**Agree On Productivity Bonus**

**Payment To Be This April; CSEA, State To Continue Joint Study Of Issues**

*(Special to The Leader)*

ALBANY—The Civil Service Employees Assn. reached final agreement with State Office of Employee Relations officials late last week on new standards for the application of a productivity program in all state units represented by CSEA which will bring about, among other things, the payment of a 1½ percent bonus to all state workers represented by CSEA.

The payment of the 1½ percent bonus was stipulated by CSEA's 1972-73 contract. The agreement calling for a 1½ percent productivity bonus is payable in April of 1973, and was dependent on agreement to certain standards and criteria for the measurement of productivity.

Significant features of the joint State-CSEA productivity venture also include continuation of studies on specific four-day work week and "flex-time" projects.

The studies are set up to realize dollar savings to New York State as well as potential "profit sharing" by employees resulting from cost reduction or increased productivity.

Part of the current agreement, allowing for "potential savings" on the State side, and providing for the 1½ percent bonus to the employee, was the decision for opening all state offices on Lincoln's birthday. In lieu of celebrating Lincoln's birthday, "all employees represented by CSEA will now have a floating holiday to be spread throughout the year," according to the agreement.

*Contractual Rights*

"Contractual rights associated with the holiday, such as overtime, have not been affected," stated John Wolff, CSEA productivity committee chairman.

(*Continued on Page 9*)

**Weisz Sees Progress In Prison Talks**

Civil Service Employees Assn. Correctional Service Department representatives have announced "significant progress in recent meetings with department officials on pension-and-fringe benefits at the Adirondack Treatment Center and Green Haven facilities."

In a statement made by Jack Wolzin, CSEA Correctional Service Department representative, it was said, "progress was made on the layoff situation at the Adirondack Center, and the Green Haven prison crisis saw improvement."
State Seeks Therapy, Rural Aides, Instructors of Blind

The New York City Transit Authority Police Department On December 26 made 93 appointments to probationary patrolman, who on that date began training at the Transit Authority's Recruit Training School in Brooklyn.

The appointments, reaching number 182 in the probationary list established Sept. 21, 1970 from exam 910, virtually exhausted that list.


Court Clerk I

The examination for promotion to court clerk I records department has been postponed pending further study of the records maintenance operation. Dates of examinations and further details and courts involved. Appropriately exams will be scheduled at the convenience of the Judicial Conference announced.

Applicant 93 Transit Cops

Trainee Positions

State Posts Radio, Engineering Jobs

One vacancy exists in Al- bany for radio dispatcher and for principal engineering technician (Biplane and Airports), the New York State Department of Civil Service has announced. Application deadline is Jan. 22.

Applicants for radio dispatcher, starting salary of $6,087, must meet one of the following requirements: a) one year as a police radio dispatcher, or by being a member of a mobile fleet of at least five units, or four years in a position involving the use of public address systems, or d) an equivalent com-

Civil Service Leader

C.S.E.& R.

FROM CIVIL SERVICE EDUCATION AND RECRUITMENT ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

WINTER PROGRAM

MAGNA 3 Nights or 4 Nights
At the Delray HACIENDA BAYRALT HOTEL
Price $115.00

K-4034—Nights—Leaving Feb. 19 and
February 25
Price $109.00
Taxes & gratuities $15.00

Price includes Air transportation and full board and daily.

SOUTHAMPTON 6 Nights
At the magnificent BAY HILL HOTEL
K-4405-Leaving Feb. 17. Returning March 2
Price $114.00
Taxes & gratuities $15.00

Price includes Air transportation and full board and daily.

PINE HARBOR 6 Nights
At the luxurious MARGARITAVILLE HOTEL
K-4408-Leaving Feb. 17. Returning March 2
Price $114.00
Taxes & gratuities $15.00

Price includes Air transportation and full board and daily.

CAYMAN IN TRINIDAD 5 Nights
At the delux TRINIDAD MUSLION HOTEL
K-4401-Leaving March 2. Returning March 7
Price $189.00
Taxes & gratuities $25.00

Price includes Air transportation, breakfast and dinner daily.

JAMAICA 7 Nights
At the modern first-class HOTEL ARTHUR FROMMER
Price $225.00
Taxes & gratuities $28.00

Price includes Air transportation, hotel, breakfast, dinner daily and cocktails.

ST. LUCIA 7 Nights
At the luxurious HACIENDA DAYS HOTEL
Price $225.00
Taxes & gratuities $28.00

Price includes Air transportation, breakfast, dinner daily and cocktails.

PALMA DE MALLORCA 6 Nights
At the Superior First-class HOTEL DUCE CUĐA
K-4407-Leaving March 16. Returning March 3
Price $90.00
Taxes & gratuities $12.00

Price includes Air transportation, super-excellent hotels, transfer and free meals.

COSTA DEL SOL 6 Nights
At the superior first-class HOTEL LAS PARANOS
K-4100-Leaving Feb. 25. Returning Feb. 28
Price $190.00
Taxes & gratuities $25.00

Price includes Air transportation, Continental Breakfast and Dinner Daily.

LONDON or PARIS 7 Nights
At the first-class CONTROL PARK HOTEL in London
Price $225.00
Taxes & gratuities $28.00

Price includes Air transportation, Continental Breakfast and Dinner Daily.

EXTENSIVE SPRING, EASTER AND MEMORIAL DAY WEEKEND PROGRAM TO LONDON, CANARY ISLANDS, GREECE, DOLCE & GB. 6 Nights
Price $225.00
Taxes & gratuities $28.00

Price includes Air transportation, Continental Breakfast and Dinner Daily.

Applicants must file not later than Jan. 12. Applications may be obtained only at the Department of Personnel, 49 Thomas St., Manhattan. Interested persons may call (212) 666-8827.

Mechanic, Electrician Jobs Open in City P. O.

The New York Postal Service has openings throughout the city for mechanics and elevator mechanics. Starting salary for electrician is $4.50 per hour for elevator mechanic, $4.61 per hour.

