Training And Promotion Opportunities Stressed in Ward Service Ladder

ALBANY—The State Department of Health recently reported to the Division of Classification and Compensation, Department of Civil Service, details on a subprofessional Ward Service Career Ladder developed jointly by the Department and the Civil Service Employees Assn., departmental career ladder committee, according to a spokesman for CSEA.

The proposed career ladder reflects the adoption of the Mental Hygiene Patient Care Career Ladder to the needs and situations of the Health Department. It has also been designed to complement the Therapy Career Ladder which also has been fully implemented in the Department of Mental Hygiene.

The Department of Health and the CSEA career ladder committee have proposed some modifications of the Therapy Career Ladder, so at least the lower levels of that career ladder can be reached by Health Department employees.

The proposed levels for the Ward Service Career Ladder will also " dovetail" with those proposed in the Nursing Career Ladder now under consideration by the State and the CSEA Nursing Career Ladder committee.

Parallels

The proposed Ward Service Career Ladder includes three levels of the Mental Hygiene Patient Care Career Ladder. The levels have been modified in respect to duties and requirements referring to the kind of care provided in the Health Department Institutions, the CSEA spokesman said. The entrance level will remain at Grade 4, hospital attendant, non-competitive. This parallels the Mental Hygiene ward aide, Grade 4.

The first promotional level, hospital attendant H, parallels the first promotional level of the

CSEA Demonstrates The Fine Job It Did, Too, On Higher State Grades

ALBANY—The Civil Service Employees Assn., in order to show successful wage advances for the State employee from 1969 to the present, last week published in the Civil Service Leader a computation showing percentage of increase for grade 3 through grade 27.

This year, as a continuation of the present situation, CSEA has released a history of salary increases for State employees in grade 3 through grade 37. Employees who were at the second year rate as of April 1, 1969, would have received the indicated percentage of increase by April 1, 1972.

(Continued on Page 9)

CSEA Scores On Free Housing Issue: Aides Will Be Reimbursed

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. has announced an important victory against the State Office of Employee Relations which will result in a "return to status quo" for hundreds of employees who have enjoyed rent-free housing facilities in various state agencies ranging from the Department of Transportation to the Division for Youth, as the result of a decision rendered on a four-stage grievance originating in the Office of Parks and Recreation.

Routa Colby, chairman of the CSEA labor-management committee for Parks and Recreation, who has long been supplied back-up statistics and language for the grievance, stated that "the action was a change of the State's housing policy, allowing for employees who are required to live on state property to pay minimal charges on facilities which had previously been supplied free of charge.

Pledges Fight

Wenzl Warns NYC On Merit Attack

ALBANY—The Civil Service Employees Assn. has served notice on New York City's Administration that any attempt to "emasculate" the Civil Service system will meet with the steepest possible opposition from this giant public employee union.

The bristling CSEA stand was directed to the City's recent manufacture of a request to the State of New York, said to have forbidden the carriage of pistols on city property.

Said CSEA president Theodore C. Wenzl, "If this report really says what it appears to at first glance, our organization and Mayor Lindsay are unquestionably on a collision course. The same ominous factors that prompted the creation of the Civil Service Merit System years ago are ever just as much with us today, in fact, anybody who (Continued on Page 14)

Bulletin

At Leader press time, it was learned that up to 100 Nassau chapter members have been picketing the Long Beach City Hall as a result of a contract negotiation deadlock. See Page 14 for full details.

Don't Repeat This!

Speculation On A Fusion Mayor

The ashes of the Presidential election have not yet cooled, but maneuvers are already under way for the New York City Mayoral election next year. The importance of the City from a political and governmental point of view is so pervasive that the heat generated by the maneuvers will result in a "return to status quo" for hundreds of employees who have enjoyed rent-free housing facilities in various state agencies ranging from the Department of Transportation to the Division for Youth, as the result of a decision rendered on a four-stage grievance originating in the Office of Parks and Recreation.

CSEA claimed that "before the recent settlements and deductions from the affected employees" (Continued on Page 3)

Rule State To Show Cause On Pistol Lawsuit

Supreme Court Judge Edward McCaffrey last week ordered the State to show cause why narcotic parole officers should not be permitted to carry pistols in the performance of their duties.

The law Article 78 proceeding against the Narcotic Addiction Control Commission, the Civil Service Employees Assn. and individual parole officer petitioner alleged that the Commission had arbitrarily refused to furnish them with necessary permits to permit them to carry pistols while on duty.

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DONGAN GUILD BREAKFAST — The Dongan Guild, composed of Catholic men and women in State service, held its annual breakfast recently, and once again Lieut. Gov. Malcolm Wilson, second from right, was toastmaster. Also attending were, from left, Thomas Kishelney, Guild vice-president; Attorney General Louis Leftkowitz, Catherine C. Haffie, president of the Guild, and Comptroller Arthur Levitt. The Guild devotes its efforts to religious and charitable works.

JSEA To Hold Chanukah Party

The Jewish State Employees Assn. of New York, headed by Sylvia Miller, will hold its Sunday, Dec. 3 from noon to 3 party at Ratner's Restaurant, 100 Manhattan.

