Agree To Resume Career Ladder Talks

ALBANY—The Civil Service Employees Asso., has won agreement from the state to resume bilateral talks on development of career ladders for four different occupational groups covering several thousand state workers.

CSA officials expect that actual arrangements setting up a new round of joint meetings will be arrived at at an early date. Talks which had begun last year in accordance with CSA-State bargaining contracts effective April 1, 1973, broke down early this year in the face of a contractual deadline date of March 31.

Resumption of the talks was seen likely following a commit-

Both Parties Can Share
In Credit For Smooth
Session Of Legislature

THIS session of the Legis-
lature reflected the characteristic, smooth and calm approach of Gov.
Malcolm Wilson. The session was
unmarred by partisan in-fighting,
tension or rancor. Senate Majority Leader Warren M. Anderson and Assembly Speaker Perry B. Duryea ran their re-

MINI-PERB VERDICT
LAUDS CSEA ON LI, SLAPS DOWN SEIU

(From Leader Correspondent)

MINOLDA—In a strongly worded report, the Nassau County Mini-PERB has found no justification for an effort by an SEIU front group to separate the Probation Depart-

ment from the countywide Nassau chapter of the Civil Serv-

ie Employees Asso.

"It would appear that a unit representing 2,000 employees would carry significantly more weight and have more resources at its command than a unit representing 225 employees," the report said.

Furthermore, the report said, there was no evidence that "three employees have not been adequately and properly repre-

sented by CSA nor was it demon-

strated that the POBA-SEIU could be expected to bargain more effectively.

Irv F. Flamenbaum, presi-
dent of the Nassau chapter, was quoted as saying that the SEIU front consisted of a small group of malcontents more

Assembly OK's
Bill Prohibiting
Ethnic Coding

ALBANY—A bill to proh-
bite the Civil Service Com-
mision and New York City's Department of Personnel from requesting information from job applicants regarding their age, race, creed, color or nat-

ional origin was passed by the State Assembly last week.

At Leader presstime, the State Senate was still to act on the measure, although informed sources predicted its passage.

The bill, in intent, would pre-

vent the recording of ethnic in-

formation on employment permis-

sion records, although it would not prevent the rough estimates of ethnic backgrounds of

Westchester
Set To Rally
Against SEIU

WHITE PLAINS—West-
chester County members of the Civil Service Employees

Asso. have scheduled last week a pending raid on their ranks by a

outside union. Ray Cassidy, president of the West-

chester chapter, CSA, alerted the members to the danger at a meeting of the chapter's executive council held in the union's local office in White Plains May 7.

Mr. Cassidy said that many employees in the county received letters from the Service Em-

ployees International Union asking that they sign designation cards to challenge CSA. "Let's put an end to this disgraceful SEIU raid," Mr. Cassidy said. These intruders have challenged CSEA in other areas and we have de-

(Continued on Page 14)
For quite some time now, I have been receiving reports of instances where fire fighters have encountered serious trouble with the pre- prescribed work clothes.

I was dismayed when I saw the outfit because my first impression was that the fire fighter now looked like a gas station attendant. It seems that the outfit was not designed to protect the wearer from the extremes of heat, but rather to make a statement about trusting your outfit because my first impression was that the clothing was not made for use.

On May 9, the facts were put before Fire Commissioner John Fitzgerald (204); and to Battalion Chief, John MoGrath and Lieutenant Joseph Capozzalo, Joseph Spallino, James Pecorero, Anthony Taranto, and William Meureer (364).

On May 8, a fire fighter from Spring Valley Blvd., Queens Village, was too dangerous for use. He had suffered an injury in a building, and his pants had to be removed in order to treat his burns. He had been receiving reports from hospitals indicating that no further sales of the material (100 percent polyester) should be made pending further investigation.

Throughout the country, the fabric was widely used, and the design was intended to withstand intense heat for four hours. However, when the clothing was exposed to extreme heat, the material simply melted and fused to the skin.

The men don't like the new work clothes that have been implemented. The new burn center at Montefiore Hospital was opened last week, and the figures for the past six years have revealed that no uncertain terms. The course planning for next summer will include organizational practices, decision-making, judicial review, and intergovernmental relations, and the separation of government powers.

The public administration course will consist of principles of government budgeting with particular emphasis on PPBS (Planning, Programming, Budgeting Systems). Initiated by the Johnson Administration, a review of the problems of PPBS implementation in such areas as HED, Dept. of Defense, and others, will be conducted.

Dr. Edward P. Marek, a Ph.D. from the University, was appointed as assistant commissioner of the Office of Public Education. The following 13 members of the department were promoted May 9: (last eligible list number is included) — to Deputy Chief, Charles Brienza (78); to Battalion Chief, John McGrath and John Fitzgerald (1941); and to lieutenants, Joseph Capozzalo, Joseph Spallino, James Pecorero, Anthony Taranto, and William Meureer.

