Nassau Hopeful Of Favorable Decision From Federal Board With State At Meeting

WASHINGTON, D. C.—Indications from knowledgeable sources close to the Federal Pay Board indicate that the Nassau County Civil Service Employees Assn. contract will be approved this week.

Nassau chapter president Irving Flaumenbaum said at his office in Mineola that he was guardedly optimistic, but had received no word from Washington.

Such a ruling, following the anti-inflation agency's questioning whether increments must be considered as part of the package that must come within the guidelines, would establish a nationwide precedent protecting the graded step plans enjoyed by civil servants from coast to coast.

The Board last month had called a halt on the Nassau County officials were disconcerted by the complexity of the matter of the Civil Service Employees Assn.

The critical status of negotiations involving 149,000 State employees and the side effects the expiration of State contracts will have on thousands of local government workers has forced a change in next week's agenda for the Special Delegates meeting of the Civil Service Employees Assn.

Originally, Tuesday, March 31 had been set aside at the Concord Hotel for an all-day report on the findings of the committee to restructure CSEA. However, the absence of any progress whatsoever in CSEA-State negotiations for new State employee contracts beginning April 1, has forced CSEA president Theodore C. Wenzl to postpone the committee report to discuss the bargaining crisis.

Wenzl expressed reluctance and regret at having to defer the restructuring committee report, "especially in view of the amount of time and effort spent in preparation and the bearing it has on the future operations of our organization. However, we are faced with a crisis affecting all of our members which requires immediate and detailed attention."

Wenzl noted that absence of a contract on April 1 for State employees "could possibly result in a loss of many present rights and benefits. This includes many of the temporary retirement benefits which are extended yearly by the State Legislature, usually resulting from negotiated agreements. These temporary benefits, if not renewed, also affect local government workers," he said, citing such examples as the contributory aspect of the current retirement plan, continuation of the ordinary death benefit which provides three times the salary.

Fact-Finder Upholds CSEA Demand For Reduction Of Steps To Full Pay In Suffolk

SMITHTOWN—A fact-finder's report of the Suffolk County negotiations has upheld the Civil Service Employees Assn. demand for a reduction in the number of steps to full pay.

But the proposed formula was unworkably complex, according to Suffolk CSEA chapter president Frank J. Imholz, "It's peculiar, I've worked it out and found some enormous bounces up and down so that different employees would receive drastically different increases," Imholz said.

He asserted that talks were being readied with County officials in hope of reaching a modification of the plan so as to provide for equal treatment for all employees. He indicated that both CSEA negotiators and County officials were discontented by the complexity of the matter.

INSIDE THE LEADER
Political Action In Syracuse — See Page 9.
Tri-Conference Workshop — See Page 3.
Eric School Groups Seminar — See Page 18.
Eligible Lists — See Page 15.

Dems' Fighting In New Hampshire Race Is A Boon To Nixon

A retrospective view of the New Hampshire primary results must allay Democratic Presidential hopefuls with feelings of apprehension and frustration. On the one hand, the primary underscored the extent of Democratic disarray generated by conte...
 Correction counselor and correction trainee II positions have been added as open for filling by the State of New York. The job bulletin specifies that candidates must have "ethnic identification with the black or Spanish-speaking community" under a U.S. Government provision.

Says Announcement No. 29-017: "A large percentage of the population of correctional institutions in New York State consists of members of minority groups, and it has become apparent that it is necessary to make available to them counseling services with an "ethic background." These positions are federally funded.

Qualifications for the trainee II post call for one year of graduate study in social work or a master's with a major in psychology, sociology or a related area. Also acceptable for this position is a bachelor's in any field whatsoever plus three years of group work or case work dealing with the problems of the inner city."

Correction officer candidates must supply either a bachelor's in social work or a master's in a relevant major plus one year of the aforementioned experience. As a substitute, you may have three years of group work or casework as indicated plus a bachelor's in any field whatsoever. Three years of teaching in a correctional setting is also acceptable. Pay starts at $12,103.

Obtain Announcements No. 29-017 and 29-016 for a description of duties.

April 3 marks the application deadline for the oral test; however, other tests are expected from time to time. Filing procedures are outlined on page 4 of The Leader.

Duffy Appointed
Mrs. Charles Duffy, of Lockport, has been reappointed to the Board of Visitors of Craig Colosseum and Hospital for a term ending Dec. 31, 1978.

Stories On Pension Abuse Earn Award For Albany Writer
(Special to The Leader)
ALBANY—Arvis Chaimekas, Capitol correspondent for the Albany Knickerbocker News-Union Star, who is well known for his stories on State and local government, has been awarded a New York State Publishers Assn. Citation for Distinguished Local Reporting for his series on abuses of State pension system.

Chaimekas, who covers State government since he came to Albany in 1976, was instrumental in bringing to the attention of the public last spring, in his Trump, that the Employment Retirement System was spending extravagantly and surplus dollars on the State's payroll. The story was presented to Chaimekas last week for his series of nine stories on abuses in the Employment Retirement System. The stories vividly portrayed how public officials, friends of politicians, associates of top State office holders, lobbyists and others recklessly were eligible for lucrative pensions.

Chaimekas made it clear to the mayor of his newspaper in his kickoff story that while the so-called "fat cats" and those involved in politics were riding the pension gravy train, it was a different story for rank-and-file employees.

He went on to point out just how low the retirement allowance was for the average State worker.

A two-time winner of the coveted Correspondents Award of the Legislative Correspondents Assn., the veteran reporter has been the public's watchdog on State and local government.

Press Prin. Account Clerk Recruitment In Suffolk County
Principal account clerks are coming in for recruitment emphasis in Suffolk County. Many vacancies are expected to exist for open-competitive entrants who file by March 22.

Residence is not included among standards; rather, requirements stress high school graduation plus six years in bookkeeping or a satisfactory equivalent. Additional training may be submitted for the job, which offers $255 weekly.

Two items include material on elementary accounting, arithmetic and interpretation of written reports. The examination No. 12-187 for details on the April 22 written test.

For detailed information and Spring and Summer Brochures write to
CSE&RA, BOX 772, TIMES SQUARE STATION
NEW YORK, N.Y. 10036
Tel: (212) 868-2959

Inventor, Eligibles
This list of 870 eligibles was established on Feb. 10, competing on the basis of training and experience on open competitive Exam No. 1058 for investigator were 1,061 candidates, who filled between Nov. 3 and Nov. 25, 1971. Salary is set at $7,500.

This list will be in effect for at least one year, during which time eligibles will be considered for appointment in order of highest score, in the order listed below. According to civil service law, agencies may select one out of three eligibles certified from this list when job vacancies occur.

Scores of this group of eligibles begin at 77.4.