Examinations will be given continuously, beginning as applications are filed. All applications are filled. Potential elevator mechanics will be given a written test, evaluated on their training, while mainte-
**RETIRED ORDER**

By ERNEST K. WAGNER

Chairman, CSEA Pension Committee

The purpose of this column is to try to answer questions which have broad-based general application to all CSEA members, and to delve into problems of a strictly individual nature, nor is its purpose to answer complaints about retirement plans or programs. We are trying within reasonable bounds to provide information to everyone.

Q: What would be your advice to someone who is considering retirement?

A: There are several steps which the prospective retiree should take to ensure that he or she has a clear picture of the retirement years. The most critical is to have an estimate of the balance of the actual retirement (one year would seem reasonable) so that any problem concerning credit, or other aspects of retirement, can be solved without last-minute confusion and delay. All CSEA members have some option, and there might be more with different municipalities, authority, school district, etc., whether you are a member of the retirement system at that time or not. Next, study all the options that you understand them. Your choice of option will be one of the most important decisions you make. You have to live with your choice of option, and your benefits if any must live with it as well.

A: Also, find out what impact a maximum loan on your annual savings will have on your retirement allowance. Your decision has a permanent effect.

Q: Would you summarize with a word of caution. Don't go to the amateurs for advice. That only leads to misinformation and confusion. You are making a financial plan which must suit your individual needs. If you need help, go to the professionals, but remember that the final decisions are yours.

Q: Should I take a maximum loan on my annual savings just before I retire?

A: The answer to this question cannot be a patented one. You need to know first of all what effect that loan will have on your loan allowance and the more general rule the older you are when you retire, the greater the impact a loan has on your allowance. Remember, too, the option you choose plays a large part in the loan impact question. The overriding consideration involves your ability as a manager or as an employee. If you have no plan to invest the money a loan might be cause for regret later.

Q: What are excess contributions and should I withdraw my excess?

A: You must know first of all what retirement benefit is provided by your employer to determine if you have any excess contributions. If your employer provided you with the coverage of section 75e (non-contributory 1/6th benefit for all services after April 1, 1960), or more recently, in any coverage, you must add two additional contributions, and their five children, who lost their home and all their possessions in a fire shortly after Christmas.

Mr. and Mrs. Thomas Burke both employees of the Wilton State School and members of the local CSEA chapter, lost their home and all their possessions after a fire of undetermined origin swept through their house, engulfing everything but a few Christmas presents hidden where curious children and burning flames could not find them.

The Wilton State School CSEA chapter immediately established a fund to provide some degree of aid to the destitute family. Radio stations and local newspapers were informed of the developing situation and contributions started coming in from members and nonmembers alike. However, due to the number of their contributions, the chapter was able to meet expectations. Any CSEA member who would like to make a contribution can do so by sending the contribution to Thomas Burke, care of Eileen Levens, Wilton State School, Winton, New York. Any contributions will be greatly appreciated.

**Cayuga Chap. Wins Award For Member**

AUBURN — The Cayuga Chapter of the Civil Service Employees Assn. has won an arbitration award on behalf of Carol Mincola, a member of the Cayuga county chapter of CSEA. The dispute developed when the City of Auburn refused to advance Ms. Mincola in accordance with the past practice of promotions of the contract between the City of Auburn and CSEA. Ms. Mincola was promoted from account clerk to senior account clerk in the Department of Social Services.

Six months after Ms. Mincola's promotion, Robert M. Murphy, Commissioner of Social Services, put through an increase for Ms. Mincola to the next salary level. The increase was rejected by City Manager Bruce Clifford on the grounds that Ms. Mincola had not served what was considered a sufficient period of time to warrant an increase. Clifford believed that an eight-month period would be necessary.

At the hearing, Clifford testified:

(Continued on Page 14)

**Find Against Raid Effort To Split Probation Away From Onondaga Chapter**

SYRACUSE—The Civil Service Employees Assn. will continue to represent the Onondaga County probation officers as the result of a determination by the Onondaga County Public Employment Relations Board against AFSCME Council 66, AFL-CIO.

AFSCME Council 66 had petitioned PERB for certification as the exclusive negotiating representative for a group of 49 probation officers and supervisors. This unit was represented by the Onondaga County chapter of CSEA at the time.

However, the board's determination that a new unit solely for probation officers and supervisors should be spun off from the CSEA chapter because the chapter was a mixture of workers with no common interest in any of the officers had no community of interest. Council 66 also alleged that CSEA had been ineffective in negotiating for the parole group based on their special professional needs. The board determined that the unit for this group was unique, individual responsibility and discipline, and the work schedules were different from the other employees in the chapter.

In handing down his decision, PERB chairperson Irwin S. Markowitz noted that the "allegation that there is a lack of community of interest between the probation officers and the other unit employees must be rejected."

Markowitz also noted, concerning the reasons for the probation officers, that there was similarity in educational requirements and job training between parole officers and social workers. Moreover, he stated, "it has been shown with respect to these two groups that job content is sufficiently similar to warrant a moderate degree of movement between the two categories."

Markowitz ended his decision by saying, "I find that the most appropriate decision in this matter is the one presently contended."
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
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

You can qualify for a monthly benefit of...

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 plan.

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 35 years and six months.

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City Signs LPN Pact: Stalls On Interim Hike

The City's Office of Labor Relations and the Health and Hospital Corporation has signed a three-year contract with the Licensed Practical Nurses of New York State, Inc., which represents 40 LPNs, to maintain the current $8,630 monthly salary. The contract also provides that the LPNs will receive a retroactive raise of $8,630 for service up to six years, in addition to a $4,000 annual salary adjustment for service after six years.

Employee Status of Cons Denied By PERB Member

Prisoners in State correctional facilities were denied public employee status in a PERB ruling last week. Dismissal of the petition from the Prisoners' Labor Union at Green Haven Correctional Facility blocks prisoners from having an employee organization of their own choice to negotiate terms and conditions of prison employment with the State.

The ruling was upheld by Paul B. Klein, director of public employment practices and representation of the New York State Public Employment Relations Board.

Klein found that prisoners do not come within the definition of "public employee" as outlined under the New York State Public Employment Relations Act, also known as the Taylor Law.