Medal Day — 1974

The Annual Medal Day Ceremony will be held at Pace University, 1 Poso Plaza, Manhattan, on June 4. Mayor Beame will be the guest of honor.

The courses are intensive and require three credit courses. Two courses in PPBS and one in fiscal planning — that are of special interest to government employees who are seeking to enhance their career potential.

The public administration course will emphasize activities rather than a strict academic approach. Areas of study will include organizational practices, decision-making, judicial review, due process, Federal-State relationships, and the separation of government power.

The funeral planning course will consider principles of government budgeting with particular emphasis on PPBS (Planning, Programming, Budgeting Systems). Initiated by the Johnson Administration, a review of the problems of PPBS implementation in such areas as HED, Dept. of Defense, and others, will be conducted.

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MANHATTAN—An express elevator car that dropped too fast and then lurched to a bone-shaking stop, after which the passengers were trapped for 50 minutes before help came, is the latest in reported elevator incidents at Building 2 of the World Trade Center.

According to Jerry Fischetti, chairman of the World Trade Center safety committee set up by Solomon Bender, president of the New York City Council, Civil Service Employees Assn. improvements are currently being made in elevator safety.

In conjunction with Thomas DiNatale, of the Division of Housing, who has been checking out elevators, the man who was named a member of the CSEA committee, a meeting was held here this week with the Williamsville and Otis Elevator representatives after the latest incident.

Mr. Fischetti said the Office of General Services local representatives agreed to ask OGS and Otis Elevator representatives demanded several changes and improvements. Mr. Fischetti said that inadequate alarms over a public address system are now to be augmented by flashing lights on the floor involved, operated from the master computer panel near the building's fire alarm center. Additional loudspeakers are also being installed, and OGS reportedly is getting a computerized fire alarm system to cover floor housing state workers.

WTC Elevator Improvements Are Coming, But Hurry...

Bendet, president of the New committee set up by Solomon Are Coming, But Hurry...

DiNatale, of the Division of Housing, who has been checking elevator safety, held with World Trade Center representatives agreed to ask OGS and Otis Elevator representatives after the latest incident.

A reduction in express elevator 44th to first floor by only 8 to 9 minutes is permitted. According to the lobby, and voice communication.

The knee also pointed out that the reduction in speed would allow for as much as a 50 percent saving in energy and wear and tear on parts.

At present, the regular speed is 1.65 mph per minute, and the outside range of 2,000 feet per minute is permitted. According to OGS, riders occasionally a car gets beyond maximum speed and the emergency stop button is activated, bill shocking everybody up in the process.

Mr. DiNatale also pointed out that the reduction in speed, which is scheduled to take effect next month, will be placed on the express elevators which will monitor their speed.

Report Incident

Mr. Fischetti said World Trade Center elevators which experienced that elevator problems be solved, and he asked that anyone who experiences an elevator incident put it in writing for the World Trade Center elevator safety committee, so the World Trade Center elevator representative can act.

The same building had experienced problems in the fire-alarm system, and CSEA representatives demanded several changes and improvements. Mr. Fischetti said that inadequate alarms over a public address system are now to be augmented by flashing lights on the floor involved, operated from the master computer panel near the building's fire alarm center. Additional loudspeakers are also being installed, and OGS reportedly is getting a computerized fire alarm system to cover floor housing state workers.

Reduce Speed

In the incident where people were trapped, the elevator had to be stopped when falling too fast, and the 16 or so passengers were thrown to the floor. One was a pregnant woman. An alarm which was supposed to ring did not go off, and the passengers were held in the closest of the cars until the floor floor. No one outside heard their cries for 8 minutes.

Mr. DiNatale said that a console panel is being installed which will show the positions of the various elevators, and there will also be a starter in the lobby, and voice communication with the cars. Recorders will be placed on the express elevators which will monitor their speed.

Industry Chapter Awaiting Decision On Aide's Case

(9) CSEA calendar (9)