(Cont. from Previous Editions)

Ms. Maroum Appointed
Ms. Camil Maroun, of Tupper Lake, has been nominated for a membership on the Board of Trustees of Summert State School for the Mentally Retarded. Her unexpired term would run to Dec. 31, 1976.

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QUEENS?  you pay only
SUB-QUEENS  you pay only
NO. BRONX?  you pay only
SO. BRONX? you pay only
NASUAA? you pay only
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QUEENS - 90-18 Sunrise Blvd., Jamaica 11435

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The above information is correct at the time of this printing and is subject to change. For non-residents of New York State, the following address information is provided:

CIVIL SERVICE LEADER
315 E. 42nd St., New York, N.Y. 10017

Wanted: Police, Fire, Civil Service, Members of the Board of Trustees of Summert State School for the Mentally Retarded.

WANTED: Information on available positions and vacancies.

FOR INFORMATION CALL 212-996-1000

MEMBERSHIP IN THE AMERICAN CIVIL SERVICE LEADER ASSOCIATION

(212) 996-1000

CIVIL SERVICE LEADER (10-20)

Wanted: Information on available positions and vacancies.

FOR INFORMATION CALL 212-996-1000

MEMBERSHIP IN THE AMERICAN CIVIL SERVICE LEADER ASSOCIATION
RE-ELECTED — John DuPilka, center, has been re-elected president of the Town of Poughkeepsie unit, Civil Service Employees Assn. Other officers recently named include, from left, Frank Kurdi, sergeant-at-arms; Vincent Ireland, vice-president; Thomas Hanaburgh, treasurer, and David Gunn, vice-president. Also elected to serve as chairman of the board of directors was Joseph Perrotta. Other members that will serve on the board are Thomas Mollina, Frank Lloyd and George Knap.

Six Upstate Chapters Meet On Restructuring

PLATTSBURGH—Representatives of six State and county chapters of the Civil Service Employees Assn. in Clinton County, heard CSEA second vice-president A. Victor Costa outline the report that the Committee to Restructure CSEA will submit to more than 1,000 delegates when they convene at the Concord Hotel last month.

Costa told the gathering at the Howard Johnson Restaurant in this upstate city of the work done by the committee he chairs has done in the last year. He pointed out that the proposals to streamline the organization from within were not the committee’s, but came directly from the members.

The CSEA official explained that the committee has crisscrossed the State, visiting Conferences and chapters and units seeking ideas and suggestions aimed at improving communications and expanding the operations and services CSEA provides.

Mr. costa noted that more than 900 suggestions had been received by the committee at meetings and through the mail, and that many of these were included in the report. He pointed out that the report will be presented on March 21 to the delegates in several phases, each dealing with a specific area of organizational structure.

Asks Close Attention

He called on those attending to “give close attention to each proposal since they directly benefit and affect their individual status as a CSEA member.”

Barbara Duesberg, president of the Utica State University chapter at Plattsburgh, arranged the meeting and introduced Costa. Marvin O. Klar, assistant director of public relations, and John P. McGraw, field representative, who was recently assigned to service State and County members in Clinton County, spoke briefly. Donald Brouse, the outgoing field representative who has been assigned to another area in northern New York, was also introduced.

CSEA MEETING CALENDAR

March
19—Mental Hygiene Employees Assn. officers meeting, Concord Hotel, Kiasma Lake.
20—Mental Hygiene Employees Assn. general meeting, 10 a.m., Concord Hotel, Kiamase Lake.
24—Statewide Delegates Meeting, Concord Hotel, Kiamase Lake.
27—Capital District Conference meeting, 5:30 p.m., Drusar’s, Colonie.
28—Long Island retirees’ chapter organizational meeting, 7 p.m., Robin’s Hall, Central Islip State Hospital.
29—Long Island Conference nominating committee meeting, 7:30 p.m., Suffolk County Office, Smithtown.

April
8—Long Island Conference meeting, Time and place to be announced.
16-18—Tri-Conference Workshop [Long Island, Metropolitan, Southern], Kutcher’s, Monticello.
21-22—Central Conference meeting, Holiday Inn, Cortland.

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Settle Six-Month Dispute

Jefferson County Employees Win Fully Paid Hospitalization

(Waterfall Correspondent)

WATERTOWN—A six-month labor dispute between Jefferson chapter, CSEA, and the Jefferson County Board of Supervisors ended March 7, with the agreement that the county would pay the full cost of hospitalization for its more than 500 employees.

Also included in the pact was the agreement that the Board would also pay 80 percent of the cost of the employee's family hospitalization coverage.

Approximately 250 employees will be a part of the Board's final offer, which will cost the County In the neighborhood of $460,000 for the added fringe benefits. There was no offer of a wage increase made by the County.

However, the agreement signed by CSEA and the Board will mean an increase of $2.41 in take-home pay for single employees in their bi-monthly, which and an additional 1.10 for families with employees. The Board, meeting earlier that day, unanimously approved the offer made by its personnel committee to the local chapter's negotiating team. The committee's five man team, who had established the fringe benefits should be retroactive to Jan. 1.

The latest proposal, which was made prior to a public legislative hearing, the County offered the employees a one percent across-the-board salary increase and also offered it to its hospital employees.

The County and the employee now share the cost 50-50.

CSEA rejected the offer at a general membership meeting.

Negotiations began last October. The package was said to be the largest settlement in state history.

CSEA, the employee's union, said its members would have voted to accept the package at the next general meeting.

The Board, meeting earlier that day, unanimously approved the offer made by its personnel committee to the local chapter's negotiating team. The committee's five man team, who had established the fringe benefits should be retroactive to Jan. 1.

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EXAM NO. 1247
SANITATION TRAINEE MODEL CITIES

This list of 600 eligibles was established on March 2 for sanitation trainee. Exam No. 1247, in the Model Cities program. Filing was accepted from Sept. 3 to Oct. 13, 1971, during which time 2,860 applied. Only 969 appeared for the qualifying written exam on Oct. 18 which 281 candidates failed. Salary on appointment is $5,700 a year.

Names are listed in order of highest score; the list will be continued in coming editions.

1. Please print your name, address, place of employment and employee number in the spaces provided on the coupon below.
2. Mail form to: TERR BUSH & POWELL, INC., CIVIL SERVICE DEPARTMENT, 600 N. SYRACUSE, NEW YORK 13201
3. Or, call your nearest Ter Bush & Powell representative for details.

Where to Apply

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 40 Thomas St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 8:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filing office via the IND Eighth Avenue Line to 23rd Street; BMT City Hall; Lexington Boul (Brooklyn Bridge). For advance information, please call 565-7004.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 65 Court St., Brooklyn 11201, phone: 508-8500; Board of Higher Education, 65 E 89th St., New York 10021, phone: 360-2141; Health & Hospitals Corp., 120 Worth St., New York 10007, phone: 608-0000; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 602-6000.