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Set Promotional State Exams In Engineer Titles

Seven promotional exams in the engineering field have been announced by the New York State Department of Civil Serv. Application deadlines are Dec. 11 for the Jan. 13 written exams. Application deadlines are Dec. 11 for the Jan. 13 written exams. Only State employees may apply. Interdepartmental exams are open for engineering technician (No. 25-037), senior engineering technician (No. 25-038), principal engineering technician (No. 25-039), senior civil engineer (No. 25-041), and assistant civil engineer (No. 25-040). Also, promotion to senior civil engineer (structures) (No. 25-043) and assistant civil engineer (structures) (No. 25-044) are open to employees of the Dept. of Transportation only.

Qualifications and more information are available from your personnel offices, or from the New York State Dept. of Civil Service at the addresses listed on page 11 of this issue.

Att: All CSEA Members

Every Vote Counts

Help CSEA Win A Clear Mandate In Negotiations For Your Pay Raise By Exercising Your Vote In The Representation Election This Month

C.S.E.&R.A.

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

WINTER PROGRAM

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At the deluxe HOTEL ANTILLAS/ BARBADOS
K-4209 Leaving Feb. 17 Returning Feb. 24
Price $279.00
Included: Air transportation, Continental Breakfast and Dinner Daily.

CARNABY 6 Nights
At the superb BBC HOTEL LAS MAJARES
K-4410 Leaving Feb. 18 Returning Feb. 25
Price $219.00
Included: Air transportation, Continental Breakfast and Dinner Daily.

HAWAII & OUTER ISLANDS 13 Nights: From Rochester or New York
K-4406 In-Transit - Maui-Kona and Maui
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Price $499.00
Included: Air transportation, Taxes and gratuities Daily.

CARNIVAL IN TRINIDAD 5 Nights
At the Deluxe TRINIDAD HOTEL
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LONDON or PARIS 7 Nights
At the first-class CENTRAL PARK HOTEL in London
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Included: Air transportation, Taxes and gratuities Daily.

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COURT REPORTING
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FREE PLACEMENT ADVISEMENT
CO-ED.
Bargain,” PERB Orders School Bd. in Levittown

ALBANY—The State Public Employment Relations Board has ordered Union Free School District No. 5, Levittown, Nassau County, to negotiate with the Civil Service Employees Assn. over terms and conditions of employment of non-professional employees. CSEA had alleged in an improper practice charge filed with PERB that the school district had refused to negotiate in good faith. The school district claimed that austerity budget restrictions precluded its granting most of the CSEA demands and that it therefore feared to accede to demands that would be substantially favorable to the employees. The demands were for salary increases and improvements and fringe benefits.

The State PERB said it peremptorily ordered the district to negotiate pursuant to Education Law 2062, which restricts the expenditures of a school district operating under an austerity budget, and 1201 (Taylor Law), which obligates public employees to negotiate with and enter into written agreements with employee organizations concerning terms and conditions of employment.

Accordine to PERB, the language of the Education Law that permits a school board to refuse to negotiate for “ordinary continuing expenses” is sufficient to permit a school board to refuse to negotiate that compensation of its employees pursuant to a negotiated agreement.

Metro Armories Meet

Metropolitan Armories chapter of the Civil Service Employees Assn. will meet Dec. 6 in the Seventh Regiment Armory, according to chapter president A. Knight.

More Improvements Seen In Food Service Career Ladder By CSEA Comm.

ALBANY—The food service career ladder committee of the Civil Service Employees Assn. continues to meet to elicit details of the food service career ladder they developed during the past several months.

Robert Guild, CSEA collective negotiating specialist, who has been working closely with the committee stated, “This committee is working not just for short-range goals, but for long-range accomplishments which will make this developmental process into a real career ladder. It will be rewarding in both the personal and financial areas.”

The CSEA food service career ladder, as it now stands, is as follows: Food Service Aide, Grade 1; Apprentice Cook, Grade 2; Assistant Dining Room Manager, Grade 7; Head Dining Room Manager, Grade 10; Assistant Butler, Grade 9; Dining Room Manager, Grade 11; Food Service Supervisor, Grade 14; Senior Food Service Supervisor, Grade 15.

Members of the CSEA food service career ladder committee and CSEA staff who took part in the planning session are Cindy Chiodano, CSEA research assistant; Dorothy Tiner, Letchworth Village State School; Louis Steff, CSEA research assistant; Robert Guild, CSEA collective negotiating specialist; Stanley Costanzo, Willbrook Boys State School; William Knoble, Mattawoman State Hospital; Harry Leibholz, Ulitsa State Hospital; John MacArthur, Thruway Hospital; Bryan Littlefield, Buffalo State Hospital; Edward Cygan, Oswego State Hospital; Carmen Candela, Pilgrim State Hospital, and Zenaida Jackson, West Bendin School.

Royals Returns Home

Amos Royals reports that he expects to be released from the hospital this week, and that he is looking forward to resuming his duties as president of the Ward’s Island Psychiatric Hospital chapter of the Civil Service Employees Assn. Cleo Ransom has been serving the chapter as president during Royal’s convalescence.

