. About 1,800 persons will be affected by the lay-off.

Mrs. Rivka, director of the Northeast regional office, covering New York State, New Jersey, Puerto Rico and the Virgin Islands, said last week that her region has 160 personnel. The region has administered 870 million per year in Federal funding of anti-poverty programs.

Women Needed At Top

The United States Army today has only three minority employees and no women in "supervisory" jobs, recently-appointed Defense Secretary Elliot Richardson told a conference of Army officers last week in Washington.

The whole Department of Defense has only 15 minority employees and no women in such senior civilian jobs, he noted. These too management positions have an annual starting salary of $31,200.

At present, the Army has less than one percent of minority employees in upgrading jobs, compared to 3.6 percent in the rest of the federal government, and with under one percent of minority compensable places 16.6 percent elsewhere in Federal positions.

On the other hand, women are working against a legacy of deep-rooted and widespread discrimination against them, the Defense Secretary said. He ordered an "immediate effort" to remedy the situation.


The United States Atomic Energy Commission has an opening for machinist-instrument maker in their Health and Safety Laboratory. Salary will be based upon qualifications and experience, not to exceed $6,30 per hour. Application deadline is April 6.

The nature of the work is the fabrication and modification of a variety of test equipment, both mechanical and electrical.

Applicants must send a personal qualifications statement, 80 x 117, which is available from post offices or from the address above, to the above address. Application must be sent: Mrs. Elina Olmo, Health and Safety Laboratory, U.S. Atomic Energy Commission, 376 Hudson St., New York, N.Y. 10014. Phone: 620-3659.

Carpenter

JUDD CHAMP - Chief Daniel J. Daly of the New York City Housing Police Department congratulated Housing Patrolman Eddie Terry (right) who earned grand champion in the Metropolitan A.A.U. jujitsu championships held recently. Patrolman Terry, 39, now goes on to represent New York at the National A.A.U. jujitsu championships to be held in Atlanta, Ga., April 6-7.

The city Civil Service Commission announced four examiners to be held for promotion to laborer. The Leader will report the name when they are announced.

Carpenter

The city Dept. of Personnel has summed up 41 candidates for carpenter to take the medical examination and to have their names released for the competitive exam no. 7066 on March 29.

Banking Dept.

Banking Electronic Data Specialist (G-19) Exam 25-161—six months as a bank teller.

Correctional

Chief Correctional Clerk (G-10), Exam 35-150—six months as a principal correctional clerk. Senior Computer Programmer (G-19), Exam 35-164—six months as a computer programmer.

E. Hudson Pawpy General Parkway Foreman (G-14), Exam 35-165—for 12-16 months as a parkway foreman.

Executive Dept.

State Dept.

Supervising License Investigator (G-21), Exam 35-255—three months as a law enforcement investigator, or educational experience will be accepted in lieu. For more information, contact the U.S. Civil Service Commission at the addresses listed on Page 15 under "Where To Apply."

Order Laborer Exam

The city Civil Service Commission announced an order laborer exam to be held for promotion to laborer. The Leader will report the names when they are announced.

Clerk, Carrier, Auto Mechanic Jobs With Post Office

A variety of post-office jobs is available in Manhattan, and the Bronx. Clerks and carriers are needed in the Bronx post office. Computer automotive mechanics are needed in both the Bronx and Manhattan.

Those without high school education are preferred. The post-office jobs range from clerks and carriers, to mail clerks, to office workers, to office machine operators.

Starting salary for substitute clerk or carrier is $4.22 per hour, with increases to $5.44 per hour. Starting salary for regular clerk or carrier is $4,484 per year, with increases to $11,073 per year.

Starting salary for the clerikerrier positions must pass an examination which will be given to those applicants who are eligible to work in the Bronx Post Office, while eligibles from outside the Bronx may be held on the Bronx list until there are openings.

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Those without high school education who have studied some key punch operation for at least three months may also start at that level with passage of a written test. Some work experience in key punch eliminates the necessity of taking a test. Further work or educational experience will bring increases of $4,138.