STATE—Regional offices of the Department of Civil Service are located at: 309 Ave A, New York City, New York 10019, phone: 265-8110; State Office Campus, Albany 12226; Suite 701, W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 486-4141. Port Authority jobseekers should contact their offices at 111 Eleventh Ave., New York, 10009.

FEDERAL—The U.S. Civil Service Commission, Third Region, runs a Job Information Center at 26 Federal Plaza, New York. Postal service hours are 8:30 a.m. to 6 p.m.; for Saturdays, 9 a.m. to 1 p.m. Telephones 362-3660.

Information on vacancies with the U.S. Postal Service can be obtained from 5 a.m. to 5 a.m. at the General Post Office, Room 3600, New York 10001. Applications are also available at main post offices in all boroughs.
April 10 Deadline
Launch Recruitment Drive
For Laundry Supervisors

At present, five State agencies are seeking candidates to file for laundry supervisor and head supervisor. The first post pays $7,294; the second, $8,179. These open-competitive jobs exist statewide, and filing will remain open until April 10.

Involved in the hiring are: Department of Correctional Services, Health, Mental Hygiene, Narcotic Addiction Control Commission: Division for Youth.

The supervising title seeks applicants for two years in a large commercial or institutional laundry, one as a supervisor of employees or working patients. Four years of such background meets the requirements for head supervisor.

May 13 is the scheduled exam day. Candidates can antedate being quizzed on laundering procedures, work scheduling and supervision as well as maintenance.

St. Patrick's Shindig
St. Patrick's Day, March 17, will be celebrated with an open house meeting by the Skirvin Department's Irish American Association. Festivities start at 6 p.m. in the 12th Infantry Armory, 14th St. & 6th Ave., Manhattan.

Suffolk Searching For Lifeguards;
Nonresidents Invited To Join Filing

A large number of lifeguard positions are now available in Suffolk, and applicants need not live there to qualify. Candidates must take a pool and still water test at designated locations. Salaries vary by locality.

These walk-in tests are given on Wednesdays and Fridays at 7 p.m. generally, beginning April 21. Subsequent tests are slated for May 3, 11, 24 and June 8, 19 and 20. In addition, a special Saturday test has been scheduled for June 24.

There will be a first aid written test, too, and candidates will be asked to demonstrate their proficiency in performing standard life saving techniques. Successful candidates will be mailed certification cards, valid for a three-year period.

At the time of the test, presentation must be made of a life guard application form and a birth or baptismal certificate. Law provides that a lifeguard must be age 16 or above.

Among the various test centers are: Connetquot HS, Bohemia; West Islip HS, West Islip; Central Islip HS, Central Islip; Babylon HS, Lake Ronkonkoma; Hauppauge HS, Hauppauge; Ward Melville HS, Schuetz; Smith Pt. Park in Shirley and Barret Beach in Sayville will be used for ocean tests.

Further information may be received from the Suffolk County Civil Service Department, County Center, Riverhead 11901.

Stress Exp. Needed To Become Pressman

Four open-competitive jobs begin on the horizon for pressmen, cylinder press. The openings are in the New York City Police Department and start at $6.70 hourly.

Needed to qualify are five years as a pressman on a cylinder-type printing press. Also acceptable are three years of such experience plus a paid apprenticeship or related educational training to make up a total of five years. The pressman's job involves performing journeyman tests in setting up and operating the cylinder printing press in letter-press work.

An announcement No. 1141 given a full description.

March 22 concludes the filing period. City candidates should check page 4 for details.

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- STEREO AND HI-FI — Stereo consoles, stereo cabinets and stereo components including amplifiers, preamplifiers, tuners, turntables, speakers and speaker systems and tape recorders.
- DIAMONDS — Uncontested value at lowest possible price!
- PIANOS - Direct factory arrangement for special discount prices. Factory showroom located in New York.
- CAMERAS AND PHOTOGRAPHIC EQUIPMENT — Cameras and accessories, movie cameras, still and movie projectors, editing, copying and developing equipment, lenses and film.

ADDITIONAL SERVICES
- MAJOR APPLIANCES — Televisions, air conditioners, refrigerators, freezers, dishwashers, washing machines, dryers, ranges, radons, humidifiers, dehumidifiers, tape recorders and vacuum cleaners available at slightly above wholesale.
- FURNITURE — Complete lines of furniture as slightly above dealers actual cost.
- CUSTOM DRAPERIES, UPHOLSTERY AND SLIP COVERS — Exclusive service group only through United Buying Service. 13 locations throughout the metropolitan area.
- FURS — A prominent fur manufacturer and supplier to major department stores is now contracted to offer their products at discounts exclusive to United Buying Service. Widely available include Mink, Beaver, Leopard, Muskrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fun Furs.
- LUGGAGE — Products of all leading manufacturers at special discount prices.

CIVIL SERVICE LEADER, Tuesday, March 14, 1972

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NEW YORK COLUMN
Crisis In The State

ONLY last week, these columns asked, "What happened to good faith negotiations?" in New York State and as of Leader deadline that question had reached crisis proportions. As a little more than two weeks before the expiration of contracts between the Civil Service Employees Assn., covering over 100,000 workers in four bargaining units, and the State, not an inch of improvement had been made toward decent and honest negotiations.

This crisis is every bit the State's doing. To have come down to the wire like this without one decent offer to its employees Assn., covering over 100,000 workers in four bargaining units, and the State, not an inch of improvement had been made toward decent and honest negotiations.

No one in the State Legislature or the Administration can expect that civil servants will allow themselves to become the pawns of politics because of the part the government to recognize that one of the greatest priorities at the bargaining table.

The State must abandon its brinkmanship in negotiations and make an immediate move in the area of honest bargaining. There is practically no time left.

Silence, Please!

WE ARE glad to report that the Patrolman's Benevolent Assn. and the City's Office of Labor Relations are back at the bargaining table.

Now we can only hope that Police Commissioner Patrick Murphy will maintain sufficient silence to let the talks come to fruition. The ceremony he sparked last week with his gratuitous remarks about firemen and sanitation workers is still smoldering among members of those two forces and one more touch of foot-in-mouth disease will easily cause the talks to go up in smoke.

 Silence, please!

Questions and Answers

Q. I am 65 and drawing a railroad pension. I also have farmed and paid social security taxes on my farm income. Can I draw the railroad pension and social security benefits at the same time?

Yes. If you qualify for benefits under both the railroad and social security programs, you can receive both benefits from both programs.