Eleanor Percy, right, president of Jefferson chapter, and Donna Polkar, chairman of the chapter’s employee education committee, welcome CSEA second vice-president A. Victor Costa to seminar on "Restructuring the CSEA.”

Costa Holds First Restructuring Seminar For Jefferson Chapter

THRUWAY UNIT I PACT SIGNED

The Civil Service Employes Assn. and the State Office of Employment Relations have reached an agreement to extend the conditions of Article 11.2 of the Institutional Unit Contract. Employees originally had until Oct. 1 to reduce vacation and holiday accrual to the "maximum." The new date is Jan. 1. The new agreement, which was approved by the executive board on Apr. 1, 1972, may be liquidated at the pleasure of the employee and is not so far-reaching in so short a time.

Agree To Extend Accrual Deadline Till End of Nov.

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(Not responsible for typographical error.)
The City Fire Department plans to make one promotion on Nov. 25 to battalion chief. To be promoted is James O. Patterson, number 87 on the battalion chief eligible list. The appointment will become effective Nov. 25.

As a captain, Patterson was formerly the uniformed head of the Fire Department's Model Cities program.

The City Department of Social Services has announced that it has 400 vacancies for income maintenance clerks, with a salary of $5,200. Names will be entered on the certified list established July 30, 1972, which resulted from an open competitive exam.

The Fire Department's order to disband six fire companies and relocate seven has come under serious challenge, as the Uniformed Firefighters Assn. last week obtained a show-cause order in Manhattan Federal Court on a suit demanding an injunction against implementation of the plan.

The order, signed by Judge Charles E. Stewart, is returnable for a hearing on Nov. 21, the day before the scheduled disbanding and relocation would begin.

The suit charges that the City is in violation of the due process and equal protection provisions of the Fourteenth Amendment to the United States Constitution.

The Fire Department's action would seriously weaken firefighting resources in the 13 areas and thus endanger lives, the UFA contends. The Fire Department says the shifts will improve distribution of fire protection and that the discontinuance of companies is made possible by a reassessment of area needs.

UFA president, fireman Michael Maye, charged in an affidavit that the city is only trying to save money, and that "any measurement of dollars against lives must necessarily be resolved in favor of lives."

Joining in the suit is Edward O'Hara and Dunn is handling the case for the UFA, has also joined personally in the suit.

The suit charges that fire protection "to the blacks and Hispanics living in poor, ghetto communities is considerably inferior to that provided in the more affluent communities in the City and is substantially below what I would consider to be the minimal level of necessary and essential protection of life, safety of a person, and property."

Attorney Robert A. Kennedy, whose law firm of Doran, Collins, O'Hara and Dunn is handling the case for the UFA, has also joined personally in the suit.

`TA Car Maintainer "E" Lists Extended'

The City Civil Service Commission voted last week to extend the eligible lists for car maintainer, group E. Transit Authority, groups 1 through 6, for one year past their scheduled expiration date. These lists resulted from open competitive examinations number 0130.

### CSEA BASIC ACCIDENT AND SICKNESS PLAN

**Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN**

**There have been changes!**

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

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Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

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Employee Item No.

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

If the Merit System weren't under attack from enough outsiders, a private study prepared for the New York City Personnel Dept. adds little short of proposing abolition of the Merit System altogether.

The crucial argument put forth is that civil service examinations for open competitive jobs and promotions do not bring the best people into the jobs for which they are best suited. Here is a typical example of saving the bath these exam writers, instead of the Merit System, be tossed out.

The court should order that this stupid memorandum be canceled forthwith.

Employer's Duty To Bargain

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

The court doesn't give a clue to what constitutes neat appearance.

The extent to which City personnel will be influenced by the legislative deliberations is also indicated by the fact that a number of legislative candidates for Mayor and other high city office—Senator John Marchi, of Staten Island, and Mayor John Lindsay in the Republican Party primary in 1968, and has thus far kept their distance from the fusion movement, presumably because the organization here is typically fragmented.

... (Continued on Page 10)

Arresting Growth

NICHOLAS L. Chiarkas, vice-president of the Patrolmen's Benevolent Assn., believes his fellow patrolmen have begun bungling the arrest of people who have committed extreme acts of provocation.

One of the better-known exam writers recently tossed out to be badgered about arresting the length of their hair, sideburns, moustaches or beards and he has rightly gone to court about the whole thing.

When the PERB is battling a affidavits, it is a departmental memorandum that orders personnel to conform to standards of appearance or face disciplinary action, such as being transferred, a bad mark on a police officer's record. Command officers are particularly susceptible to such threats if they use their powers to harass towards this issue, they're going to be in the bag, too. However, the memo doesn't give a clue to what constitutes neat appearance.

When a citizen accepts a police uniform and puts on the badge, he also puts his life on the line. Furthermore, he gets enough badgering from criminal or near-criminal elements in the community without getting any more from thick-headed bureaucrats.

The court should order that this stupid memorandum be canceled forthwith.