MAY

15—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite, I M&T
16—Rockland County chapter meeting: 8 p.m., New Town of Clarkson Town Hall, New City.
17—SUNY at Albany chapter membership meeting and dinner: 5:30 p.m., The 900, Albany.
17—Albany Region 4 Chapter Workshop:分红 Putnam Hotel, South King.
17—Western Region 6 training seminar on collective negotiations: Troyway Inn, Batavia.
18—Nissan Educational chapter board of directors meeting: 12 noon, Bounty Inn, Peninsula Blvd., Hewlett.
18—Black River Valley chapter scholarship award dinner: 6:30 p.m., Watervliet Elks Club.
19—St. Lawrence County annual spring dinner: 6 p.m., Grand View Restaurant, Ogdensburg.
20—Albany Region 4 meeting: 5:30 p.m., Polish Community Center, Washington Ave. Ext., Albany.
20—Binghamton Area Retired chapter meeting: 2 p.m., Garden Place, Buffalo.
20—Environmental Conservation chapter dinner meeting: 6:30 p.m., Tedder's Restaurant, R. S. Albany.
20—Open meeting for probation officer of Monroe, Orleans, Wayne, Ontario, Livingston, Allegany, Yates and Steuben Counties: 7 p.m., Flagship Hotel, 70 State St., Rochester.
20—Loren Young's retirement party: 7 p.m., Deansboro Hotel, Deansboro.
20—Thursday Albany Region meeting.
21—Albany Region 4 dinner-dance: 5:30 p.m., Polish Community Center, Washington Ave. Ext., Albany.
21—Metropolitan Armory Employees chapter election meeting: 4:30 p.m., 12005 Armory Rd., 12016 Washington Ave. Ext., Albany.
21—Buffalo chapter spring dinner-dance: 7 p.m., Terrace Room, Stratus Hill Hotel, Buffalo.

Williamsville Hits Impasse

WILLIAMSVILLE — An impasse has been reached in contract negotiations between the Williamsville School District and the Civil Service Employees Assn., which represents workers in the Williamsville public school system.

Problems in the dispute are wages and fringe benefits.

The union has been negotiating with the school districts since 1976, and 10 contracts have expired while negotiations continued.

The latest contract that expired in July. James Stewart, CSEA field representative, is the chief CSEA negotiator.

James Burgoyne is the president of the Williamsville unit, CSEA.

GRIEVANCE CHAIRMAN HIRED — Diane Cunningham, grievance chairman of the Office of General Services CSEA chapter, center, receive a plaque for meritorious and loyal service from Earl Rimmington, chapter president, left, and Douglas Barr, etc., chapter vice-president, as a general membership meeting at the State Office Building Campus in Albany.

CIVIL SERVICE LEADER, Thursday, May 14, 1970

THEY GAVE AT THE OFFICE — At the recent awards and recognition dinner of the United Way fund campaign in the Albany area, various divisions were cited for staffers' achievement in giving. From left, here are a few award recipients representing their agencies: Gerald Tomney, State University, central administration; Marlene Freitak, marine vehicle, Grace Fitzmaurice, audit and control; Nonie Kepner Johnson, law department; and Mary Toomey, motor vehicles.

Niagara Gets Mileage Hike

LOCKPORT—Niagara County employees have been granted an 18 per cent per mile allowance when using their own cars on county business, following an executive session of the Niagara County Legislature.

The mileage figure had been 12 cents, but William Doyle, president of Niagara chapter, Civil Service Employees Assn., on behalf of his chapter petitioned early in the year for an increase. Since the last date of automatic operation because of the energy crisis, and asked re-opening of the current contract to provide for this. The Legislature declined to reopen the contract, but granted a mileage increase to 15 cents.
Police News

Departmental Recognition

The following three members of the force have been awarded exceptional merit, worth one point toward promotion, "for an act of bravery intentionally performed involving personal risk of life:"


The following four police officers have been awarded commendations, worth three-fourths a point toward promotion, "for acts involving grave personal danger in the intelligent performance of duty for a highly creditable unusual police accomplishment:"

John W. Quinn, John S. Andolina, Victor J. LaPoint, and John L. Levon.

608 Graduates

A total of 608 professional police officers were graduated after six months of intensive training at the Police Academy April 30. This brings the total number of probationary police officers graduated, totaling 3,150.

In addition to the graduation class, 60 members of the department were promoted or advanced in grade. Among these were two to captain, 31 to lieutenant, and three to sergeant. Nine lieutenants and nine sergeants received the special distinction of Commander of Detective Squad and Superintendence of Detective Squad respectively. Two sergeants received the designation of sergeant on Special Assignment.

Promotions

The following promotions have been announced:


To sergeants — Police Officers Kenneth Muroy, Helena H. Epstein and John J. Hanley.

Police and Firemen's Death Benefits Approved

WASHINGTON — The House of Representatives last week approved legislation providing a Federal payment of $50,000 to the surviving dependents of a firefighter or police officer who is killed in the line of duty. The Public Safety Officers Benefit Act passed the House by a vote of 32 to 0, and must now be approved by a Joint House-Senate Committee.

Attorney Trainee Test

MANHATTAN — A total of 632 attorney trainee candidates were called to take the written part of the qualifying competitive exam 2229 on May 13, according to the city's Dept. of Personnel.

Photographers Called

BRONX — A total of 485 photographers candidates have been called to take the written part of the qualifying competitive exam 4026 on May 18 at the Dept. of Personnel.