Q. Will rental income count toward the $16,000 per year that I'm allowed to earn and still receive all my checks?

A. No. In figuring the $16,000, you count only wages and self-employment income.

Wage Freeze: Pay Adjustments

SINCE AUG. 15, 1971, when the wage freeze went into effect, many questions have arisen regarding retroactive pay increases. Therefore, an attempt will be made here to answer some of the more common questions and to determine whether the payment of the retroactive increase for employees affected by category II and category III pay adjustment. A category II pay adjustment means a pay adjustment which applies to employees who are in the affirmative if the amount of the wage or salary increase was determined and definite prior to Aug. 15, 1971, which provide revenue for the fiscal year in which the wage salary increase is to take effect; or an employer has taken action prior to Aug. 15, 1971, which has otherwise raised or provided funds to pay the increased wages.

A DETERMINATION that taxes have been raised, appropriations have been made, or funds have otherwise been raised or provided should be forthcoming if new taxes were established or levied or existing taxes were increased prior to Aug. 15, 1971, which provide revenue for the fiscal year in which the wage salary increase is to take effect; or an employer has taken action prior to Aug. 15, 1971, which has otherwise raised or provided funds to pay the increased wages.

Q. In 1968 I worked for a company that lost money and quit operations. Now I'm wondering if they reported my wages to the Social Security office. What can I do about this?

A. First of all, you should check your social security records. If your wages were reported, we are at hand to fill out your social security statement. Second, file a claim for unemployment or social security benefits.

Nixon's Problems

The President remains convinced that the young will vote against the establishment. What clearly emerges at this early date is that the President's pre-election optimism was based on a single day's majority in the silent generation—enough to make him think the youth vote would be enough to win. Nixon is firmly entrenched in the hearts of Republican voters, impressed by his tough stand against the cancer.
Why a $2,000 Volkswagen costs a lot less than any other $2,000 car.

Listen to the logic.
Give or take a few dollars, most new economy cars are priced just about the same these days.

Around $2,000.

But come trade-in time, a weird thing happens. Some are worth more to you than others.

And based on what's happened in the past, after 3 or 4 years, not one is worth more cash than you-know-who: The Volkswagen Beetle.

So the real price you pay for a car is the difference between what you pay now and what you get back later, when you sell it.

Anyhow, take a good look at the chart on the right.

And please be careful:
It's nothing to say today, "I just bought the lowest-priced car in town."

It's another thing tomorrow to say, "I just sold the lowest-priced car in town."

---

### Who lost the least?

<table>
<thead>
<tr>
<th>Car</th>
<th>Depreciation as of January, 1972</th>
</tr>
</thead>
<tbody>
<tr>
<td>1969 Honda 4-Door 2 Dr.</td>
<td>$-814</td>
</tr>
<tr>
<td>1969 Opel 2 Dr. Sedan</td>
<td>$-812</td>
</tr>
<tr>
<td>1969 BMW 2-Door</td>
<td>$-736</td>
</tr>
<tr>
<td>1969 Mercedes 6-Door</td>
<td>$-723</td>
</tr>
<tr>
<td>1969 Ford Galaxy</td>
<td>$-686</td>
</tr>
<tr>
<td>1969 Volkswagen</td>
<td>$-449</td>
</tr>
</tbody>
</table>

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*Above figures assume the lowest priced car in its class. Departures from list prices may vary. Prices do not include state and local taxes and other dealer charges, if any, and additional obligations of dealer. Information is based on actual sales figures and may differ. Prices are quoted in New York City, except for Detroit, Los Angeles, San Francisco, and Dallas.**
Crisis In Negotiations

(Continued from Page 1)
employee's annual salary; continuation of ordinary disability retirement benefits; vesting benefits under some plans; continuation of the cost-of-living adjustment for retirees, and others.

"The State could also take away other benefits from its employees which are provided for under the present contracts," Wenzl said.

Wenzl also announced that the 10 a.m. Tuesday meeting of the statewide legislative and political action committee will be rescheduled to another time, possibly later that day, time permitting.

Chapters Alerted

Wenzl earlier had warned more than 200 local chapter presidents across the State that negotiations were getting nowhere, and that mediation efforts under way since early January have thus far proved fruitless.

"It is apparent," said Wenzl, "that the State is abandoning its own Taylor Law which requires the administration to negotiate with and enter into written agreements with recognized or certified employee organizations representing public employees.

Wenzl's letter, which also went to chapter presidents who will attend CSEA's Statewide delegates meeting at the Concord Hotel, March 20-24, instructed them to be prepared to reject the wishes of their members in voting on any proposals dealing with the current stalemate in bargaining talks.

Reiterating a long-held view, Wenzl declared that "State employees, who suffered the most during last spring's budget cutbacks, will not be made the fall guys for the State administration's mismanagement and overspending on extravagant and unnecessary programs."

He made the decision to notify chapter presidents and delegates after two days of involving State and CSEA representatives and mediators failed to produce a change in attitude by the administration. He told the union's local officials that CSEA "was willing to negotiate anytime and on all issues."

Some Short Speeches

Among highlights of the group meetings will be short talks from two Federal labor officials who have accepted invitations to come from Washington for the occasion. On the afternoon of Wednesday, March 22, delegates will be addressed by William Mirengoff of the US Department of Labor's manpower administration. Mirengoff serves as director of the Public Employment Program which is responsible for administering the Emergency Employment Act.

The second guest, Jerome K. Tankel, executive secretary of the Pay Board of the Economic Stabilization Program, will appear the following afternoon. "I have planned as an early evening event on March 23, Tankel will address the delegates during the regular business session.

The tentative program for the five-day session, as revised, follows:

MONDAY, MARCH 20  8:30 P.M.-10:00 P.M.
1:00 P.M.  Registration and Certification
1:00 P.M.  Board of Directors—Legislature
2:00 P.M.  County Executive Committee Meeting
3:00 P.M.  State Executive Committee Meeting Room C
7:00 P.M.-8:30 P.M.  Dinner for all Guests
7:00 P.M.  Staff Dinner and Meeting
8:30 P.M.  County Division Chapter Delegate Committee Meeting

TUESDAY, MARCH 21  10:15 P.M.
8:30 a.m.-10:00 a.m.  *Breakfast for all Guests
9:00 a.m.-10:00 a.m.  Education Committee Presentation
9:30 a.m.-1:00 P.M.  Combined Legislative & Political Action Committee Meeting
1:00 P.M.-2:30 P.M.  *Lunch for all Guests
2:30 P.M.-5:00 P.M.  Delegate Business Session — Report on State negotiation crisis and its effect on State and local government employees
7:00 P.M.-9:00 P.M.  *Dinner for all Guests