Q: I am 64 and was totally dependent upon my wife until she died a few weeks ago. Can I receive monthly survivors benefit? A: Yes — if she has earned enough social security credit. Call or visit any social security office as soon as possible for more details on how to apply.

Q: I recently heard something about monthly social security payments for adults who have been severely disabled since childhood. I'm 25, but I was severely hurt in a car accident when I was 16 and I'm not able to work for my father in getting in to retire this year and get social security payments, will I be eligible for them too? A: You may be. Severely disabled adults who were disabled before 198 are eligible for monthly social security payments if a parent insured under social security retires, dies, or becomes severely disabled. Your father should ask about social security payments for you when he applies for his retirement benefits.

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... (Continued on Page 10)
The 1973 Volkswagen is still $1999.*

While you can see the new 1973 Beetle is still at a nice low price, you really can't begin to see the value until you know what you're getting for your money.

A warranty, for instance, that's twice what you get with any other small car: 24 months or 24,000 miles.

But then, we wouldn't be offering it if it weren't for our incredibly finishy factory inspection, over 1100 inspectors poring over more than 5,000 parts. It sounds compulsive, but it's the best way to reach perfection.

Consider also our legendary resale value. When you compare it with other cars after three years, it makes the $1999 sound absolutely amazing.

Everything adding up to one important point: there's a difference between being cheap, and being a bargain.

Few things in life work as well as a Volkswagen.

BARRY LEE COYNE
Student at Hunter School of Social Work

A bargain is a bargain.
Group Life Insurance Benefits Continued

During the last few years, under the CSEA Group Life Insurance Plan, the amount of insurance issued to each member has been increased by 10 percent without any additional increase in premium cost to the member. This additional benefit has now been guaranteed for another year, ending on Nov. 1, 1972.

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

Buffalo College Chap. Returns Favor, Gets Job Back For Maintenance Man

FROM LEADER CORRESPONDENT

BUFFALO—A hearing officer has ordered reinstated a State University College at Buffalo maintenance man whose superiors thought they were doing a favor by firing him. The man, Robert J. Breen, was terminated three days after his foreman had given him his second satisfactory work rating.

The hearing officer, Steven Gittler, ruled that the dismissal was "arbitrary and capricious" and ordered that Breen be given back wages and other benefits for the period of the grievance from Sept. 14 to Nov. 1, his re-instatement.

Breen was appointed a probationary employee of the college May 18, 1972, and received the required work rating at the 7th and 11th weeks. When he was given his termination notice, his case was argued by the BSUC chapter of the Civil Service Employees Assn., Barbara Champion, president, and Robert Broder, vice-president.

Gittler was obviously impressed by the interest shown by the BSUC chapter in Breen's case and the finding by the Merit System Board that Breen was guilty of negotiating in bad faith.

In fact, Gittler said, "no mention was made in the single sentence memorandum of termination that the grievant's work was unsatisfactory."

BSUC officials also denied Breen a hearing at Step 1 in the procedure and Gittler found the denial "repugnant to the notions of due process and fundamental fairness as well as contrary to the explicit provision of a right to interview with the appointing authority or his representatives."

In rejecting a grievance pertaining to the case, Gittler dismissed a grievance charging that Breen was suspended out-of-title work when, as a maintenance man (carpenter), he was told to work as a maintenance man (mason plasterer).

But, Gittler added, Breen never refused to work as a mason plasterer.

Weisz Vows Stand Against Return To Spoils System By Correctional Services

NEW YORK—"No compromise on the principle of fair and equal opportunity. We stand against "boulterwarsim" paternalism and obvious attempts to return to the spoils system by the Department of Correctional Services."

This was the statement that Jack Weisz, president of the Civil Service Employees Assn.'s Metropolitan Conference, made while commenting on the recent unfair labor practice charge and metropolitan conference, made while

Committee members for the Metropolitan Conference's 25th anniversary celebration last month at the Glen Chateau in Brooklyn were, from left, Philip Weisz, chairman Samuel Emanuel, Cleo Putra Ransom, Michael Stern and Mary Warner.

Weisz also chairman of the CSEA Correctional Services departmental negotiating team, filed the charge under Section 209 of the Civil Service Law on the basis that the Department has "failed to negotiate in good faith."

Failure To Negotiate

The team had been meeting with Correctional Services management on departmental negotiations as spelled out in CSEA's 1972 contract with the State. The change is based on the department's failure to negotiate a transfer procedure and seniority clause for non-uniformed personnel.

According to Weisz, CSEA has subsequently filed grievances charging that "they are not only guilty of negotiating in bad faith, but have deliberately attempted to evade and abuse the civil service merit system by using the ploy of reclassification to promote individuals rather than utilizing existing civil service lists."

The abuses allegedly concern individuals on the supervising parole officer list. Weisz claims that the department is bypassing these individuals. Thomas J. Linden, collective bargaining specialist for CSEA, was in agreement with Weisz, stating that "this was the most deliberate and flagrant example of bad faith negotiating" he had ever seen.