City Open Continuous Job Calendar

Title | Salary | Exam No.
--- | --- | ----
Architect | $14,400 | 3637
Civil Engineer | $14,400 | 3638
Assistant Civil Engineer | $13,300 | 3641
Assistant Plan Examiner (Building) | $13,700 | 3646
Civil Engineering Technician | $11,300 | 3129
Dental Hygienist | $9,200 | 3655
Electrical Engineer | $16,600 | 3144
Investigator (Transport Authority) | $14,730 | 4002
Landscape Architect | $16,600 | 4002
Occupational Therapist | $10,650 | 3108
Physical Therapist | $10,650 | 3108
Public Health Nurse | $9,000 | 3905
Shorthand Reporter | $9,000 | 3135
Stenographic Reporter | $9,000 | 3135
Stenographer Series | $9,000 | 3135
Veterinarian | $16,740 | 3119

Promotional Positions

Architect | $14,400 | 3637
Civil Engineer | $14,400 | 3638
Civil Engineer (Sanitary) | $12,500 | 4045
Electrical Engineer | $11,800 | 3688
Mechanical Engineer | $11,800 | 3688
Plan Examiner | $10,400 | 3667
Senior Shorthand Reporter | $10,000 | 3677

OPEN COMPETITIVE — Additional information on required qualifications and experience is available by written request to the State Personnel Bureau, 650 First Avenue, or by calling 231-5000. Inquiries from New York residents are also welcome. A written request for more information must be submitted in writing requesting an announcement by mail, a stamped, self-addressed envelope.

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

State Promotional Job Calendar

Application Accepted To May 21

Lunch will begin at 12:15 at the club, 6 W. 46th St., and is $2.60 per person. Guests are welcome. A business meeting will follow at 1:30 p.m. with a program beginning at 1:30 p.m. For more information, call the club at LT 1-1420.

Police News

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NY Women's City Club

To Honor Guggenheimer

MANHATTAN — Commissioner Elmer Guggenheimer of the Dept. of Consumer Affairs will be honored by the Women's City Club of Special at its 54th annual luncheon meeting May 23.

Lunch will begin at 12:15 at the club, 6 W. 46th St., and is $2.60 per person. Guests are welcome. A business meeting will follow at 1:30 p.m. with a program beginning at 1:30 p.m. For more information, call the club at LT 1-1420.

Negro Society Meet

QUEENS—The Negro Benevolent organization of the Dept. of Sanitation, Inc., will meet on May 16 at 220-13 Merrick Blvd.

Atpton o.g HRA Deputy

MANHATTAN—Herbert Dansvort has been appointed as deputy commissioner for the City's Dept. of Social Services, announced HRA Administrator/ Social Services Commissioner James Dampson last week.

Amerian Legion Meet

MANHATTAN—The American Legion, Dept. of Sanitation Post 116, will meet at St. Andrew's Church, 29 Cardinal Hayes Place, N.Y.C. at 6 p.m. The prefect of the officers will be held. Church is on left side of Municipal Blvd.

Armed Forces Day

WASHINGTON — In recognition of the more than 5 million men and women who are serving in the Armed Forces, May 18 has been designated as Armed Forces Day.
Referees To Receive More Monthly Money
President Nixon has signed into law a bill that will bring minimum annuity benefits for federal civil service retirees up to the level recommended by the President of the Supreme Court.

Early Retirement for Hazardous Duty
The House cleared a bill which would permit nearly 8,000 federal law enforcement officers, FBI, custom personnel and firefighters to compute their annuities on a more generous formula. The formula (2.5% a year) is expected to be cleared through the Senate's Post Office-Civil Service Committee within the next few weeks. Whether President Nixon will sign such a bill, when and if it gets to him, is a question.

VA Shakeup
Occurred after a study on grade dissatisfactions with the treatment veterans have been receiving from the Veterans Administration. Under orders from the White House, the VA can expect major changes in its personnel. Some regional and Washington officials will be retired and some hospital locations will be closed in order to save money. Just how extensive the shuffle will be is yet to be determined. The VA is considering the possibility of sending some of its employees to the各自州、县、市的机构.
It's NO SECRET that the city launched an intensive campaign last fall to recruit blacks, Hispanics and women to take the Dec. 15 police test. This was done for good reason: the courts here, and across the country, have been finding civil service exams discriminatory and, in violation of the 14th Amendment to the Constitution and not in compliance with the federal Equal Employment Opportunity guidelines.

The stunning results of the drive to recruit minorities, however, left this reporter wondering: how did 75 percent of all test-takers achieve either: reading comprehension. Are they black or Hispanic or are the majority of the test-takers either white or Hispanic and more than 25 percent were women, according to confidential ethnic questionnaires filled out during the exams by the candidates?