For more information, contact the U.S. Civil Service Commission at the addresses listed on Page 15 under "Where To Apply."

Supervising Tax Compliance Agent (G-21), Exam 35-255—six months as tax compliance agent, or educational experience will be accepted in lieu.

Senior Compensation Investigator (G-23), Exam 35-181—one year as a compensation investigator, or educational experience will be accepted in lieu.

Superintendent of Personnel (G-25), Exam 35-217—one year as assistant principal examiner, or educational experience will be accepted in lieu.

Chief Labor Standards Investigator (G-25), Exam 35-171—one year as supervising tax compliance investigator, or educational experience will be accepted in lieu.

Senior Labor Standards Investigator (G-18), Exam 35-170—one year as a supervising labor standards investigator, or educational experience will be accepted in lieu.

Senior Labor Standards Investigator (G-18), Exam 35-171—one year as a supervising labor standards investigator, or educational experience will be accepted in lieu.

Senior Labor Standards Investigator (G-18), Exam 35-170—one year as a supervising labor standards investigator, or educational experience will be accepted in lieu.

Senior Labor Standards Investigator (G-18), Exam 35-171—one year as a supervising labor standards investigator, or educational experience will be accepted in lieu.
by stephanie doea

Patrolman Dennis Fitzgerald watches a crowd of boys jostle their way into the New York City Police Academy gym for a Saturday afternoon of basketball under his supervision.

"You are policemen are good guys, too," he says with a grin to one of the youngsters.

A lucky kid overthrows and turns around to ask with evident surprise, "You mean you're a policeman?"

"Yeah," answers Ptl. Fitzgerald from behind his "Police Academy" T-shirt.

"Amazing," says the kid, and saunters onto the court.

Ptl. Fitzgerald has scored a point. He relishes moments like these. This is a rare glimpse into the world of kids who make the connection between something they like—basketball—and something they mistrust—a policeman—and hopefully begin to think of cops as fellow human beings, even friends.

To ward this end, Ptl. Fitzgerald and almost single-handedly runs the Precinct Shoot-Out Program for New York City boys between the ages of 10 and 17. On Saturday and Sunday afternoons at the Police Academy and on weekdays in school gymnasiums, the kids compete in basic basketball drills against others in their age group. Top scorers, selected in accordance with their performance in the elimination round, which will begin in April, the winners will compete in the semi-finals, what are the police to do with the kids who have scored high for their age groups, he tells the kids at each ceremony that policemen are their friends.

"They listen to Willis," Fitz says. "He can get to the kids who might not listen to a cop telling them the same thing.

Twenty-five thousand kids took part in the first season of the Shoot-Out Contest last year. Fitz believes that the gym space is set aside to an average of eight schools a week.

But he is not satisfied with furnishing the leadership to teachers or parent-volunteers. He wants the kids to identify with the police, and in their application forms, there is even a line calling for the precinct in which the applicant lives.

It's nearing six o'clock at the Police Academy, and kids are coming up to Fitz to ask when they can come again next week just to play, can they join a team. Fitz signs them up, invites them to come any weekend they want, and tells them to go to their local precinct to join a team.

(Continued on Page 10)
General Entrance Series 4.00
Civil Engineer 8.00
Auto Mechanic 4.00
Complete Guide to C.S. Jobs 1.50
Attorney 3.00
Administrative Assistant Office 6.00
City Planner 5.00
Captain P.D. 6.00
Auto Mechanic 5.00
Dietitian 5.00
Court Officer 5.00
Civil Service Handbook 1.00
Federal Service Exam 5.00
Civil Service Arith. and Vocabulary 3.00
But Operator 5.00
Office Worker 5.00
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General Test Pract. for 92 U.S. Jobs 5.00
Librarian 4.00
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Notary Public 4.00
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Maintainer Helper Group D 5.00
It. Police Dept 6.00
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Nurse (Practical and Public Health) 5.00
Postmaster 5.00
Personnel Assistant 4.00
Patrolman (Police Dept. Trainee) 5.00
Principal Clerk-Steno 5.00
Transit Patrolman 5.00
Senior Clerical Series 5.00
Professional Trainee Administrator 5.00
Supervision Course 5.00
Stationary Eng. and Fireman 5.00
Professional Career Tests N.Y.S 5.00