Considering the traditional concepts of employee status and the realities of the working relationships, Klein said, "By tradition, an employment relationship requires a working commitment freely given, not one performed out of legal or moral compulsion... The 'service' the State derives from the work of prisoners is incidental to the service the State is performing for society and for the prisoners in advancing their rehabilitation."

Klein also cited Article 7 of the Correction Law which governs the work experience of prisoners during their incarceration. According to this law, prisoners do not have public employee status and therefore employment relationships exist between prisoners and the department or State. The primary noun, "prisoner" concludes Klein, "between prisoners and the State is a custodial, not a work relationship; the latter is incidental to the prisoners' incarceration."

If the ruling is not appealed to the full Board by Jan. 4, Klein's decision will be considered final.
Today's busy courts need administrative personnel who possess a good deal of familiarity with court procedure and understand the substantive law underlying the court's work. Further professional advancement, higher salaries and a place in the forefront of these new administrative techniques will require comprehension of the fundamentals of administration, legal practice and law.

The court system is in a state of flux and the judicial administration is committed to upgrading itself. Will you be part of these exciting new developments?

A pilot program which began last semester received applause and compliments from its students, most of whom are continuing in the advanced program this coming semester.

**PROGRAM BEGINS**

**FEBRUARY 8TH**

The course of study will cover 30 hours credit in the field of court management. The program is divided among ten subjects: contracts, matrimonial law, family law, pleading and practice, Surrogate's Court practice, calendar systems, pre-trial systems, pre-trial conferences and methodology of court management. The effect of these laws and administrative practices on the courts, attorneys, and court personnel will also be studied.

The introductory course (3 credits) will begin on February 8th and will introduce the student to the fundamentals of these subjects. The advanced programs will cover each of these subjects in detail. The first advanced program (3 credits) begins in Garden City on the Adelphi campus on January 31st.

**FACULTY**

The instructors will be drawn from the ranks of the practicing bar, experienced court administrators and law professors.

Neil Shayne, a member of a Mineola, New York, law firm and faculty member of the Institute for Court Management, Aspen Law Center, Colorado and Neale Kurlander, Professor of Business Administration at Adelphi University are the co-directors of the program.

**TUITION—DEGREE**

The fee is $174 per course ($58 per credit). The program in Para-Judicial Administration consists of 30 credits (ten 3-credit courses).

Those who desire an A. A. degree, Associate in Arts in Court Management can obtain it by completing an additional 30 credits in Adelphi University's Liberal Arts School.

**TIME AND PLACE**

The introductory course will be given in Manhattan on Thursday evenings from 6:30 to 9:00 p.m. at the New York State Trial Lawyers Association, 132 Nassau Street.

The first advanced course in Civil and Criminal Procedures begins on January 31st at Adelphi University in Garden City, New York. Both programs have fifteen week sessions.

TO ENROLL and reserve your place, fill-in and mail the form below.

---

**REGISTRATION**

**MAIL TO:**

Adelphi University
School of Business Administration
Garden City, New York 11530

Attention: Professor Neale Kurlander

Please register me for the course in Para-Judicial Administration:

- [ ] Introductory Course — New York City, February 8, 1973
- [ ] First Advanced Course — Adelphi University, January 31, 1973 (Civil and Criminal Procedures)

Name ____________________________

Street ____________________________

City ____________________________ State ______ Zip ______

I enclose a check in the amount of: $ ______ (Payable to Adelphi University.)

- [ ] $30 Tuition Deposit. Balance of $144 to be paid by ___________ (If necessary, installments can be arranged)
- [ ] $174 Full Tuition

I will be applying for Veteran's Benefits

- [ ] yes
- [ ] no

Sorry, I can't attend this semester; please put me on the mailing list for future announcements.

Signature ____________________________
Coalition Revival

When the last Constitutional Convention was held, amendments to the New York State constitution that might have had far-reaching effects on State and local government public employees were successfully fought off by a coalition of public employee organizations.

Rival unions in New York City and throughout the State buried their differences for a common cause. We feel they might have had adverse effects on State and local government workers here.

The latter's reasoning seems to be that the real issue is not how much a civil servant gets but that so much attention has been focused on public employee muscles now in effect. This can best be done by a unified approach to the Legislature—an approach that proved very effective when it was needed during the Constitutional Convention.

The public employee vote in New York—counting State, Federal and local government employees and their families—Joes 20 percent of the electorate. Public employee unions in their last local and national elections showed that civil service power at the polls counts. The muscle of this civil service power can be put to no better use than defending and improving the retirement systems now in effect. This can be done by a full-time approach to the Legislature—an approach that proved very effective when it was needed during the Constitutional Convention.

Abandoned by their employers, those who were unfairly accused refuse to extend that privilege to a police officer. They print Knapp's garbage as though it were their own.

The forecast for 1973: Cloudy with some sunshine.

Richard Gaba's column, "Civil Service Law and You," which usually appears in this space, will resume next week.

Bail System Must Be Changed

I AM HOPEFUL that in the near future, New York State will take action to clear up the chaotic conditions in our courts, particularly in the area of bail.

Recently a Supreme Court Justice held three detainees in $100,000 bail each after they were charged with a non-violent crime. The three men, all of them hero cops with homes and families, were kept in jail because they could not meet the bail.

The Patrolmen's Benevolent Association protested that bail was not being used as a punishment before conviction, but no one listened. Only William vanden Heuvel, the chairman of the Board of Correction, agreed with us. Despite calls to the editor, the italicized names of our major newspapers, there wasn't a sound from our guardians of order.


Q. My aunt, a splinter who will soon be 65, has never worked outside her home. Some friends tell me that she can enroll in Medicare—how does she do it? A. This pertains to Medicare—hospital insurance and— for those who want it—medical insurance. Your aunt probably isn't eligible for the hospital insurance part of Medicare now. People who are too young to receive social security or old-age retirement benefits do need some work under social security to be able to get hospital insurance benefits at the present time. But starting July 1, 1973, people who do not have enough work under social security to be covered for hospital insurance can sign up for it. The premium for such coverage will be $33 a month. But she can sign up now for voluntary medical insurance which helps — $1 for doctor bills and other related expenses. Her protection will start with the month she files if she signs up within three months before her 65th birthday. Your aunt should send her application to Social Security. They will notify her of the monthly premium, which is $10.50 for a single person. After that, your aunt will have to pay $5 a month every three months. Your social security office will be glad to send your aunt a Medicare enrollment card and will give her a free booklet that explains the Medicare program. Just call, write, or visit the office.