Now that the test has been graded, the city, curiously, is withholding the numbers of minorities and women who passed. We've been put off for weeks when we asked for the results of the test. The city is still "working on it," we have repeatedly been told, yet there seems to be enough information for the city to have started summing the data.

Certainly the city has the results. The question is, why aren't they being released? And just how far does the city's less-than-candid approach to the difficulties of creating fair exams and recruiting minorities into the top-levels of the municipal work force Is borne out when it obstructs the path to fairness and equality by opting not to inform the public of the results. The question is, why can't the city simply admit that the city failed?

Did minorities do so poorly that the city can't risk being embarrassed? Or did minorities and women aren't they being released? And just how far does the city's less-than-candid approach to the difficulties of creating fair exams and recruiting minorities into the top-levels of the municipal work force Is borne out when it obstructs the path to fairness and equality by opting not to inform the public of the results. The question is, why can't the city simply admit that the city failed?

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

Here is the complete story of the minority lawyer — from law school to law firm — in the words of those who have successfully accomplished the trip ... the lawyers themselves. Each distinguished contributor honors and散们 the existing and, at times, painful journey and accomplishments in a field that, until recently, had only a handful of minority practitioners.

CONTRIBUTORS* AND THEIR CAREER INSIGHTS

- A Puerto Rican Perspective
  Jose A. Cabranes, Associate Professor of Law, Rutgers University Law School

- Chicano and Other Spanish Descended Groups
  Students Civil Rights Research Council

- Black Advocate in the North
  Samuel R. Pierce, Jr., partner, Battle, Fowler, Castellanos, Los Angeles, California

- The Chicano in Private Practice
  Herman Sillas, Jr., senior partner, Sillas and Castillo, Los Angeles

- The Black Lawyer as Law Teacher
  Derrick A. Bell, Jr., Professor of Law, Harvard Law School

- Perspectives from the Bench
  Judge John Carro, Criminal Court, New York City

- Law students considering career choices

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  - Careers in Government and Politics
  - Careers in Community Interest Law
  - General Aspects and Hurdles to Becoming a Lawyer
  - Perspectives from the Bench
  - Ethnic Perspectives

ABOUT THE EDITOR

Christine Philpot Clark is an attorney with the Columbia Broadcasting System, Inc. She has been a graduate of Yale Law School.

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detective serve at the discretion of the police commissioner. Under the new bill, no detective with more than three years in grade could be demoted back to the uniform force without a hearing on written charges. The bill would affect the city's 147 first-grade, 528 second-grade and 2,964 third-grade detectives.


discussion of the before page) national law did not violate Section 15, Article I of the United States Constitution.

Foreman from MANHATTAN — A total of 2,000 traffic control candidates have been called to take the qualifying physical exam 1906, according to Manhattan Borough President Pehr E. Stone, chairman.

The event will be from 8 to 11 a.m. at the Americans Hotel, Congressmen, Congresswomen, State Senators, Assembliesmen and State Committee members from all over the state will be on hand, Mr. Stone said, "for their annual bread and buttering" — to show that New York State is "really representative."
Erie, Niagara Chapters Lead Floor Fight

By Leader Correspondent

FREDONIA — A potential rift in the Western Region of the Civil Service Employees Assn. developed recently when representatives of two county chapters stormed out of a region meeting.

The dissident members, led by George Clark, president of the Erie County chapter, and William Doyle, president of the Niagara County chapter, returned after a caucus and took part in a vote aimed at resolving the differences.

At issue was the collection and disbursement of region funds. The Erie and Niagara representatives walked out after the delegates rejected a proposal offered by the County Workshop that divided spending into three parts — general region business, state chapter functions and county chapter functions.

The dispute was temporarily resolved when the full body, meeting in the Fredonia Holiday Inn, unanimously passed a closing resolution empowering William McGowan, region president, to appoint a committee to investigate weighted voting on region matters.

But the sparks that flew prior to passage of the resolution prompted Mr. McGowan to declare: "It sounds to me like we're on the road to destroy ourselves now . . . I can see this is a forerunner of big problems between the state and the county and I don't like it."

Mr. McGowan suggested that the theory of divided spending, if adopted in the Western Region, be carried throughout the CSEA.

"You don't have the right to make those statements," countered Mr. Doyle.

Joint Sessions

Thomas H. McDonough, CSEA executive vice-president, said during the arguments that proposals at statewide level, whether suggested by county or state groups, go before the Erie CSEA Board of Directors for passage. The Erie CSEA Board is composed of the State and the County Executive Committees sitting in joint session with the ten statewide officers.

No one body, state or county, controls their own fiscal destiny, he said.

What prompted the fireworks was a report from Sam Massa, president of the Erie Educational unit, and Joseph Votmar of the Buffalo chapter.