WEDNESDAY, MARCH 22  10:15 P.M.
8:30 a.m.-10:00 a.m.  *Breakfast for all Guests
9:00 a.m.-10:00 a.m.  Education Committee Presentation
9:30 a.m.-1:00 P.M.  Delegate Business Session
1:00 P.M.-2:30 P.M.  *Lunch for all Guests
2:30 P.M.-5:00 P.M.  Delegate Business Session — Report on State negotiation crisis and its effect on State and local government employees
7:00 P.M.-9:00 P.M.  *Dinner for all Guests

THURSDAY, MARCH 23  10:15 P.M.
8:30 a.m.-10:00 a.m.  *Breakfast for all Guests
9:00 a.m.-10:00 a.m.  Education Committee Presentation
9:30 a.m.-1:00 P.M.  Delegate Business Session
1:00 P.M.-2:30 P.M.  *Lunch for all Guests
2:30 P.M.-5:00 P.M.  Delegate Business Session — Report on State negotiation crisis and its effect on State and local government employees
7:00 P.M.-9:00 P.M.  *Dinner for all Guests

FRIDAY, MARCH 24  10:15 P.M.
8:30 a.m.-10:00 a.m.  *Breakfast for all Guests
9:00 a.m.-10:00 a.m.  Education Committee Presentation
9:30 a.m.-1:00 P.M.  Delegate Business Session
1:00 P.M.-2:30 P.M.  *Lunch for all Guests
2:30 P.M.-5:00 P.M.  Delegate Business Session — Report on State negotiation crisis and its effect on State and local government employees
7:00 P.M.-9:00 P.M.  *Dinner for all Guests

PRIDE WEEK — CSEA will be observed at the State Capitol, Tuesday, March 29. For more information, contact CSEA's Pride Week Coordinator, 518-474-7500.

Cancellation Notice

Due to unforeseen circumstances, the annual meeting of the CSEA's Statewide Legislative and Political Action Committee has been canceled. The meeting was scheduled to take place on Tuesday, March 22, at the Concord Hotel. Attendees are encouraged to contact the CSEA office for further information.
Discuss Negotiations At Onondaga Political Action Meeting

SYRACUSE—"We'll go back to the bargaining table any time the State puts some money on the table," says a member of the Civil Service Employees Assn. state negotiating team.

Clarence Laufer, president of CSEA's Syracuse State School chapter, made the statement during a political education meeting of CSEA members with local state legislators.

More than 200 attended the March 3 session in the Syracuse Country House, sponsored by the Onondaga County CSEA Chapter Presidents Council. Laufer chaired the two-hour session.

Laufer told the meeting—and particularly the legislators—that "I don't think you know what is going on in Albany, CSEA is willing to negotiate if the State of New York is willing to put money on the table," he declared.

Negotiators have met with the State representatives 14 times, Laufer said, and "all they want is clarification, clarification, clarification. We've given them all the clarification we can."

He added: "They don't want to talk about issues. They don't want to talk about salaries. They don't want to talk about health insurance. They don't want to talk about any money or layoffs. We had it with layoffs last year," Laufer said.

Calls Letter 'An Insult'

He termed "an insult" a letter sent to Dr. Theodore C. Wenzel, CSEA statewide president, by State officials.

"If they don't know how to negotiate, let them get someone who can," declared Laufer, who said he represents 30 Departments of Mental Hygiene units in the negotiations.

He said the CSEA negotiators "think they can find the money (for salary boosts and benefits). Maybe not. But we believe the money is there. It is unbelievable—what they are doing to us negotiators there in Albany. We are desperate and in need of help," he told the legislators present—State Senator Tarky Lombardi and Assemblymen Leonard Bersani and Hyman Miller.

Referring to the DMH units, Laufer said: "I tell you Mr. Legislators. The State of New York has an obligation toward the mentally retarded and the mentally ill."

He said that the week before, two female employees at the State School were "attacked by a resident and one now is under a doctor's care."

He said these workers are "dedicated State employees. An example, he said, is that State School workers "use their own money to buy Christmas trees and gifts for the young residents."

Legislators Reply

Noting that 27 employees there are retiring, Laufer said: "This freeze is bad. How are we going to get help? Other departments can, but not the Department of Mental Hygiene. Please help us in this cause," he told the legislators.

During the question-and-answer period that followed, Assemblyman Bersani noted that legislators "can only wait until a contract is arrived at, then vote on it."

But, he said, "one of the things the State must do is to run the government—and they need you to do it. So they have to pay you."

"I hope you get it (raises) and if you do, I'm going to vote for it," he said. The other legislators seemed to agree with his statement.

Bersani also said that he does not believe many State departments "can stand layoffs" this year after last year's reductions. He said any cuts in workers can be taken care of by normal attrition—retirements and other leavings. But "we have to look at each of these jobs."

Discuss Mental Hygiene

Lombardi told the meeting that the Governor has increased the Mental Hygiene Department budget this year to provide 800 more employees. He added: "New York State must change its attitude toward these people (Mental Hygiene young patients). It should have smaller units closer to parents who could then help in their care."

In answer to another question, Lombardi and Miller both said they do not feel that public employees should have the right to strike—generally because the public safety and health is involved. They said they prefer binding arbitration.

Richard Cleary, president of Syracuse chapter, noted that public employees cannot have binding arbitration because any contract reached through arbitration still must be approved by the Legislature.

Other chapter presidents who attended included Audrey Snyder, Syracuse Psychiatric Hospital, and James Solmske, State University at Syracuse. Elda Young, former president, represented Onondaga chapter. Robert Bilotti, Syracuse chapter, was co-chairman. CSEA field representative Carl Flosser was the moderator.

6-Step Plan In Suffolk

(Continued from Page 1)

plan and might conflict again with the fast-thither, Louis Yagoda.

Yagoda recommended a six-step graded salary plan to replace the current eight-step system, with an immediate seven percent raise to Jan. 1 for those employees now on the first seven steps. Some of them would receive an additional seven percent after last year's reductions. He said any cuts in workers can be taken care of by normal attrition—retirements and other leavings.

Yagoda noted that the current eight-step system with its immediate seven percent raise paid immediately would move employees to the equivalent of the current step 5 with an immediate seven percent.
New Certifications For Case Worker
Add 76 To Roster
The City Personnel Department lists 74 eligibles as certifi-
cated for appointments for case worker jobs. The eligibles are
from the written exam No. 1056 held March 10 to 13 at various
locations including the Board of Examiners, 160 West 33rd Stan-
dard Exam. C. Gartelman, David J. Rusiecki, Alexander Smith, Hi-
ham, Manley Morrison, Prancis Pillopl, Phillip O. Coor, John T. Twomey,
Jr., and J. Dwyer.

Do You Need A
certificate?
for civil service

government

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The Brunt Of Society's Ills

The KILLINGS and assaults on police officers throughout the United States continue on a steady increase. Uniform—symbol of authority—has become the target of every radical, fanatic and nut in this country.