BoweM As Sheriff

ALBANY—Governor Rockefeller has named James D. Bowen, of Greenfield Center, as Saratoga County sheriff, to succeed Lee A. Schrier, who died just prior to Election Day. Bowen's term will run to Dec. 31, 1973.
State Employment Rates Stabilize After 71 Drop

The State Dep't of Labor disclosed last week that the total employment in the State increased from October to November this year, but is lower than that of November. The total number employed in November was 7,760,000, an increase of 10,000 over October, but a decrease of 70,000 from a year ago.

New York City followed a similar employment pattern. Total employment in November was 3,835,500, an increase of 17,000 over October, but a drop from 3,917,500 from last November.

The total unemployed rate totals and unemployment rates for the metropolitan area: New York City: 181,000 (4.0 percent) compared to 195,400 (4.2 percent) a year ago, and 182,400 (4.2 percent) in October. Nassau: 39,000 (6.2 percent) compared to 34,500 (6.2 percent) a year ago, and 38,000 (5.5 percent) in October. Suffolk: 23,500 (6.0 percent) compared to 29,500 (7.3 percent) a year ago, and 23,000 (5.0 percent) in October.

The State unemployment rate for November was 5.2 percent compared to 4.0 percent in October, 1972. The rate last November was 6.0 percent.

Victory Gives CSEA Mandate To Work Harder For Members

Editor, The Leader:

This is an open letter to all members of the Department of Mental Hygiene. It is a plea to all members now that the election is over. Now is the time to back CSEA and work with it to help us.

To many of us there are many things wrong with the CSEA. Instead of trying to throw it out of power, let us work with it in the union to better it.

We have proven by a 2 to 1 vote that we want the CSEA, so now is the time to make it work harder for us.

Get in touch with your representatives and complain, and come up with better ideas that would advance the union.

Now is the time for those people to come forward and make the changes that are needed. As for me, CSEA always had and will always have my vote.

Dominick Ambra, CSEA member and MHEA Representative

Pilgrim State Hospital

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)

BETTER BUYING SERVICE OF AMERICA...
Suits 1209, 400 Madison Avenue, New York, N.Y. 10017

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Chrysler-Plymouth
Dodge
Ford
MERCURY
Pontiac
Oldsmobile
Lincoln, Continental, Mercury

AUTOMOBILES ($100 over dealer's wholesale cost)

Automakers

1973

Better service! Better quality! Better buying power for all CSEA members!

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“A SAM FECKINPH Film • FROM FIRST ARTISTS

ON THE NEXT SHOW

MACDONALDS

FOR YOUR HOME

GUARANTEED RELIABILITY!

Call: (212) 371-9800

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up THE BARBRA STREISAND BOX

A FINE ARTIST'S PRESENTATION TECHNOLG Y- A NATIONAL GENERAL PICTURES RELEASE

ON THE NEXT SHOW

SUNRISE 0.1.

NAME WITHHELD

in my third year of college. My problem is that I cannot meet the eyesight requirements, which are 20/30 vision in each eye, without glasses. Since I am nearsighted, exercising my eyes won't help. I have spoken to many policemen and they too feel it is unfair to disqualify a candidate for the simple reason that he wears glasses. And they too feel it is un- erecting my eyes won't help.

I have spoken to many patrolmen and they too feel it is unfair to disqualify a candidate because they feel the simple reason that he wears glasses. And they too feel it is un- erecting my eyes won't help. Because they feel the simple reason that he wears glasses. And they too feel it is un- erecting my eyes won't help.

"Don't miss Barbara Streisand's most moving performance to date."

—REX REED, Syndicated Columnist

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AMERICAN MOTORS

Buck
Chevrolet
Chrysler-Plymouth
Dodge
Ford
MERCURY
Pontiac
Oldsmobile
Lincoln, Continental, Mercury

AUTOMOBILES ($100 over dealer's wholesale cost)

Automakers

1973

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GUARANTEED RELIABILITY!

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A FINE ARTIST'S PRESENTATION TECHNOLG Y- A NATIONAL GENERAL PICTURES RELEASE

ON THE NEXT SHOW

SUNRISE 0.1.
Restructuring Phase III: ‘Yesterday Is Gone’

Phase III, Part 1, was approved as amended by delegates at the statewide meeting of the Civil Service Employees Assn. in Rochester last September. It deals primarily with facets of Headquarters—management, organization, communication, fiscal, personnel and operation (excluding field services).

In a preface to the restructuring report, the committee states that its recommendations are impartial—without any particular person or area of responsibility in mind. The guiding principle in the streamlining of the organization is to make it more responsive to a membership that has grown to more than 200,000 public employees in state and local governments.

Previously adopted have been Phase I on decentralization of authority from the six regions and Phase II on committee structure. Currently being worked on, for presentation at the spring Delegates Meeting, is Phase III, Part 2, on field services. Phase IV on job actions and membership representation is also being studied.

The boldface type below indicates the proposals as adopted. Explanatory material may follow in a lighter face. In some cases, parentheses are used to indicate the wording as now included in the constitution or the bylaws of the Association, and these parentheticals are followed by the new wording in quotation marks.

For those areas not specifically covered by the restructuring report, the current constitution and bylaws still stand in effect, and are not intended to be made obsolete unless so specified. Inconsistencies, if they occur, may be brought to the attention of the restructuring committee during the series of seminars scheduled to be held throughout the state.

HEADQUARTERS STAFF AND OPERATIONS

The Headquarters of CSEA is located at 33 Elk St., Albany. It also has a branch office in New York City at 10 Park Place. Some chapters maintain offices, and CSEA with the approval of the Board of Directors subsidizes their budgets.

