CSEA CRUSHES SEIU IN UNIT CHALLENGES

Nearly 70% Of P-S-T And Institutional Aides Deliver A Big Victory

ALBANY — The Civil Service Employees Assn. has delivered a crushing defeat to attempts by the Service Employees International Union to unseat CSEA as representative for workers in the State’s Institutional and Professional-Scientific-Technical bargaining units. At stake was the right to represent some 74,000 State workers in the two units.

The balloting was conducted entirely by mail voting in the P-S-T unit. Half of the employees in the Institutional Unit voted on-site and the other half voted by mail.

An exuberant Theodore C. Wenzl, president of the Employees Association, said after the final count was made: "Anyway you look at it—on-site, off-site or off-site—these elections are, indeed, significant CSEA triumphs. The employees, in their wisdom, decisively demonstrated their preference for the better way of public employee representation and I thank everyone who contributed to these outstanding victories.

Referring to the fact SEIU allegedly brought in outside organizers to help them try to win away State workers from CSEA, Wenzl said that "during the American Revolution, the British hired the Hessians to help crush American independence. SEIU and its outside troops fared no better than the British. CSEA is still not only independent but also remains the largest independent public employee union in the country."

It was the second time since 1969 that the Employees Association had been challenged on the right to represent the majority of State workers. In that battle, CSEA routed the American Federation of State, County and Municipal Employees union. "In this latest victory," Wenzl said, "State institutional and professional workers have made it very clear, just as they did three years ago, that they want to be represented by CSEA.

CSEA has faced many problems and fought many battles over the past three years. Apparently the employees are satisfied that we win a lot more often than we lose. For me, personally, this is extremely gratifying. For them, it can assure them they’ve made the right choice.”

ALBANY — The Civil Service Employees Assn., after filing an improper practice charge against the New York State Department of Civil Service, has been successful in obtaining a waiver for hundreds of occupational, recreational and physical therapy employees working in the Department of Mental Hygiene as Assistant 1, Grade 11's to take the Grade 14 examination on a "one time" basis.

Under the original agreement, upon implementation of the therapy career ladder, those incumbents who didn’t have the two years of college educational requirements were to be given one opportunity to take the Grade 14 examination.

The Civil Service Department, when administering the examination, required applicants who lacked two years of college to be admitted only if they had one year of permanent service in the Assistant 1, Grade 11 position as of July 24, 1969. This requirement excluded hundreds of employees who were provisional or who had less than the two years required for automatic promotion to Grade 11 at the time from taking the 1970 examination.

Civil Service stated that “in order to rectify the situation, another examination would be given to employees who entered service prior to July 24, 1969.” When the examination was recently announced, according to CSEA, they made "the same error again, excluding those employees who didn’t have one year of permanent service in the Assistant 1, Grade 11 position by July 24, 1970.”

CSEA maintained that the refusal of the Civil Service Department to implement fully the provisions of a negotiated agreement was in violation of Section 229 (Continued on Page 16)

Relax Eligibility Restrictions For Therapy Grade 14 Exam

ALBANY — The Civil Service Employees Assn., after filing an improper practice charge against the New York State Department of Civil Service, has been successful in obtaining a waiver for hundreds of occupational, recreational and physical therapy employees working in the Department of Mental Hygiene as Assistant 1, Grade 11's to take the Grade 14 examination on a "one time" basis.

Under the original agreement, upon implementation of the therapy career ladder, those incumbents who didn’t have the two years of college educational requirements were to be given one opportunity to take the Grade 14 examination.

The Civil Service Department, when administering the examination, required applicants who lacked two years of college to be admitted only if they had one year of permanent service in the Assistant 1, Grade 11 position as of July 24, 1969. This requirement excluded hundreds of employees who were provisional or who had less than the two years required for automatic promotion to Grade 11 at the time from taking the 1970 examination.

Civil Service stated that “in order to rectify the situation, another examination would be given to employees who entered service prior to July 24, 1969.” When the examination was recently announced, according to CSEA, they made "the same error again, excluding those employees who didn’t have one year of permanent service in the Assistant 1, Grade 11 position by July 24, 1970.”