How to get a job Overseas 1.45

1. 4 Bobby R. Pieletti, Alice N.
2. Perry, William D., Hodges, C.
3. V. Williams, Ernestine Curtis.
4. Carol Richardson, Carmen D.
5. Arcena, Elliottie E. Bartlett.
7. Gwemdyrun Kamal, Camille Pal-
8. manse, Margaret D. Crouse.
9. Denise Wells, Delores A. Gars-
10. ler, Gloria Cosniter, Ina Lehar-
11. bers, Amelie B Feldman, Car-
12. telia Puffido, Marilyn Eaker.

Typist Eligible List

This list of 438 eligibles, established March 14, resulted from open competitive exam 2175. The practical testing for which began in August, 1972. Of the 833 can-
1. didates who filled out the June 25, 1973, typists permit, 139 entered.
2. Salary is $5.00.

1. No. 1 55.40
2. Bobby R. Pieletti, Alice N.
3. Perry, William D., Hodges, C.
4. V. Williams, Ernestine Curtis.
5. Carol Richardson, Carmen D.
7. Lilian, Patricia F. Allen.
8. Gwemdyrun Kamal, Camille Pal-
9. manse, Margaret D. Crouse.
10. Denise Wells, Delores A. Gars-
11. ler, Gloria Cosniter, Ina Lehar-
12. bers, Amelie B Feldman, Car-
13. telia Puffido, Marilyn Eaker.

Typist Group 2

21 Susan D Bryant, Lilly Wodd-
1. 1, kre, Kestle J Green, Ern-
2. estine Williams, Ann Haydon, An-
3. tonette Lee, Jessica Langhorne.
4. Skyhar, Maria C Albamea, Fran-
5. cie Lerner, Theresia Brown.
7. Priskein, Carmen A Logan, Alma
8. D Pauk, Gladys A Burwell,
9. Grace H Hicks, Thea L Mayhart,
10. Catherine Dougherty, Barbara A

21 No. 21 59.85
21 Susan D Bryant, Lilly Wodd-
1. kre, Kestle J Green, Ernest-
2. ine Williams, Ann Haydon, An-
3. tonette Lee, Jessica Langhorne.
4. Skyhar, Maria C Albamea, Fran-
5. cie Lerner, Theresia Brown.
7. Priskein, Carmen A Logan, Alma
8. D Pauk, Gladys A Burwell,
9. Grace H Hicks, Thea L Mayhart,
10. Catherine Dougherty, Barbara A
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<table>
<thead>
<tr>
<th>Department</th>
<th>Grade</th>
<th>Title</th>
<th>Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. C. Engnr.</td>
<td>52,100</td>
<td>Ass't. Civil Engnr.</td>
<td>12,100</td>
</tr>
<tr>
<td>C. Engnr.</td>
<td>7,200</td>
<td>Hearing Examiner</td>
<td>10,000</td>
</tr>
<tr>
<td>E. Engnr.</td>
<td>5,900</td>
<td>Ind. Safety</td>
<td>11,000</td>
</tr>
<tr>
<td>S. Engr.</td>
<td>7,500</td>
<td>Jr. Bacteriologist</td>
<td>9,000</td>
</tr>
<tr>
<td>S. Engr.</td>
<td>9,000</td>
<td>Field Supvr. (VISTA)</td>
<td>10,500</td>
</tr>
<tr>
<td>S. Engr.</td>
<td>11,000</td>
<td>Examiner, Bd. of Educ.</td>
<td>10,000</td>
</tr>
<tr>
<td>S. Engr.</td>
<td>15,850</td>
<td>Inspect. Low Pres. Boilers</td>
<td>15,000</td>
</tr>
</tbody>
</table>

Note: For persons with high school equivalency class. Please apply at 721 Broadway, N.Y. 3 (at 8 St).