CSEA has 184 employees.

The purpose of CSEA is to represent public employees in all jurisdictions within the State of New York for benefits and conditions of employment. It has about 200,000 members. It services 6 regions, 184 chapters, 691 units.

The employees of CSEA receive all benefits equal to state employees and in many instances work under the same rules and regulations of New York State government.

The salary scale of CSEA employees is that of the New York State structure. (Except Field Services Assn. members.)

The employees of CSEA do a variety of jobs—the Association has:

- Research Bureau
- Public Relations Bureau
- Membership Section
- Insurance Section
- EDG Section
- County Division
- A Legal Staff

The Association is headed by an elected president who receives an honorarium and expenses, five vice-presidents who receive expenses, a treasurer who receives an honorarium and expenses, and a secretary who receives an honorarium and expenses. These officials are all elected and serve for two (2) years.

The constitution mandates that the president “shall direct and organize staff,” Art. 7 Sec. 1 Bylaws. Thus he is responsible for the direction, management and organization of CSEA and all its employees.

TERMS USED IN THIS REPORT

- Division—State or County.
- Department—A large area of responsibility and usually charged with administering directly one or more programs or a service department.
- Bureau—Responsible for one Direct program or service.
- Section—Responsible for one Direct operation or service.
- Unit—Responsible for one divisional program operation or service.

THE REPORT

For management reasons, the Restructuring Committee recognizes the necessity of these levels of management within headquarters:

1) Top Staff
2) Middle Management
3) Supervisory

TOP STAFF should consist of not more than the directors of CSEA departments and divisions.

MIDDLE MANAGEMENT should consist of assistants to the directors and auxiliary board heads.

SUPERVISORY are the unit heads who are charged with actually “getting out the work.”

For operational reasons it recognizes two divisions (County and State) and five departments: Communications, Comptroller, Research, Field Services and Headquarters.

POLICY: Policy of the Association should only be developed in accordance with mandates of Delegates and Board of Directors. Policy should also be established from committee report recommendations if so duly accepted.

GENERAL PROPOSALS

1 Manual of objectives. Programs, policies and motions duly accepted should be immediately developed.

The Association objectives, programs and policies should be set forth in writing as a guide for the elected officers, chapters, staff and other interested personnel which may be used in carrying out their respective responsibilities of their office.

Such manual should be kept in subject matter sequence.

2 The present organization structure should be realigned:

(a) Logical organization of the major functions of the Association in a single unit under the direction of a single manager.

(b) Assignment to each administrator the authority and responsibility needed to carry out his assigned functions independently, but within CSEA policy framework.

(c) Establishment of an annual program in accordance with the demands of the Delegates by the directors so assigned and to report to the executive director of their progress.

3 A Procedure Manual explaining in writing and in detail the duties and responsibilities of each section and followed by the duties of each position justifying the responsibilities of the section.

4 (A) Top level staff meeting shall be called by the executive director at least monthly—reviewing the progress of each bureau and exploring, coordinating and directing further efforts in each area of concern and implementing and evaluating top level directions.

(B) Middle Management should hold staff meetings bi-monthly to implement directives and evaluate results from current programs.

(C) Supervisory staff should meet quarterly to discuss inter-related areas of concern and evaluate results achieved and coordinate anticipated programs and mandates assigned to their sections.

(D) That supervisors meet with their employees at least quarterly to discuss work progress, problems and personal employee evaluation of the efforts and work habits and their result on the work production.

(E) The president and executive director should meet annually with all employees to discuss problems...
of concern and bear possible solutions.

8 No member of staff shall become a candidate in a bi-

partisan election for any public office in any jurisdic-

tion. Each department and division shall include elections to the Board of Directors at its dis-
cussion. Bi-partisan elections shall include elections to school boards.

6 A system of promotion by examination for all posi-
tions, except by contract, shall be established and such examinations shall be prepared, evaluated and a list established by an outside testing company. Such a pro-
cedure should take into consideration—seniority, perfor-
manship, education and experience.

7 Each bureau and section shall submit weekly to the department head a production report indicating work completed and back-log.

The executive director shall publish to the Board an annual report of the progress of all programs presently mandated by the Delegates, Board and president.

8 As the top level management openings occur, the As-

sociation should fill such vacancies under a contract

with the president of CSEA and whose tenure, duties and compensation shall have the consent and approval of the Board of Directors.

9 CSEA should separate its personnel policies, programs, job classifications, work structure from NYS and

should adopt its own programs.

10 The Association should have an independent classi-
cation and compensation system based upon continu-
ous study of jobs to be performed and the salary market.

No former employee or present staff employee who has anything to do with the Division of Classification policy of the State shall be a part of the program.

Referred to personnel committee for report at

March '72 meeting.

11 A new salary schedule as recommended by the CSEA Dot Committee—1972—1973—should be studied by the personnel committee with possible

implementation.

Referred to personnel committee for report at

March '72 meeting.

12 An annual review should be instituted to keep em-

ployees of CSEA informed of where they stand and to establish specific measures necessary to bring increases and promotions as may be available.

On hiring, CSEA members, especially chapter offi-
cers, outstanding committee chairman, members and

former officials should be given top consideration.

14 In order to assign chapter members of significant
designation, the Association should assign new numbers to all regions, local units and units as well.

Concept accepted and carried unanimously.

Referred to restructuring for final formula.

15 An immediate study and review of phone cost

initiated by the Department of Communication with CSEA's DOT committee to report to the Board of Directors

and to the Delegates Meeting in March '73.

16 An immediate study and review of ways and means of improving immediate communication with regions.

Chapter officers and regional representatives shall be more efficient and swift distributors of important re-

leases to the membership. Findings and recommenda-
tions should be made to the Board of Directors prior

April 1, 1973.

Study to be conducted by Public Relations and

report made to the Board of Directors and restructure

committee. Committee to report to Delegates

in March '73.

17 A form shall be published on the last page of the Association Newsletter and sent to each member.

A member may file with the Association notice of intent
to take leave. The Insurance section of CSEA upon

receipt of name is to communicate with the member immediately indicating the rights or loss of rights while

on leave. Headquarters to notify chapter president of

such leave within 30 days.