ONE WONDERS WHY, for no apparent reason, the life's blood and health of thousands of people are being destroyed by law or order. That of the entire civil service I We often wonder how he can continue to serve with such

IT IS ALSO possible that while others were wasting away the law or order. That of the entire civil service I We often wonder how he can continue to serve with such a profession.

THE LIFE AND DEATH issue has apparently been accepted with very little outcry forthcoming. The death of the civil service and the merit system has been launched. Organizations such as Transit Patrolmen's Benevolent Assn. will not stand idly by to watch the funeral. If there is a better of the police structure, but that of the entire civil service I We often wonder how he can continue to serve with such

THEILL IS SEEKING an end to the suppression of the police officer, the simple and the scourage of all that is bad, in a changing world when there are those who thrive on crime, corruption and immorality.

We often wonder how he can continue to serve with such a profession.

THERE ARE SOME in the supposed role of leadership who have seized upon the moment when the rotten apple has been exposed, and make every police officer the whipping boy for the sins of another. Perhaps this is the reason.

WHATEVER THE REASON, the inroads have been made. The support given freely by the public to their police departments is not as much as it should be. The police are being taken not only to destroy the moral and physical being of the police structure, but that of the entire civil service system. Also in jeopardy are the promotional opportunities one can rise to within the police system and the traditional high quality of police who enter civil service. All this done at the expense of the citizen, to the person called upon to serve the people of this city, and without a whisper from the taxpayer.

Cite100 Openings

Cite100 Openings For EPA Water Inspector Post

Applications are streaming in for the 10 existing vacancies for water inspectors, situated in the City Environmental Protection Administration. This open-competitive title starts off at $8,500.

Minimum requirements call for three years of plumbing industry experience, at least half within the last seven years, plus "sufficient additional education related to the work of the position and in approved trade or vocational school to make to a total of three years of such experience." Graduation from an approved trade school may be supplemented by one year of work history.

A March 22 deadline has been established, followed by a May 13 tentative test date. Using multiple-choice format, the written exam will encompass areas such as knowledge of plumbing, rating appliances, chemical techniques and other areas.

Palisades Police Chief Is Sought; Closes Mar. 27

March 27 will see the deadline fall for the State promotional post of Chief of Palisades Park police, G-26, for which the position is unmet by municipal employment, eliminating the traditional high quality of police who enter civil service. All this done at the expense of the citizen, to the person called upon to serve the people of this city, and without a whisper from the taxpayer.

Cite Sr. Chemist Slots At $14,000 Pay Level

The City Office of Chief Medical Examiner is seeking applications for open-competitive entrants for senior chemist, toxicological examination. With four vacancies at present, and annual and analytical chemistries in New York City at the current pay rate of $14,000.

Salary is a matter of technique, biochemical or biological chemistry or the like. March 25 is the closing date for applications; on May 23, candi-
dates can expect a technical-level test. Questions will be based on inorganic, organic, physical and analytical chemistry. Study Announcement No. 1533 for full date.

To become acquainted with filling procedures, see page 4.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND

Specifying 11 Metro Area Counties

Where State Cashier Jobs Exist

Some 12 metropolitan area counties are covered in the hiring outlook for the State's open competitive position of motor vehicle cashier. Hiring remains open through April 10.

The basic pay range for motor vehicle cashier, according to the State, stands at $7,000-8,350. The only requirement for application is one year of cashiering experience involving public contact.

Job openings are designated by judicial district, specifically Districts II, IX, X and XI. Broken down by counties, these vacancies are available in Bronx, New York, Kings, Richmond, Dutchess, Ulster, Orange, Rockland, Nassau, Westchester, Suffolk and Queens. The five New York City counties are as follows: As Long Island, Rockland and Westchester locations bring a $1,000 annual differential in pay.

Candidates can look forward to May 13 for a written exam. No one will include a job description, making changes accurately and rapidly, artimetric, estimating and measuring.

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To become acquainted with filling procedures, see page 4.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND

Note Drug Purchase Inspector for Drugs

The New York City Office of the Comptroller has noted three open-competitive slots as purchase inspector, drugs and chemicals. Pay rate varies from $9,500.

Graduation from a registered school of pharmacy is a must for this job. Also, applicants must produce one year in purchasing, manufacturing, inspecting, dispensing or selling drugs and chemicals. Job duties will find the Inspector purchasing drugs and chemicals purchased by the City to determine compliance with accepted standards and contract specifications. Application No. 1186 waives any written exam.

March 22 concludes the application period. Page 4 details the steps to take in filing.
SAVE A WATT!


Robert W. Knox, Judith D. Miz-

Nimrod E. Daley.

fti Dreyfuss.

Renee P. Warshofsky, Robert .

A Ackennan, David Fisch, Clif-

ton M. Hypsher, Yetta Feversteln,

Leach, Ellen M. Wilson, Patricia

Barabara J. Johnson, Clarence C.

cascio, Anne A. Gasiier, Theodore


Geredett, Robert B. Pearlman,

Q

Harry S. Cilverstein, Lee E. Tay-

stein, William R. than M Horwitz, Martin Silber-

Willy L. Legette Jr.

Fleischer, A. Elizabeth Morris,

Miller, Michael B. Wall, Lanie F.

Teresa R. Civello, Clementine

Miller, Michael J. Kaplan, Sylvester

Pancontezur, Margaret B. Barons,

Stuard S. Zirofsky, Ray.

Andrew D. Lewis, Hilda Ricciar-

Ellen G. Schoeter, Gloria A. Lay-

Antis, Peter C. Mastropolo, Car-

M Elspinosa.

Shanahan, Phyllis P. Toms, Jose

Null, Allen A. Pickering, James P

Shanahan, Phyllis P. Toms, Joe

M Dipponio.

111 Morris A. Buegch, Norman

Antis, Peter C. Marqued, Carmel-

L Matia, Charles B. Darcy, Ellen G. Righo, Gloria A. Lay-

John E. Kelly, Mary E. Lee

Robert D. Ackerman, Tila Pale.

Robert R. Koehn, Thomas W.

Siegman, Robert S. Willinger,

141 Zane Gadens, Robert T.

Elloit, Zada B. Berry, Sibery

Groum, Franklin P. Sime, Myrtle

B. Dowland, Marie A. Zacardo,

Robert Kaslik, Susan E. Kynor,

Lucinda C. Eilerh D. Sibain,

Joseph G. Moore, Donald C. Hie-

del, Harvey S. Kamin, Carl L.

Wesselsbaum, James J. McKeiran

Jr. Anbery G. Garcia, Richard

Dichizer, Novella A. Rosey, Aline

B Matti.