Linden also said, "this is typical of Correctional management. They ignore the very basic of the Merit System when it suits them and use it to their advantage when it is expedient." Linden felt CSEA would go to the Supreme Court if necessary on (Continued on Page 14)

To Family Court

ALBANY — The Governor has named Carmelo C. Testa, of Farmingdale, a Judge of the Nassau County Family Court for a term ending Dec. 31, 1973, to fill a vacancy caused by the death of Judge Edward J. Poblocki.

Mental Hygiene Employees Assn. took a table at Metropolitan's annual dinner-dance for first time. Seated, from left, are Edna Purocco and Irene Hills of Willowbrook; Mr. and Mrs. Richard Snyder of Wassaic; standing, Janet Vesty and and Theodore Brooks of Syracuse School; Mr. and Mrs. Nicholas Puziiferri of Rockland, and Rebella Eufemio of Rockland Children's.

Metro Conf Celebrates Silver Anniversary

Civil Service Employees Assn. Metropolitan New York Conference president Jack Weisz, left, presents plaque of appreciation for six years' service to his predecessor to Randolph J. Jacobs, whose three terms as Metropolitan Conference leader set a record.

Outgoing secretary Edna Purocco and second vice-president Philip Weisz were also recognized for their services and presented plaques. Statewide CSEA president Theodore C. Weisz oversees the proceedings.

An Open Letter To My Fellow Employees:

I have been a State employee for many years. As I look back I cannot help thinking that it would be better off we are today, thanks to CSEA.

Maybe you don't remember, but I do, when they paid out what we call "starvation wages." We often kid about those old salaries, but really it was nothing to kid about. Today we have CSEA to thank for a $6,000 minimum and for narrowing the wide gap between salaries in State service and those in private industry.

Take social security, for example. What a battle we had. Do you know that we are the only state employees in the nation who are told to get social security benefits without a reduction in retirement benefits? That's a fact!

I also remember when state pensions didn't buy beans. Today we have one of the best in the country! CSEA got us a darn good life insurance policy, health and dental insurance, sickness and accident coverage, and many others. You just can't dismiss all of this with a wave of the hand.

And even though I argue and squirm with CSEA Headquarters, I have to admit that we have come a long way in the development of a staff to serve our needs. The onehorse shay has become a modern, well-organized, competent unit.

But, above all, CSEA is a truly democratic labor union—responsive to the will of the members. Why? Because so many of us serve in key positions—without pay!—members — untold hours of devoted service.  No one can kid us about problems — because so many of us serve in key positions — without pay! — members — untold hours of devoted service. No one can kid us about problems — because so many of us serve in key positions — without pay! — members — untold hours of devoted service.

And much more, and much more, and much more. But, above all, CSEA is a truly democratic labor union—responsive to the will of the members. Why? Because so many of us serve in key positions — without pay! — members — untold hours of devoted service. No one can kid us about problems — because so many of us serve in key positions — without pay! — members — untold hours of devoted service.

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And much more, and much more, and much more.
Political Action Succeeds As 74 Percent Win Office With CSEA Endorsement

By MARVIN BAXLEY

In an election year that may be most memorable because of the percentages, perhaps the success of the Civil Service Employees Assn.'s initial foray into political action can best be indicated by use of the decimal point.

Jonas rolled up a spectacular 61 percent nationwide to guarantee his re-election as President, CSEA did even better in its endorsement campaigns.

For the State Senate, 29 out of 36 CSEA-endorsed candidates won election. This, in terms of percentage, is 74.1 on the winning side. This record is topped, however, by the 74.6 percent who won re-election or were elected for the Assembly, where 30 out of 37 endorsed candidates were victorious.

(Continued from Page 1)

ENDORSED — Néphiña Martinez, left, president of Hoch Psychiatric chapter of the Civil Service Employees Assn., joins in a three-way handshake with Caesar Trounc, CSEA-endorsed winner of a seat in the State Senate from the 3rd SD, and Alfred O'Carlin, civil service employee at Hoch and Republican committee man from the 4th District.

Back to top

Saratoga Saratoga Lake — Emma Durr of Saratoga Lake, a longtime member of the Civil Service Employees Assn., joined the group of candidates running for the Assembly and the Senate. The CSEA candidate list for the 23rd Assembly District includes 10 candidates, with five Democrats, four Republicans, and one independent.

Veteran EMMA DURR

Emma Durr, 83, was born in the small town of Saratoga Lake in 1910, the daughter of John and Mary Durr. She attended local schools and graduated from Saratoga Lake High School in 1928. After high school, she went on to complete her education at the University of Vermont, where she received her bachelor's degree in education in 1932.

She began her career as a school teacher and later became a school superintendent. In 1959, she became the first woman to be appointed as a school superintendent in Saratoga County, New York. She served in this position until her retirement in 1979.

Durr was an active member of the Civil Service Employees Assn. and was instrumental in the development of the union in Saratoga County. She was a strong advocate for the rights of public employees and worked tirelessly to improve working conditions and benefits for her colleagues.

During her time as a school superintendent, Durr was known for her leadership and dedication to education. She was a strong advocate for the development of the Saratoga Lake School District and was instrumental in the construction of several new schools in the area.