The report suggested that the Western Region raise funds over and above the 10 cents per member returned to the region by CSEA headquarters by:

- Assessing each chapter 15 cents per member, or
- Assessing each chapter 10 cents per member and eliminating giving a $5 dinner payment to delegates attending inter-meetings.

The report also suggested the region consider weighted voting by giving each chapter one vote for every 500 members.

Cheese Noted

"You people today have a choice," said Mr. McGowan. "If you don't want to fund it, let us know and we'll go back to being a social organization. But we cannot run without money."

The meeting opened Friday evening with a discussion on political action led by John Phelan, a Buffalo attorney and former aide to one-time Senate Majority Leader Earl Brydges.

Saturday morning sessions were held for delegates from the counties, the universities and the Mental Hygiene units. Chairman Victor Marr presided over the county Workshop; University representatives June Boyle and Edward Duda spoke in the SUNY meeting, and Mental Hygiene representative William McGowan was discussion leader for the MH sessions.

Following the general business meeting on Saturday afternoon, the two-day conference concluded with a talk on "Sex Roles in Today's Society" by Dr. Maureen Dwyer at the Fredonia State College at Fredonia.

The Fredonia State chapter was host for the meeting.

Eye-Teeth Plan Starts In Erie

BUFFALO — The Erie chapter, Civil Service Employees Assn., has reached an agreement providing dental care and optical services at reduced costs to CSEA members.

George Clark, president of the chapter, said the agreement was negotiated with the Delaware Professional Center, 525 Delaware Ave., Buffalo.

"CSEA members make their own appointments and need only show their current membership card to prove eligibility," said Mr. Clark.

Joanne Relendorf, Craig State chapter alternate delegate, exchanges views with Hornell chapter president Phil Logan, as Hornell vice-president Robert Sullivan and Robert Covel listen in.
Tackles Finances, Weighted Voting

Western Counties Workshop vice-chairman Dorothy Hy and chair- 
man Victor Marr go over plans with CSEA field representative 
Robert Young. Mr. Young, a former vice-chairman of CSEA's County 
Executive Committee, served as advisor during the Saturday morning 
Workshop session.

Members of Genesee delegation, at first table, are among Western leaders listening to committee report 
being given by Joseph Vollmar, standing. Facing camera are, from left, Thomas Scorsone, Dora Pfeifer, 
Helen Flynn, Genesee chapter president Kenneth Bennett and chapter vice-president-administrative 
Nancy Argenta.

Two members of West Seneca State School delegation at meeting 
were director Dennis Heimbarg and chapter fourth vice-president 
Betty Setlock.

Leader photos by Hugo Vogel

Among members of host SUNY at Fredonia chapter manning the registration desk are, sitting from left, 
delegate Fran Granata, treasurer Marietta Godbey, president Sara Sievert and vice-president Ronnie 
Scharer. Standing are corresponding secretary Mary Ann Benham and vice-president—institutional 
Steve Tiszano.

Cross section of CSEA is provided by this photo of three chapter presidents who represent various 
constituencies. From left are Erie County chapter president George Clark, Rochester City chapter 
president Samuel Grossfield and Western Thruway Authority chapter president Albert Sibilio. Mr. 
Grossfield is also the immediate past president of the Western Conference.

Region treasurer Genevieve Lace outlines budget as region president 
William McGowan and County Workshop chairman Victor Marr 
listen attentively.

CSEA executive vice-president Thomas M. McDonough's attention is focused else- 
where as region secretary Judy Burgess accepts some of the funds collected by Erie 
Educational chapter president Salvatore Mogavero.

Deep in deliberation are, from left, Chautauqua County director Thomas Bruno, 
Western Thruway Authority second vice-president Mary Kennedy and Western 
Thruway Authority chapter steward Stu Hamer.
FINALLY BROADWAY HAS A BLOCKBUSTER!  
"YOU'LL HAVE A BARREL OF FUN!"  
—Give Barnes, NEW YORK TIMES

THE ANDREWS SISTERS  
in  OVER THERE!  
AMERICA'S BIG BAND MUSICAL
FOR GROUP SALES ONLY CALL: 354-1032

"VERY FUNNY!"  
—Vincent Canby, N.Y. Times

"DIAHANN CARROLL IS BREATH TAKING AND JAMES EARL JONES OVERFLOWS WITH ENERGY AND CHARM."  
—Donald Mayerson, Cue

EXAM 3129  
PROM TO ADMIN ACCOUNT  
This list of 26 eligibles, established May 8, resulted from oral testing for which 149 candidates filed. 23 were called, and 22 appeared. Salary is managerial level.