116 Howard M. Lebure, James

W Nathanial, Catherine Aruna,

Calvin B. Flato, Carol A. Smith,

Daniel D. Allen, John M. Farrow,

Dorothy S. Gravan, Mary Harrant,

Martin T. Trachtenberg, Peter

Peinoff, Judy A. Kaplan, Esther

D. Kalm, Madeline Linders,

Teresa R. Civello, Clementine

Miller, Michael B. Wall, Leslie F.

Fitcheter, A. Elizabeth Morris,

Willy L. Legette Jr.

181 Eugene A. Levine, Joel

Greenbaum, Arnita R. Brown,

Thomas M. Wofford, Martin Lib-

Neil, William B. Berger, Kath-

erine Kroll, Shirley G. Blender,

Ralph Haft, Frank D. Roma,

Harry S. Clark, Vivian Y. Lee,

Lea K. Roeder, Jessie

Hanabi, George W. Silverman,

Anthony M. Cesare, Sybil

Ginner, Robert B. Pearlman,

Harold A. Dolly, Regina L. Ray.

281 De mêmeurk Burton, Frank

Cacic, Anne A. Gander, Theodore

B. Stiefelester, Clinton H. Lewis,

Barbara J. Johnson, Clarence C.

Leach, Ellen M. Mithun, Patricia

A. O'Brien, John E. Caster, David

L. Weiner. Vito J. Lopez, Marvin

A. Ackerman, David W. Clif-

ton M. Hyster, Yetsa Pavani,

Nessa E. Wadda, Robert J.

Barrett, Thomas M. Spangle,

Nimrod S. Daley.

221 Robert B. Jackson, Gloria

C Thompson, Anthony E. Peres,

W Knox, Judith M. Mit-

Zahl, Peter A. Rosengart, Robert

N. Goodman, Sanora Katz, Harry

Friedman, Ralph J. Fisheh, R. L.

Dolman, Jerryl R. Hite, Ellen N. Hohn-

Gloria Perlman, Theodore Manzi

mattorn, Stuart S. Grant, Jeann

N. Bradley, Stephen M. Chock,

Barry L. Katz, Ellen M. Ward,

Joseph A. Albinetti.

241 George A. Storer, Constant-

quin Quinn, Donald G. Swearing,

Juan F. Blake, Leonard C. Wemer,

Barbara A. Wilson, Casto P. Rod-


d (Continued from Page 4)
Napolitano, Ethel H. Chevleys,

Peter L. Knoll, Bernard Wyen,

Mona P. Snyder, Judith C. Wil-
The State Department of Transportation has indicated six open-competitive titles among the current State open positions due to an April 30 deadline.

The affected posts and their salaries are: highway general maintenance foreman, $32,990; junior traffic officer, $31,975; senior traffic officer, $31,975; construction supervisor, $31,975; and maintenance foreman, $31,975.

Written tests will be held for all these titles on May 13, with the tests covering the appropriate title with its first test set for April 22. Filing instructions are outlined on page 4 of the Leader.

Black Sanitation Meet

March 16 is the date for the next meeting of the Sanitation Department's Negro Benevolent Society, to be conducted at 220-13 Merrick Blvd, in Queens, starting at 8 p.m.

This is another case in point where a fellow accumulates a pile of press clippings by one means or another, but, as on all other matters of an incident, after all is said and done, that's where you find out what police do.

On the firehouse and the firemen, there is a peculiar working relationship which has existed for too many years. The firemen, especially the younger ones, are considered to be the boss's personal loyalists. On the other hand, the lieutenant is given greater authority, and his responsibility is much greater.

Commissioner Murphy claims that the many policemen are transferring over to the Fire Department and almost no policemen transferred over to the Police Department. The explanation is a very simple one: The priority of the firemen is to save the property, while the latter are trying to save the lives of the people involved.

This is something which has been built up over the years, and it represents a solid camaraderie between the two departments on the level where it counts.

Commissioner Murphy claims that police are now in the process of transferring over to the Fire Department, and almost no policemen transferred over to the Police Department. The explanation is a very simple one: The priority of the firemen is to save the property, while the latter are trying to save the lives of the people involved.

He also should be aware that one of the biggest prices he has to pay for being a lawman is that he is forever denied access to the true feeling of the man on the beat. After all is said and done, that's where you find out what police do.

In the Fire Department, the attitude is quite different. Firemen are protective of their Intelligence, and willing to cooperate with reasonable discipline. There must be something more involved than a simple denial to be perceived. They are treated like good citizens, not like dirty dirty mean little ones who cannot be trusted and must therefore be constantly spied upon. All Murphy is trying to do is check into the morale of the Brotherhood, and its attitude towards the Fire Department, which is pretty much like the Fire Department in many ways. He is looking into the possibility of 4-tier Title Huts. The affected posts and their salaries are: highway general maintenance foreman, $32,990; junior traffic officer, $31,975; senior traffic officer, $31,975; construction supervisor, $31,975; and maintenance foreman, $31,975.

Why has Murphy taken the time to look into the history of past Police Commissioners? He would have to be a fool if he didn't. But most men have no idea, and became the darling of the man on the beat.

The obviously hysterical statement of a certain former commissioner is that he is forever and ever going to be known as a fellow who loved the limelight and became the darling of the man on the beat. If Murphy feeds badly about him, his salary is $11,471; transport analyst, $9,167; junior artist-designer, $6,518; motor vehicle inspector, $9,167; senior administrative assistant, $11,471; senior mathematician, $11,471; transportation analyst, $9,167.

This is one case of a fellow who managed to scale the peak of power, and whether he treated his colleagues with trite, petty, needless harassment, or another way, he got to believe in himself.

It may be possible that he can ever get to know the lessons he learned, and become a person of the past Police Commissioners, he has driven thousands of police men from his office.

This is another case in point where a fellow accumulates a pile of press clippings by one means or another, but, as on all other matters of an incident, after all is said and done, that's where you find out what police do.
CSEA's John A. Conobuy, standing, fields a question. Seated, from left, are James Conobuy, CSEA Buffalo field representative; Theodore C. Wenzl, CSEA statewide president; James Welch, State Police HQ chapter president and Executive Department delegate on CSEA's Board of Directors; John Deyo, CSEA field representative from Middletown; Thomas Christy, CSEA Buffalo field representative; Trooper Robert Bramhall, and Jane Pound.

Flaumenbaum Gives Support To Bills For Handicapped

(Flaumenbaum support rep.)

SYRACUSE-Kicking off its campaign to win representation rights for more than 3,000 members of the State Police, the Civil Service Employees Assn. last week conducted a meeting in this central New York city of more than two dozen representatives from each of the nine State Police troop areas across the State.