In addition to her work in education, Durr was also involved in various community organizations and was a strong advocate for women's rights. She was a charter member of the National Association of School Superintendents and served as the organization's president in 1949-50.

Emma Durr passed away in 1989, leaving behind a legacy of dedication to education and the betterment of public services in Saratoga County. Her contributions to the community continue to be remembered and honored through the Saratoga Lake School District and the Emma Durr Scholarship Fund, which provides scholarships to students in her memory.
HELP FOR FLOOD VICTIMS — Industrial Commissioner Louis L. Levine, head of the New York State Labor Department, accepts check from Maryanne Gardiner, co-ordinator of the agency's Flood Disaster Relief Fund, as Executive Deputy Industrial Commissioner Gerald E. Dunn looks on. Department employees donated more than $6,000 to help fellow workers who were victims of the disastrous flood which struck the southern tier of the State in late June. Forty-one employees will receive aid, allocations to be made according to their loss.

CIVIL SERVICE LEADER, Tuesday, November 21, 1972

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3. RCA 18 inch portable color TV, walnut Retall price: $359.00 BBS price: $266.00
4. STRAUSLENGLE electric reclining chair. In. wing or chair, reconditioned and warranted for 72 hour delivery BBS price: $108.00
5. PANASONIC AM/FM stereo radio with phonograph. BBS price: $124.95
6. HAMMOND organ, Model V-322. Retail price: $945.00 BBS price: $560.00
7. SONY AM/FM 40 watt receiver, SBR-300 automatic turntable with base and dust cover, 1.50" diamond needle, FISHMAN XP-44 speaker system. BBS price: $249.00

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Two specialized talents, those of shorthand reporter and electronic equipment repairer, are needed at the U.S. Military Academy at West Point for the 1973 school year. Duties of the shorthand reporter include recording pre-trial investigations, preparation of motions, briefs, etc., and the ability to record high-speed verbatim. Applicants must have had at least five years of progressively responsible experience as a court or hearing reporter, and will be required to pass a proficiency test in shorthand and a dictation test at 175 words per minute. Availability to work evenings is also considered. Salary: $10,013.

The electronic equipment repairer tests, calibrates, troubleshoots and repairs a variety of equipment, including audio and radio frequency oscillators and signal generators, frequency meters, and telegraph transmitters. The specific nature of the tasks performed will depend on the knowledge and experience of the applicant. Applicants will be rated according to ability, knowledge, and experience and will be required to pass a proficiency test in shorthand and a dictation test at 175 words per minute. Salary: $10,013.

Additional details may be obtained by calling the Civilian Personnel Division at West Point: (212) 928-2115.

Name 11 Provisional Deputies At State Correctional Sites

ALBANY — State Correction Commissioner Russell G. Cawdell is expanding the executive staff of correctional facilities across the State by naming two new positions—deputy superintendent for administration, and deputy superintendent for recreation—at each of the State's eleven correctional institutions.

The new positions will pay $11,000.

Selected in the first group of deputy superintendents for administration—all provisional appointments pending an examination for the job late this fall —were the following:

Attica, George Korn; Auburn, Abraham Taylor; Clinton, Gordon H. Devo; Cranston, Michael P.; Dannemora, Robert Snow; Adirondack, Jared M. Kaysor.

The list of provisionals for the new post of deputy superintendent, program, will be announced shortly.

Don't Repeat This!

(Continued from Page 4)

Administration.

Last week City Councilman Robert D. Cavanaugh became the first candidate to announce he, too, is available for the job.

With so many candidates in the race, some Democrats agree with Republicans on a fusion ticket. Whoever is the chosen candidate will find himself embroiled in a bitter Democratic primary, with a prospective of a further run-off. If the winner of the primary fails to get 40 percent of the total vote cast, the law providing for a run-off primary was enacted last year, but if the fusion movement makes headway, repeal of the law may become a matter of early business for the State Legislature.

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(Continued from Page 4)

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Eligibles on State and County Lists

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:10 a.m. to 5:30 p.m.