No. 1—L.7.77.5  
1 Nicholas Iosef, Alexander Murra.  
Comptroller

N. Y. Daily News

"CLAUDINE"  
NATIVITY MUSICAL  
"DON'T BOTHER ME, I CAN'T COPE"

This Week's City Eligible Lists

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Score</th>
</tr>
</thead>
</table>
| 1   | Abraham Dobroff. T A.  
T A.   | 35.50% |
| 2   | Anthony M. Oreglia, Betty Choate, Alfred R. Hanstein, Seymour Adelman.  
S A.   | 84.00% |
| 3   | Rudolph V. Brown.  
H B A.   | 86.010% |
| 4   | Irving B. Roberts.  
Social Services  
No. 1—59.96% |

EXAM 3061  
FROM PROM TO PRINCIPAL  
COMPUTER OPERATOR  
This list of 6 eligibles established May 8, resulted from oral testing for which 149 candidates filed.

(Continued on Page 15)

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Unfathomable mysteries and master prestidigitations with music, magic, comedy, illusion, dance, songs and mystery. "The Magic Show" has been conjured to delight the eye and boggle the minds of audiences of all ages with the wonder of legerdemain. Once seen, never forgotten!

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Wed. Mats. $8.00.  
SAT. AT 2 P.M.  
REGULAR PRICES: Mon. thru Fri. Evgs. at 7:30 P.M. Orch. $9.90, Mezz. $9.90.  
THURS. Evgs. at 7:30 P.M.  
SAT. at 7:30 P.M.  
FRI. at 2 P.M.  
SAT. at 2 P.M.  
BROADWAY CAST ALBUM

This list of 15 eligibles, established May 8, resulted from oral testing for which 100 candidates filed. 23 were called, and 22 appeared. Salary is managerial level.

No. 1—90.65%  
1 Donald L. Cooper, Joseph P. Cella, Robert J. Geroe, Anthony E. Nieuwendam, Philip V. Ventricelli, Samir H. Sidardius.

No. 2—86.010%  
1 Nicholas Iosef, Alexander Murra.  
Comptroller

No. 3—84.105%  
1 Henry Tobias.

No. 4—82.49%  
1 Abraham Dobroff. T A.

No. 5—80.010%  
1 Rudolph V. Brown.  
H B A.

No. 6—70.00%  
1 Irving B. Roberts.  
Social Services  
No. 1—59.96% |

This list of 6 eligibles established May 8, resulted from oral testing for which 149 candidates filed. 23 were called, and 22 appeared. Salary is managerial level.

No. 1—100%  
1 Rudolph V. Brown.  
H B A.

No. 2—93.49%  
1 Nicholas Iosef, Alexander Murra.  
Comptroller

No. 3—92.98%  
1 Irving B. Roberts.

No. 4—90.365%  
1 Donald L. Cooper, Joseph P. Cella, Robert J. Geroe, Anthony E. Nieuwendam, Philip V. Ventricelli, Samir H. Sidardius.

No. 5—86.010%  
1 Nicholas Iosef, Alexander Murra.  
Comptroller

No. 6—82.49%  
1 Abraham Dobroff. T A.

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Comptroller

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No. 5—86.010%  
1 Nicholas Iosef, Alexander Murra.  
Comptroller

No. 6—82.49%  
1 Abraham Dobroff. T A.
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real estate values.
NEW YORK — Early registration for the Tri-Region Workshop this month is running higher than anticipated, according to Solomon Bendet, president of the Civil Service Employees Assn.'s New York chapter that is hosting the event.

The three CSSEA regions—Long Island Region 1, New York City Region 2 and Southern Region 3—will hold their three-day workshops at the Concord Hotel, Kiamesha Lake, over the Memorial holiday, May 27-29.

Although final details of the workshop are still being worked out, Mr. Bendet said, several panel sessions have been set.

The Tuesday morning session will feature a discussion on insurance, health plans, pension plans and a deponents representative of all the insurance companies used by CSSEA will participate in the session. In addition, John Maiko, administrative director of the New York State Employees Retirement System, will take part in the discussion on pension plans.

Individual sessions Tuesday afternoon will be held on membership, education and county affairs.

The committee handling arrangements for the Tri-Region Workshop is comprised of Mr. Bendet, Martha Owens and Seymour Shapiro.

The Tri-Region Workshop is open to all CSSEA members within the three regions, as well as to CSEA members from other areas of the state.

In previous years, separate workshops have been held by the New York City chapter and by the Tri-Conference (formally known as the Long Island, the Metropolitan and the Southern Conferences). Last year, the Tri-Conference Workshop was not held, although a separate session was held by the Southern Conference. This year, they mark the first time that a single workshop will be held jointly by the three locals and the NYC chapter.

A reservation blank is printed below.

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Rooms will be ready for occupancy after 4:00 P.M. Monday.

The Friday night session will include a treasurer's seminar, Mr. Lesh, and a trip to Albany for an annual session, with Region third vice-president John Valle, of Rensselaer County, as coordinator of officers.