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Address __________________________________________

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Department ____________________________

Municipal Credit Union of the City of New York

Room 372, Municipal Bldg., New York, N.Y. 10007—Tel. 962-4260
A 'Shoot-Out' (Continued from Page 9)

"So many kids ask me, 'Hey, are you a policeman?"' Pitz says as he shuttered application forms. "How come we don't have policemen like you, where I live?"

Patelaman Fitzgerald conducts the Shoot-Out Contest on Saturdays and Sundays between 2 and 6 p.m. at the Police Academy, 535 East 20 St., Manhattan. Local police precincts and schools also schedule it.

Boys between the ages of 10 and 17 are eligible. Girls may enter, except those who are on high school basketball teams.

Details may be had by calling the contest through the New York City Police Foundation, 63 Wall St., New York, N.Y. 10005.

- G Harper, Jurita Thorrnton, Sophia Ralifi, Mary A Powell, Nor- may P Ralifi, Ebert Auguste, Bernadine Jones, Jerry Alberti, Claudette Agard, Esther Schek, Helen R Montuly, Ruth Oates, Steven M Richman, Gert Sobers, Ruth Laub, Dorinda L O'Connell, Nilsa I Cruz, Amelia M. Filmosound 8th Sound System

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- POMPANO BEACH, FLORIDA 33064

- JOBS

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Educational Chapters Arrange For Seminars

SARATOGA EDUCATIONAL CHAPTER — A. Victor Costa, statewide second vice-president of the Civil Service Employees Assn., gives the oath of office to the newly elected officers of the CSEA Saratoga County Educational Employees chapter at Rev's Restaurant in Waterford. Pictured, from left, are: Edward Wilcox, president of the CSEA Saratoga County chapter; Margaret Russell, new secretary of the educational chapter; Ruth Mahway, treasurer; Evelyn Fabian, recording secretary; John E. McCarroll, second vice-president; William A. Fabian, first vice-president; Charles Luch, president, and Costa.

Monroe Cnty. Chapter Opens Regional Office In Rochester

ROCHESTER — The Monroe County chapter of the Civil Service Employees Assn. has opened a regional office in the city of Rochester.

The office is located at 1555 East Ave., and, according to Marty Koenig, CSEA chapter president, is manned on a daily basis.

In addition to clerical and answering services the office will provide working area for Western Conference regional field supervisor James Powers and fieldman Tim Penner.

"An official opening," said Koenig, "will be coming up in the near future. We want to give our people a chance to get set up before asking the whole thing official."

Round-the-clock talks are not in evidence yet, but some veteran CSEA negotiators feel that the "pressure is on" to develop agreements on the major coalition issues. State negotiators are said to have shown a willingness to extend negotiations beyond normal guidelines during all of last week's sessions, and predictions from some CSEA team members indicate an settlement on a "reasonable schedule" with ample time for ratification by rank-and-file CSEA membership.

ONce CSEA negotiators have reached a tentative agreement, ratification by New York State members in the four State Board regions will include a detailed report of the whole negotiated package, according to John M. Carey, CSEA's coordinator for the ratification process. "We will not list any specific benefits until we must have the existing structure of previously negotiated items."

Named To New Term

ALBANY — James J. Beach, of Cortland, has been renominated to serve as a Board of Visitors of the State School for the Blind at Corfu, has been renominated to serve as a Board of Visitors of the State School for the Blind at Corfu, as his successor. Beach has represented the 19th district and filled the term ending Feb. 1980. There is no salary.

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.