- Those requesting applications by mail must include a stamped, self-addressed envelope, to be received at the Department at least five days before the deadline. Announcements are available only during the filing period.
- By subway, applicants can reach the filing office via the IND (Chamberlin St.), BMT City Hall, Lexington Ave. (Broadway Bridge). For advance information on titles, call 568-5760.
- Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Courant St., Brooklyn 11201, phone: 652-6000; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.
- The Board of Higher Education advises teaching staff applicants to contact the City University of New York (Annex 9), which handles State, City, and University job openings.
- For federal jobs, call 788-4000.
- This service is available to all residents of New York City, including suburban residents, and to all non-federal jobs are filled through the Personnel Department.
- State—Regional offices of the Department of Civil Service are located at: 1308 Ave of America, New York 10018 (phone: 763-8300); State Office Campus, Albany, 12214; State Office Campus, Buffalo, 14204. Applicants may obtain announcements either by phone or by mail, a stamped, self-addressed envelope with their request.
- Various State Employment Service offices can provide applications in person, but not by mail.
- If the Conference is held in New York City, the Department of Civil Service will contact their offices at 112 Eighth Ave., New York, phone: 788-4000.
- The Conference is held in New York City, the Department of Civil Service will contact their offices at 112 Eighth Ave., New York, phone: 788-4000.
- Federal—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 260 Broadway, New York, 10007, phone: 688-4161. For information, they will contact their offices at 112 Eighth Ave., New York, phone: 788-4000.
- Federal employees living outside the New Jersey Department of Civil Service area should contact the Schenectady Area Office, 301 Broadway, Schenectady 12305. For information, they will contact their offices at 112 Eighth Ave., New York, phone: 788-4000.
- Federal titles will be reduced on the Federal Employee Program.
- The Department of Civil Service, New York State, runs the Federal Employee Program.
- The precise reduction will depend on whether you choose the high or the low option.
- But, don't think this rate reduction will cost you benefits. We haven't taken a thing away.
- We will keep you in benefits, with no limit on the amount. In fact, we've added new benefits we didn't have last year.
- Now, more than ever, your choice should be Blue Cross and Blue Shield.


It's still the most comprehensive health care plan available to all federal employees. For at least 10% less than last year!
U.S. Jobs Still Open To Typists, Stenographers, and Clerks

The search for stenographers and typists continues in high gear, according to the U.S. Civil Service Commission's metropolitan area office. Openings are reported throughout the area, with many Federal agencies in great need of personnel.

Salary scales indicate that GS-2 typists begin at $5,166; GS-3 typists at $5,616; GS-3 stenographers at $6,544. Stenographers in similar work receive the Civil Service Commission's retirement plan. Many Federal agencies in the area are offering the choice of education or related job experience. Qualifications for GS-4 ($6,544) and related work are set up periodically, in order of application.

For more information on how to apply, see the "Where to Apply" column on page 11.

Secretarial Titles

Promotion to Sr. Stenographer, Exam 2541 ($7,000)—open to City-employed stenographers who have served for one year as assistant typist. Testing begins Oct. 2.

Promotion to Stenographer, Exam 2509 ($6,000)—open to all typists with no more than three errors in shorthand and stenography. Separate eligibility lists are set up periodically, in order of application.

For how to apply, see the "Where to Apply" column on page 11.

City Technical, Secretarial Titles Open Without Deadline

Typist, Exam 2175 ($5,500)—open to the public, with no formal requirements. Practical testing: typing from printed copy at 55 words per minute.

Engineering Titles

Applications for the following engineering and related titles are accepted in person only from 9 a.m. to 5 p.m. Thursdays, in Room M-9, 40 Worth St., Manhattan.

Promotion to Civil Engineer (Highway Traffic), Exam 2058 ($14,000)—open to City employees who have served for one year as assistant civil engineer and possess N.Y. State Professional Engineer's License.

Promotion to Civil Engineer (Civil Engineering), Exam 2166 ($14,000)—open to City-employed assistant civil engineers with N.Y. State Professional Engineer's License.

For how to apply, see the "Where to Apply" column on page 11.

Medical Titles

Applications for the following titles are accepted in person only from 9 a.m. to 5 p.m. weekdays, in Room M-1, 40 Worth St., Manhattan.

Veterinarian, Exam 2117 ($11,000)—open to the public. Required: graduation from an accredited school of veterinary medicine and registration in New York State as a veterinary physician or doctor, without deadline. Testing begins Oct. 2.

To Park Commission

ALBANY—The Governor has named David Cummins Morris, of the Bronx, to a term on the Commission ending June 1, 1977. At the same time, the Governor announced the resignation of Emanuel Ciminello, of the Bronx, to a term on the Commission ending June 1, 1979.

Civil Engineer (Highway Traffic), Exam 2058 ($14,000)—open to the public. Required: N.Y. State Professional Engineer's license, plus B.A. and five years experience or high school diploma and eight years experience.

Promotion to Mechanical Engineer, Exam 2558 ($14,000)—open to City employees who have served for one year as assistant mechanical engineer and possess N.Y. State Professional Engineer's license.

For how to apply, see the "Where to Apply" column on page 11.

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NEWS ALL DAY, ALL NIGHT
West Pt. Needs Cadet Hostess

The U.S. Military Academy at West Point is inviting applications for cadet hostesses, paying $9,053 to start. Applications must be received by Dec. 15.

Job duties entail serving as hostess to cadets and their guests and chaperoning at cadet dances and social functions, attending military balls and holidays. Cadet hostesses also assist in planning social functions, directing clerical work, and extensive social correspondence.

Applicants must be between 35 and 55 years of age, have school graduates and have three years of experience in an administrative capacity involving extensive participation in the social customs and courtesies of commissioned military service, including carrying on social correspondence with the military service.

College graduates may apply without experience. A combination of college and university education and the above experience may also be acceptable.

Applicants should complete Standard Form 171, Application for Federal Employment, and forward it to the Civilian Personnel Office, U.S. Military Academy, West Point, New York 10996. The forms are available at any U.S. Post Office or from the Federal Job Information Center at the address listed on page 11 of The Leader.