The Friday night session will be a seminar on "How to file a grievance," followed by the opening of the season's session for the summer. If Ms. Collins was hired in a Grade 1 category with a salary ranging from $7,204 to $10,380.

The reporter said Ms. Collins conceded that she knew not too much about the movement she was hired to care for, and that she had to do some checking before determining whether or not the monument was yet open, finally deciding that it was not ready. The event is not scheduled to open until July.

Mr. Wenzl systematically addressed the issues in a planned manner, and the meeting was adjourned.

Oneida Leaders at GUA Fete (Continued from Page 1)

He pointed out that CSSEA had represented the county employees in past negotiations and had won for them increased salaries, better pensions and other benefits, including health and dental insurance and improved working conditions. Mr. Cassidy added that these benefits would be jeopardized if CSSEA were permitted to gain a foothold in Westchester "but our members are just too smart to let that happen."

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St., Buffalo 14202. Applicants
can provide applica-
yn. 19048. (phone: 488-4248);
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No. 3—78.375%
No. 4—78.375%
No. 5—78.375%

PROM TO ASST MICROBIO
HSA, Dept of Health
This list of 3 eligible, estab-
ished May 8, resulted from
March 9 writing test for
which 107 candidates filed, 132
were called and 98 appeared.
Salary is $11,800.00.
No. 1—78.85%
No. 2—78.85%
No. 3—78.85%
No. 4—78.85%
No. 5—78.85%

BAYARD MANOR

(Continued from Page 19)
listed May 4, 1974, resulted from
oral testing for 15, for
which 53 candidates filed, 68
were called and 34 appeared.
Salary is $12,300.00.

Bd of Ed

No. 1—80.875%
No. 2—80.875%
No. 3—80.875%
No. 4—80.875%
No. 5—80.875%

Bayside Housing

No. 1—78.375%
No. 2—78.375%
No. 3—78.375%
No. 4—78.375%
No. 5—78.375%

Ezure Wilkerson

No. 1—78.375%
No. 2—78.375%
No. 3—78.375%
No. 4—78.375%
No. 5—78.375%

Exam 3904
FROM TO ASSIST MICROBIO
HSA, Dept of Health

This list of 3 eligible, estab-
lished May 8, resulted from
March 9 writing test for
which 107 candidates filed, 132
were called and 98 appeared.
Salary is $11,800.00.

No. 1—78.85%
No. 2—78.85%
No. 3—78.85%
No. 4—78.85%
No. 5—78.85%

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CIVIL SERVICE
TUESDAY, May 14, 1974

13
The Adirondack Council's seminar committee which produced the workshop was quick to thank everyone for their success. Front row, from left, are: Leo LaRose, Gil Tatro, co-chairman of the Adirondack Council, and Betty Lennon, Council co-chairman. Standing, from left: Helen Shedd, and Doris Bourdon, committee co-chairmen; Jeanne Kelso, Patti Wrisley and Homer Beede. Tim McInerney was also a committee member.

Ann Kearney, left, of the Liquor Authority, signs up at registration with co-chairman Doris Bourdon.

Neil Carlson, collective bargaining specialist, discussed negotiations.

John Corcoran, Albany Region 4 supervisor, outlines grievance procedure.

A trio of chiefs here are Thomas McDonough, left, Dennis Darius, center, DOT, Washington County, and Tim McInerney, DOT Region 1.

Jean Gray, Region first vice-president, congratulates the Adirondack Council for their fine workshop.

Helping themselves at the buffet dinner to conclude the workshop are Jackie Williams of Baybrook Rehabilitation and William Petel of Saratoga City.

Joseph Loehner, a CSEA executive director, talks about increasing membership.

Among attendants at the state part of the workshop are Hugh Drellette, left, and John O'Connell.

CSEA president Theodore C. Wenzl addresses the dinner gathering on Saturday night as emcee Joseph McDermott smiles his approval.

Dispensing smiles at the state registration desk are Lil Cassavant, left, and Patti Wrisley.

At the county registration table are Jeanne Kelso and Homer Beede.

WESTPORT—The Adirondack Council of CSEA's Albany Region staged its first workshop at the Airport Inn, here, and the organizers couldn't have been more pleased with the attendance. Some 150 persons registered for the day-long seminars and discussions on topics of import from grievance procedure to developing new members. A banquet concluded the workshop, and addressing the gathering were Assemblyman Andrew Ryan and CSEA officials, headed by statewide president Theodore C. Wenzl, and executive vice-president Thomas McDonough. Albany Region president Joseph McDermott was emcee. The sponsoring committee extended hearty thanks to the many officers and members who came up from the Albany area and to the sponsors of the pre-banquet cocktail party. Hosts for this were William Perry, Blue Cross/Blue Shield, and Steven Warner, GHDI.