18 Except for confidential reports, all reports of all

committees shall be published in The Leader or official

publication. The committee in defining reports means

Board, standing and ad hoc committee reports. This is

to keep the membership informed of progress in differ-

ent areas of CSEA involvement.

Referred to restructuring committee to define

"who shall declare confidentiality of report. Com-

mittee to report back at March meeting.

19 A secretary or tape-recorder shall be made available

at all Association committee meetings.

20 Each department and division unit must log

incoming correspondence indicating date received, na-

ture of correspondence, referral.

21 The president of CSEA and the executive director

shall establish guidelines as to who in staff headquarters is permitted to correspond with governmental officials and safeguards to be observed by lower levels of man-

agement in such communications.

(TO BE CONTINUED)

Progress On Talks On Grisly In Prisons

(Continued from Page 1)

A second meeting is scheduled

on the situation. CSEA of-

ficials were pleased with the res-

ults of the first meeting. They

said, "Security at the facility will

be tightened in all aspects. Com-

parisons and security devices to

be used in the future will be

improved."

In the meeting, CSEA chapter pres-

ident at Green Haven, said that

CSEA members at the facility are

uniting behind him and that he

is confident that the depart-

ment will fulfill the promises it

has made.

Inmates Locked Up

Sensl was convinced that the

situation could not exist as it

had before. His report that the

inmates were locked up and that

they would not be released un-

til the necessary security provi-

sions had been made.

Weiss was pleased with the co-

operation the department had

shown in the last few weeks. He

noted a number of grievance

victories including one involving

the reduction in shift numbers at

Great Meadow, who won their

dispute over picking up and transpor-

ting inmates.

Weiss also mentioned a vic-

tory concerning Parole Officer

Richard McMorris. McMorris had

grumbled a situation concerning

the use of his personal handgun

on the job. "As a result of the

grievances filed, no longer rea-

quired to use straitle crime

washed weapons," said Weiss.

they have worked the split-shift

program. Lane miles to be plow-

ed and sanded by the DOT forces

have increased, yet they face a

reduction of six vehicles from their

equipment inventory.

Morale among prison guards

is becoming an acute problem,

according to the CSEA group.

Shift No. 1 in Voorheesville has

14 more removal vehicles as

signed. In the event of a storm,

according to DOT manpower doc-

uments, there are men qualified

and assigned to operate the vehicles.

Included among these vehicles are sanders and plows. The men are com-

plaining that the Department hasn't taken into consideration vacation or sickness in assign-

ing personnel to man their cars.

The CSEA committee's fight

continues to meet with the Depart-

ment and will include this problem in

negotiations for CSEA's 1972-73

contract. They have requested that CSEA mem-

bers send letters to their sena-

tors and assemblymen on the

matter, citing examples they have

encountered where service in

their area has deteriorated.

DOT Committee Continues To Fight
False Economizing At Cost Of Safety

(Continued from Page 1)

The committee also pointed out

that Department problems are even more

frequent with resulting in-

creased in operating costs. Gas,

overhauls, maintenance, and

major repair figures, "carefully

guarded" by the Department, are

reported to the committee to be

substantially increased.

CSEA's committee cites Bar-

neton County as one of many ex-

amples of inefficiency in the

system. This marks the first year

Unit Negotiating Teams Prepare Strategy

(Continued from Page 1)

State; John Dougherty, Depart-

ment of Taxation and Finance;

Judith Wrin, Mental Hygiene; Yo-

vonne Mitchell, Office of General Services;

John Clark, Mental Hygiene; George

Vandoroff, Department of

Transportation; John Dan-

nigan, Department of Trans-

portation; Albert Varcahl, SUNY;

George Reed, Department of

Transportation; Stanley Brand Na-

kin, Mental Hygiene.

Appointed to the Professional,

Scientific and Technical Services

Unit committee are: Ernst Stoe-

bel, Department of Health; Char-

les F. Blauin, M.D., Depart-

ment of Mental Hygiene; Ber-

nard Silverman, Department of

Abraham Kranker, Department

of Labor; Abraham Krakar, Depart-

ment of Labor; Jean Weis, De-

partment of Labor; Jack Weiss, De-

partment of Correction; James Welsh, Di-

vision of State Police; Can-

nie Bernard, Department of Labor;

Martin Tarse, Mental Hygiene.

Part 1: Deals With Headquarters Operations
Happy New Year! Congratulations to L.E. Bernard Nee, Editor of W.N.Y.F., for the most striking W.N.Y.F. cover I have ever seen (and I’ve seen them all...somewhere)! The impact was terrific and probably took a lot of courage to depart from tradition. I got the impression after looking at it that a blast of fresh air had swept through a musty old garret where the covers of tradition stifled thoughts as much as breath. Bravo Lieutenant Bernie Nee...beautiful!...

The tradition of gifts to kids which has been a hallmark of the New York Firefighter for years, was again the source of surprises from the media over the holidays past. One shot in The News showed Engine 298 leaving quarters with Santa on the back step loaded down with gifts and goodies.

Looking into the thing, I found that Engine 298 and Ladder 146 have been doing that sort of thing for more years than most can remember. Each day, their house tax includes an extra small sum for Christmas gifts and toys to the needy in the district. Top priority is given to the families with kids who have at one time or another been burned out. The gift, arrive each year as needed and some of the troops on their own time, make the rounds of the district to check on the need of families for help at Christmas. This year, 298 and 299 teamed up with 102 Truck and Engine 3 for the famous ‘Hug ‘n’ Kiss’ crew. Between the four companies, they took on an entire orphanage. The institution is the orphanage run by the Sisters of Mercy at William and Dean Streets in Brooklyn.

There were 90 orphans, from the infants and toddlers to the older 4-year-olds, there were a lot of happy faces, some of the children had never seen a fire truck before! While the truck was there, the children were given the chance to climb on the fire engine and have a look inside. It was a great day for the children and the firefighters who were there.