CSEA plans to challenge the State Police-Police Benevolent Assn. for the right to represent troopers, sergeants and members of the Bureau of Criminal Investigation who make up the main bargaining unit in the Division of State Police.

As a first step, the employee representatives appointed a nine-member steering committee consisting exclusively of members within the bargaining unit, which will coordinate the election campaign and work with the various CSEA staff and officials involved. A CSEA spokesman said there is a possibility that the steering committee would be expanded. He also noted that subclasses of troopers, BCT and sergeants would be formed in each troop.

James Welch of the State Police Laboratory and representative of Executive Department employees on CSEA's Board of Directors, opened the meeting and introduced CSEA president Theodore C. Wenzl, who told the representatives that his union "has a deep and abiding interest in the welfare of the State Police and couldn't be more serious about wanting to represent them in negotiations and all other aspects of labor-management activities."

Wenzl said that "contrary to misinformed statements by our competitors in recent years, CSEA considers the members of the State Police as a separate and important entity and would represent them on that basis. We have the resources to provide best representation on that basis, and we want a chance to prove ourselves," he declared.

"The most important thing," he pointed out, "is that the troopers, BCT and sergeants will decide their own problems with their own help on a troop and state-wide level. The committees and negotiating teams will be made up of our own people and we want a chance to prove ourselves," he declared.

Wenzl also revealed that contract talks between the unit and the Board of Education have started. The pact between the school district and the non-teaching CSEA group expires June 30.

A seven-member committee headed by Fuller and aided by Robert Milking, CSEA field representative, is conducting the negotiations.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND

ATTICA, N.Y. 14011

PAST PRESIDENT — At a party in his honor, Anthony Canora, president for seven years of the Poughkeepsie City School District non-teaching unit of the Civil Service Employees Assn., is presented a gift by his successor John Farnell, Canora, who retired in January, helped form the local CSEA unit in 1956. He was a carpenter for 35 years' experience, the last 25 years with the school district.

West Seneca Unit Sets Scholarship

WENZL — The West Seneca Central School Unit of the Civil Service Employees Assn. has established a $100 college scholarship for members' children and hopes to add other scholarships in future years.

Richard Fuller, president of the 400-man unit in suburban Buffalo, said he feels the unit will establish "three or four more scholarships in the future."

He also revealed that contract talks between the unit and the Board of Education have started. The pact between the school district and the non-teaching CSEA group expires June 30.

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Support the Attica Family Memorial Fund

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State Police representatives debate one of the many details involved in the upcoming representation challenge by the Civil Service Employees Assn. for the New York State Police Troopers, Sergeants and BCT. Standing in Trooper William Schenck's, seated, from left, are Elaine Carnoli, Nellie Bes Grosseilliers, Z/Sgt. Al Whaley and Trooper Pete Roughhead.

CSEA Begins Drive To Represent Troopers In State

(Mineola) — Nassau Civil Service Employees Assn. president Irving Flaumenbaum last week called for approval of a package of bills sponsored by Assemblyman Martin Ginsberg (R-Plainview) to outlaw discrimination against the medically handicapped.

Flaumenbaum notified Assemblyman Frank Walker, chairman of the Assembly Committee on Governmental Operations, that assembly bills A. 5823, to outlaw discrimination against the handicapped in public accommodations; A. 9760, to outlaw discrimination in employment, and A. 9867, to prohibit employers from asking a job applicant if he had ever had epilepsy.

Flaumenbaum said civil service has been relatively free from thoughtless discrimination, and has provided many handicapped persons the opportunity to prove their abilities. However, he noted that civil service job applications have always included the question whether the position in which the individual can provide the necessary services to the public is irrelevant to the job.

Elwin To Correction

Edwin W. Elwin, deputy chief probation officer for the 2nd Judicial District (Kings and Richmond counties), has been appointed deputy commissioner of program services for the State Department of Correctional Services at an annual salary of $32,000, according to Commissioner Russell C. Oswald.

West Seneca Unit Sets Scholarship

WENZL — The West Seneca Central School Unit of the Civil Service Employees Assn. has established a $100 college scholarship for members' children and hopes to add other scholarships in future years.

Richard Fuller, president of the 400-man unit in suburban Buffalo, said he feels the unit will establish "three or four more scholarships in the future."

He also revealed that contract talks between the unit and the Board of Education have started. The pact between the school district and the non-teaching CSEA group expires June 30.

A seven-member committee headed by Fuller and aided by Robert Milking, CSEA field representative, is conducting the negotiations.

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**Awards: 6 Nominees**

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**Eligibles On State and County Lists**

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**ALBANY—A bill which specifically defines the practice of nursing has passed both houses of the State Legislature and gone to Governor Rockefeller for his signature.**

The Civil Service Employees' Assn. has written the Governor urging him to sign the measure into law.

A controversial nursing definition bill, passed by the Legislature last year, was vetoed by Rockefeller who enumerated several deficiencies and ambiguities in the legislation. The new bill corrects and clarifies the sections the Governor took issue with in last year's bill.

Most important, the new bill specifically defines "diagnosing" in the context of nursing practice, and clears up the meanings of such words as "treating" and "human responses" as they apply to the nursing profession. The definitions cover both registered and licensed practical nurses.

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**Nursing Duty Bill is Passed**

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**Albany, N.Y.**
Erie School Units Hold Seminar

Dolan, Jaros, Milling Are Guest Speakers As Semi-Annual Function

The semi-annual School Groups Seminar sponsored by the Civil Service Employees Assn. Erie chapter school groups and their president, Sam Mogavero, was attended by more than 90 persons representing almost all the major school districts in Erie County.

The event, preceded by a prime rib buffet, was designed to focus on three major topics and the formal introduction of Erie chapter CSEA Action-Grams and the CSEA Central Committee forms.

Guest speakers included Joseph Dolan, CSEA director of local government affairs, who spoke on the past, present and future of school units within the CSEA structure; Ronald Jaros, associate regional attorney for Erie chapter, and Robert Milling, Erie chapter field representative, who introduced the new Action-Grams and Central Committee forms.

Jaros spoke on the need for greater understanding between the CSEA members, field representatives and attorneys in handling members' problems under the CSEA Legal Assistance Program.

Other guests at the affair included: George Clark, president of Erie chapter; Robert Dobstaff, president of the West Seneca Highway unit and a member of the Erie chapter executive board; Harold Dobstaff, delegate of the school groups to Erie chapter and also a member of the Erie chapter executive board, and Eli Schoenhardt, vice-president of the school groups.

Participants in the seminar included officers from the following school units in Erie chapter: North Collins, Lakeshore, Eden, Cleveland Hills, Cheektowaga, Lancaster, Clarence, Depew, West Seneca, Iroquois, Williamsville and Hamburg. Several school units could not attend, among them Lackawanna, Maryvale and Sloane.