Workmen's Gomp. Bd. Honors 7 Employees

Seven employees of the Workmen's Compensation Board of the State of New York, including five from New York City, will be honored on a luncheon on Nov. 31 for having served with distinction for the State for more than 35 years.

S.E. Senior, WCB chairman, said that each employee will receive a plaque in recognition of "A Lifetime of Dedicated Service, Service And Devotion To Duty." He distinguished from retirement parties.

The seven recipients are: Mary E. Alexander, senior workmen's compensation examiner, N.Y.C.; Patrice Applebaum, principal stenographer, N.Y.C.; Lawrence L. Culhane, workmen's compensation examiner; Robert D. Devlin, deputy commissioner, Albany, and Rose W. Darien, workmen's compensation examiner, N.Y.C.

The luncheon is to be held at LeBourd D'Souza Restaurant, 215 Pearl St., New York City. More than 150 fellow workers are expected to attend.

MABSTOA Driver List Expected Soon

The eligible list for bus driver, Manhattanville Trans-Port Authority, is expected to be established at the end of this month. MABSTOA spokesman told The Leader last week.

There were 16,799 applicants for the C-44 written exam: 10,445 took it. The old list for bus driver expired on Sept. 30 after a 21-year life. MABSTOA with no existing list.

The Leader will publish the new list as soon as it has been established.

Slate Hearing On TA PBA Overtime Dispute

A hearing has been scheduled for Nov. 30 on a suit brought by the Transit Authority Patrolmen's Benevolent Association, charging that TA patrolmen are being made to work overtime in violation of the "Social Convention.

The hearing, to be held in the Manhattan Supreme Court before Judge Joseph Defalco, is in response to a show-cause order granted recently by Judge Thomas C. Chimera. The FIA is asking for a court order barring further assignment of overtime.

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

Motor Grade Operator

Of the 261 applicants who applied to take the City's motor grade operator promotional exam (257), 14 were found not qualified and 21 were not eligible. The written exam will be held Dec. 9.

Housing Ass't

Eighty-one of the 2,061 applicants for housing assistant, exam. 1974, have been judged not entitled on the merits of the advertisement by the City Dept. of Personnel. Filing was accepted in May.

Business Opportunity

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VILLAGE STORE — small family operated grocery and General Store. Building is 1 1/2 years old, 2 full story. Owner wants to devote full time to another business. Owner taking Civil Service Position.

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For Sale — Albany Area

GUN HOUSE — 29 rooms — now 2 bedrooms. Furnished. 14,000.00. 518-263-7792. 3 large houses. R.A. M.ѓN. D. PANO KO KELLY

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English Tudor architecture. Beautiful brick garden. 4 brd., 3 bth., 1 1/2 brd. extra main door powder room, 1 1/2 brd., finished basement, modern equipment, built-in kitchen, finished breakfast room, living room, and dining room. $23,990. 270-1613, 221-4737, 221-1306.

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All rooms on 1st floor, 2nd floor, 2 brd., 1 full bath, basement. $29,990. 9 rooms, 3 brd., 2 brd., finished basement. $39,990. 1st floor, 2nd floor, 2 brd., 1 full bath. $29,990. 9 rooms, 3 brd., 2 brd., $39,990. 1st floor, 2nd floor, 2 brd., 1 full bath. $29,990. 9 rooms, 3 brd., 2 brd., $39,990. 1st floor, 2nd floor, 2 brd., 1 full bath.

For Sale — Albany Area

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The Florida Department of Banking and Insurance.

See us at our new facility at 870-872 Montpelier Ave., West Palm Beach, Fla. 33401.
**Syracuse Opens Command Post For Elections**

**SYRACUSE** — A special Civil Service Employees Assn. Campaign Headquarters was scheduled to be opened late last week at the County House here, to serve as an information center and telephone contact post during the current representation challenge period.

CSEA regional field supervisor Frank Martelle announced the opening and said that the office would operate under the auspices of the Syracuse State School Board, CSEA chapter and Clarence M. Laufer, chapter president.

**Nassau Chapter Fights To Save 30 Long Beach Jobs**

**MINEOLA** — Up to 100 CSEA members have been picketing the Long Beach City Hall since City officials last week revived a threat of layoff as contract negotiations deadlock. At a membership rally, employees voted 197 to 3 to authorize their officers to take any action necessary.

Nassau chapter president Irving Flaumenbaum and unit president Stephen Hayes conducted a series of mediation sessions with the aide of the Public Relations Employment Board.

"We urge your serious consideration and look forward to your continued cooperation and support."

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**Political Action**

(Continued from Page 9) to play fair with the people who studied and worked hard to earn their civil service positions."

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**Merit Attack**

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**Brady Appointed**

**ALBANY** — Richard J. Brady, of Poughkeepsie, has been appointed a deputy Secretary of State at $19,115 annually. He succeeds Edward L. Warren.
N.Y. STATE EMPLOYEES

VOTE CSEA

Run by its members
For its members
200,000 strong.

Civil Service Employees Association