A hallmark of the New York Fire Department is the tradition of giving gifts to children in need. This tradition has been carried on for years and is a source of pride for the firefighters who participate. The gifts are typically donated by the community and are distributed to children in need by the firefighters. This year, Engine 298 and Ladder 146 were joined by Engine 3 and 102 Truck in giving gifts to children in the district. The firefighters were able to give gifts to more than 100 children, including new toys, clothing, and basic necessities. The firefighters also spent time with the children, reading stories and playing games with them. It was a joyous occasion for all involved.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 51 Chambers 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 p.m. These special hours will be observed only during the filing period.

For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Brooklyn Bridge (chauffeurs only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 652-6006; and the Board of Higher Education.

Applications to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE—Regional offices of the Department of Municipal and Civil Service are located at 1350 Ave. of the Americas, New York 10019; telephone: 765-8200; and State Office Campus, Albany, 12226; Suite 700, W Genesee St., Buffalo 14221. Applications may be obtained either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applications in person, but not by mail. Judicial Conference jobs are filed at 111 W. 54th St., New York, 10007, phone: 246-4104. Port Authority jobs should contact the Personnel Department at 111 Eighth Ave., New York, 620-7000.

FEDERAL—The U.S. Civil Service Commission in the New York Region, runs a Job Information Center at 20 Federal Plaza, New York, 10007, open weekdays from 11 a.m. to 5 p.m., weekdays only, Telephone 254-5422.

Federal employment ups and downs (north of Dentice County) should contact the Syracuse Arm Office, 710 Genesee St., Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

Door Stop Maint.

Eighteen candidates for door stop maintainer will be taking the practical part of open competitive examination, No. 2401, for the position of Door Stop Maintainer, at 15 and 16, the City Department of Personnel announced.

Youth Service Spec.

The City Department of Personnel has announced that 58 of the 95 applicants for youth service specialist, promotional examination No. 1683, were found eligible.

Senior Inspector

The City Department of Personnel has announced the following candidates for written examination No. 2620, promotion to senior inspector (chauffeuses and seamen), will take effect on Jan. 15.

Income Maintenance Clerk Eligibles

EXAM NO. 2016
CLERK (INCOME MAINTENANCE) Group 2

This list contains 1535 eligible persons as of Nov. 29, resulted from an open competition, written exam held Sept. 23. There were 545 applications received during the filing period. May 8 through Aug. 11, 545 appeared to take the test, which would make a successful completion rate of 1,106. Salary starts at $5.50.

This eligible list will be used for appointments only after the 1,616-name list of Group 1 of the same exam has been used.

(Continued From Previous Page)

Name

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Date</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Officer</td>
<td>John Smith</td>
<td>11/21/2023</td>
<td>95.8</td>
</tr>
<tr>
<td>Firefighter</td>
<td>Michael Johnson</td>
<td>12/15/2023</td>
<td>92.5</td>
</tr>
<tr>
<td>Paramedic</td>
<td>David Lee</td>
<td>12/20/2023</td>
<td>89.8</td>
</tr>
<tr>
<td>EMT</td>
<td>Sarah Green</td>
<td>10/10/2023</td>
<td>91.2</td>
</tr>
<tr>
<td>Dispatcher</td>
<td>James Brown</td>
<td>11/01/2023</td>
<td>87.9</td>
</tr>
<tr>
<td>Field Supervisor</td>
<td>Elizabeth Baker</td>
<td>12/01/2023</td>
<td>88.5</td>
</tr>
</tbody>
</table>

(Continued on Page 12)
108 NYPD Cops Move Up In Rank

The City’s Police Dept. has announced the promotion of 52 members of its 175-member division, effective Dec. 22.

Designations

Assistant Chief Inspector: John Guild


(To Be Continued)

The list number of the last caption appointed from the 372-name eligible list is 316. The number of the last caption appointed from the 502-name eligible list is 216.


Probationary Lieutenant: Joseph J. Cardinalone, John T. McDonald, Olin E. Anderson, Margaret D. DiMarco, Martha J. Finnson.

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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!

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Here is the newspaper that tells you what is happening to you, the job you have and the job you want. Make sure you don’t miss a single issue. Enter your subscription now.

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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. Solid state, adjustable VHF/UHF telescoping antenna. Earphone included. White and blue cabinet.

SONY 7"
Picture Measured Diagonally
PORTABLE TV
129.95

SONY 8"
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/best 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 controls! 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 Controls! Vibrant natural color. Instant picture and sound. Front mounted speaker. Simulated wood grain finish.

90 DAYS SERVICE • 2 YEAR COLOR TUBE WARRANTY •

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information for the Calendar may be submitted directly to
Information for the Calendar may be submitted directly to
Information for the Calendar may be submitted directly to
Eligibles on New York State Surrogate Court Examination Lists