March
20—Binghamton Area Retirees chapter meeting: 8 p.m., Centennial Room, 3rd floor, Binghamton Savings Bank, Exchange St., Binghamton.
20—Metropolitan Conference grievance night (and every Tuesday): 4:30 to 7:30, CSEA regional office, 11 Park Place, Manhattan.
21—Buffalo chapter meeting: 6 p.m., Hotel Statler Hilton, Buffalo.
21—Seneca Retirees chapter meeting: 7 p.m., Robb's Hall, Central Islip State Hospital, Central Islip, L.I.
23-24—County Educational Employees chapters seminars, "Organizational Development and Contract Administration," sponsored by cooperating New York State Federation of Labor and Relations: various locations in Broome, Dutchess, Erie, Oneida and Saratoga counties.
26—Mental Hygiene Employees chapter meeting: 12:30 p.m., Conrad Room, 4th floor, Waldorf-Astoria Hotel, Manhattan.
27—Statewide Board of Directors meeting: Waldorf-Astoria Hotel, Manhattan.
27-28—Statewide Delegates Meeting: Waldorf-Astoria Hotel, Manhattan.
April
2—Statewide Board of Directors meeting: Waldorf-Astoria Hotel, Manhattan.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, City Hall, N.Y.C., and at the following offices:

- New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours are 9 a.m. to 5 p.m. Thursdays are 9 a.m. to 12 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 file office via the IND (Chambers St.), BMT (City Hall), Lexington BMT-Brooklyn Bridge BMT. For advance information on fees, call 566-8700.

Several City agencies do their own recruiting and printing of jobs. These include:

- Board of Education (teachers only) 65 Court St., Brooklyn 11201, phone: 596-3700.

By the Board of Education. Teaching positions are available. Announcements are available only during the filing period.

Applications are available only at the Department of Personnel.

By telephone, applicants can call the Personnel Service offices at 111 Broadway, New York, N.Y., phone: 620-7000.

By mail. Applications can be sent to the Personnel Service offices at 111 Broadway, New York, N.Y., phone: 620-7000.

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PERB Upholds Right Of Onondaga CSEA To Represent Officers

Syracuse — The Onondaga County Public Employment Relations Board recently ruled that the Onondaga chapter of the Civil Service Employees Assn. should continue to act as exclusive negotiating representative for a group of 49 probation officers and supervisors, which New York State Council 66 of the American Federation of State, County and Municipal Employees AFL-CIO, had sought to represent.

Council 66, AFSCME, had filed a petition for certification as this group's negotiating agent with PERB. The group of officers and supervisors is part of a larger unit of county employees represented by the Onondaga County chapter of CSEA.

Council 66 argued that the 49 probation officers and supervisors had no community of interest with other members of the unit. PERB hearing officer, Irving R. Markowitz, held three formal hearings and then decided in favor of CSEA. Exceptions were filed by AFSCME and the petition was brought before the full Onondaga County Public Relations Board.

The board upheld Markowitz's decision to continue CSEA's representation, based its judgment on a recent ruling in a similar ease in Rensselaer County. In its ruling, the board wrote: "In the light of this recent decision, it would be difficult for this board not to hold that the Onondaga County probation officers would not constitute a separate unit."

The decision further states: "To warrant fragmentation, given the fact that a community of interest does exist, the record must establish that there is a sharp conflict of interest between the Employees that the Employer seeks to cast into a single unit. No such sharp conflict has been shown here."

(Continued from Page 1)

Final Two Restructuring Reports Are Ready For Presentation To Delegates

Over 500 Members Gather At Convention

One of the main events of the convention will be the presentation of the final restructuring reports to the delegates. These reports will provide a comprehensive overview of the restructuring process and offer insights into the future direction of the association.

Delegates will have the opportunity to engage in discussions and ask questions of the report authors, ensuring that their voices are heard and that the restructuring efforts align with the members' needs and expectations.

The presentations will be followed by a Q&A session, allowing the members to share their thoughts and suggestions. This interactive component is crucial in ensuring that the restructuring plans are collaborative and inclusive.

In addition to the restructuring reports, there will be updates on other key initiatives, such as the financial health of the association, the status of collective bargaining, and the progress on various projects.

Delegates will also have the chance to attend workshops and seminars focused on various aspects of the association's operations, providing them with valuable information and opportunities for professional development.

Overall, the convention is an essential event for members to gather, discuss, and engage in the decision-making process, ensuring that the association continues to grow and thrive.

(Continued from Page 1)