State and Government Assistant Surrogates, Counties Exam No. 55273

Test Held May 13, 1972

List Est. Dec. 13, 1972

1. Youngman M          92.9
   Bx

2. McGilvray D         91.7
   Barneveld, Pa

3. Loos D              90.6
   Warren, N.Y.

4. Rooney J            90.5
   Utica

5. McGraw A            89.8
   Long Branch, N.J.

6. Adams L             89.2
   Norwich

7. Cameron J           89.1
   Schenectady

8. Kopchinski R        88.9
   Bx

9. Angle C             88.7
   Valley Stream

10. Kikillus W         88.4
    Patterson

11. Murphy R           88.3
    Voorheesvil, Pa

12. Edwards M          87.0
    Albany

13. Pennington L       86.9
    Philadelphia

14. Engel H            86.5
    Slingerlands

15. Griffin M          86.0
    Albany

16. Bihm A             85.7
    Barneveld

17. Altamura G         85.6
    Staten Is.

18. Stahl M            85.2
    NYC

19. Armstrong B        85.1
    Rochester

20. Zelazny A          84.9
    Blasdell

21. Kelly A            84.7
    Amityville

22. Dinuzzo A          84.6
    Latham

23. Hynes M            84.0
    Coxsackie

24. Bernhard J         83.7
    Buffalo

25. Loomis B           83.6
    Staten Is.

26. Izzo R             83.5
    Howard Beach

27. Kahian J           83.4
    Watervliet

28. Loomis B           83.4
    Staten Is.

29. Kelly A            83.2
    Watervliet

30. Conroy M           83.1
    Watervliet

31. Brown R            82.9
    Albany

32. Primett F          82.7
    Menands

33. Shigo M            82.6
    Brooklyn

34. Smith F            82.5
    Albany

35. Merullo S          82.4
    Smithtown

36. Cherry W           82.3
    Saratoga Spgs.

37. Rondinone P        82.2
    Staten Is.

38. Bonneville F       82.1
    Troy

39. Bonanni A          82.0
    Albany

40. Shigley J          81.9
    Altamont

41. Charette L         81.8
    Glen Head

42. Proske J           81.7
    Utica

43. Cosgrove J         81.6
    Falmouth

44. Morrison J         81.5
    Cohoes

45. Lyons S            81.4
    Mechanicville

46. Lent M             81.3
    Monticello

47. marble A           81.2
    Endwell

48. McGraw A           81.1
    Long Branch, N.J.

49. Hennelly P         81.0
    Smithtown

50. Bright B           80.8
    Watervliet

51. Brown L            80.7
    Cohoes

52. Smith J            80.6
    Mechanicville

53. Smith R            80.5
    Mechanicville

54. Smith J            80.4
    Mechanicville

55. Smith J            80.3
    Mechanicville

56. Youngman M         80.1
    Bx

57. Callahan J         80.0
    Binghamton

58. Brannigan D        79.9
    Albany

59. Adams C            79.8
    Rensselaer

60. Talbot G           79.7
    Troy

61. Talbot G           79.6
    Troy

62. Talbot G           79.5
    Troy

63. Talbot G           79.4
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64. Talbot G           79.3
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65. Talbot G           79.2
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66. Talbot G           79.1
    Troy

67. Talbot G           79.0
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68. Talbot G           78.9
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69. Talbot G           78.8
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70. Talbot G           78.7
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71. Talbot G           78.6
    Troy

72. Talbot G           78.5
    Troy

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    Troy

74. Talbot G           78.3
    Troy

75. Talbot G           78.2
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76. Talbot G           78.1
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77. Talbot G           78.0
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83. Talbot G           77.4
    Troy

84. Talbot G           77.3
    Troy

85. Talbot G           77.2
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86. Talbot G           77.1
    Troy

87. Talbot G           77.0
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88. Talbot G           76.9
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90. Talbot G           76.7
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93. Talbot G           76.4
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    Troy

95. Talbot G           76.2
    Troy

96. Talbot G           76.1
    Troy

97. Talbot G           76.0
    Troy

98. Talbot G           75.9
    Troy

99. Talbot G           75.8
    Troy

100. Talbot G          75.7
    Troy
**Healthy Long-Service Westchester Workers**

WHITE PLAINS — In a ceremony here last month, Westchester County Executive Edwin G. Michaelson presented long-service awards to the following county employees with 25 years of service:

- **County Attorney**: George Donaldson (Retired).
- **Budget Officer**: James W. Pagan.
- **Playland**: Mary Yust, Lena Devine.
- **Corrections**: Edwin F. Markley.
- **Civil Defense**: Charles W. Abner.
- **Sheriff**: Joseph J. Bularki.
- **Public Works**: Gabriel Carbone, Eunice White, Ferdinand Bellamy, Mark J. Seminara, John Leo.
- **Labs & Research**: Dorothy Kenny, Carl Feliusnbaru, Thelma Sledge.
- **Health Department**: Rufus Altes, Mark DeNardo.
- **County Host**: James H. Shockey, Helen Mathews, Rachel B. Guarny.
- **Environmental Facilities**: Vincent E. Zyff, Michael Sibowski, Joseph P. Elizet, Albert Miller, Stanley J. Surzynski, Benjamin Kishinsky.
- **Social Services**: Josie L. Peterson, Mildred Groff, Katherine N. Goodson, June L. Raimondo, Dorothy M. Toppina, Hope Mulken, Elizabeth Dahle, Frances Groft.
- **Grantsland Hospital**: Magdalene Simpson, Roswell Johnson, Con-way Greene, Jr., Samuel Boyd, Anna L. Keegan, Leila Brown (Retired), Catherine Cunniff, Edie Holman, Lela Thompson.

**Binghamton Retirees Set January Meeting**

BINGHAMTON — Binghamton Area Retirees chapter of the Civil Service Employees Assn. has scheduled a meeting for Jan. 22 in this city that serves as the seat of Broome County.

The meeting, according to chapter secretary Florence Drew, will begin at 2 p.m. at the American Legion Post No. 80 at 20 Main St.

Representatives from the Internal Revenue Service and the Veterans Administration will be present at the meeting.

**Farny Feted**

GEOcVA—Twelve retirees of the Ontario County chapter of the Civil Service Employees Assn. were honored here recently at a cocktail and dinner at the Lafayette Inn. The affair was attended by 75 members and guests.

Frank G. Talus, Jr., Ontario County chapter representative to the CSEA Board of Directors, was master of ceremonies and Donald Rosenbaum, representative of the New York State Employees' Retirement System, was master of the dinner. Gifts were presented to the honored guests.

The retirees are: David Turner, Elizabeth D'Ambros (Geneva City, CSEA unit), Leona Miller, Gladys Rose, Dorothy Howard, Owen Ford, Alice O'Brien, Gladys Ward, Frank Abbe, Keith Fox, Helen Welch and Christine Smith.

**Chautauqua Retirement**

The Chautauqua County chapter of the Civil Service Employees Assn. recently honored a group of chapter retirees with a dinner party. CSEA retirees and guests, seated from left, are: Kenneth Durfee, Donald Savage, Edwin Lawton, Florence Johnson, Mark E. Bums, Robert Engdahl and Frank Van Valkenburg. Standing, from left: Joseph C. Redmond, Harold L. Heer, Roy J. Thompson, chapter vice-president, Charles Farny, his son, Ralph Farny, and his daughter, Paula Farny.