CSEA maintained that the refusal of the Civil Service Department to implement fully the provisions of a negotiated agreement was in violation of Section 229 (Continued on Page 16)
What This Country Needs Is A Good $5 Fun Club

And that's what you have with a single membership in the Civil Service Education and Recreation Assn. that will cover your entire family.

Here's just a sampling of what you can enjoy:

Theater parties and seminars. (They came from Schenectady, Albany, Buffalo and elsewhere for our evening at the prize-winning musical "Two Gentlemen From Verona." They had a great time at supper and a visit to a prominent night club, too, and at a special low cost.

A special discount for a complete medical examination that follows the new philosophy of preventive medicine and proves you are ahead of time. Offered by Metropolitan Diagnostic Institute, you need only show your membership card to receive the special group fee. For appointments call (212) 552-6260. On Long Island only call (516) 681-7722.

Learn to speak a language by using the famous 3-record or 5-record Berlitz albums, and at a discount price.

$5,000 accident policy for only $3. CSERA pays the remainder of the premium.

This is only a sampling. For the full program of activities mail the coupon below.

Civil Service Education and Recreation Assn.
120 Madison Ave.
New York, N.Y. 10016

[Check One]
□ Please send me more information on CSERA.
□ Enclosed is my check for $5 for 1973 membership.
□ Enclosed is my check for $8 for membership and insurance.

Name __________________________
Address ________________________
City __________________ State ______ Zip ______
Dept. or Agency __________ Phone ______

CIVIL SERVICE LEADER, Tuesday, December 12, 1972
Erie Employees OK Two-Year Pact for More Pay, Benefits

BUFFALO — The Erie chapter of the Civil Service Employees Assn. has agreed to a 2-year contract with Erie County that provides for $460 across-the-board raises each year. The unit represents 5,500 white-collar employees in county government.

The contract also includes fringe benefit increases that call for:

- A fifth vacation week for 20 or more years' service.
- A fourth personal leave day.
- Changing pay periods from 14 to 10 days.
- Improved medical insurance benefits.
- A minimum call-in pay.
- Increased mileage from 11 to 12 cents a mile and payment of highway tolls.

The contract also calls for binding arbitration with the costs of such arbitration shared by both parties, as well as new civil service protection for labor class and non-competitive employees after 60 days.

Nemerson Praises Liberty-Blue Collar Pact As 'Extensive'

LIBERTY — Blue-collar workers in the Town of Liberty, organized as a unit of the Sullivan County Civil Service Employees Assn. chapter, have unanimously ratified a two-year labor contract with the town calling for a seven percent raise in the first year and a 25-cent-per-hour increase in the second year.

The contract also calls for binding arbitration with the costs of such arbitration shared by both parties, as well as new civil service protection for labor class and non-competitive employees after 60 days.

Jack Nemerson, Sullivan County CSEA president, noted that "very few contracts are as extensive in covering the rights of the employee as this one. We're very pleased with the results of negotiations."

According to Jose Sanchez, CSEA field representative, the contract also establishes a set work week for liberty employees at 40 hours. Sanchez said, "This allows overtime payable after eight hours and triple time for holiday work."

The agreement went to mediation with settlement recommendations rendered by Steve McCluskey, a State Public Employment Relations Board appointed mediator.

CSEA Chapter Calendar

InFORMATION FOR THE CALENDAR MAY BE SUBMITTED DIRECTLY TO THE LEADER. IT SHOULD INCLUDE THE DATE, TIME, PLACE, ADDRESS AND CITY FOR THE FUNCTION.

December
14—Metropolitan Armories chapter meeting: 5:30 p.m., Seventh Regiment Armory, 643 Park Ave., Manhattan.
19—Long Island Conference Christmas party: 8 p.m., Sunrise Village, Bellport, LI.
19—New York State Psychiatric Institute chapter Christmas Party.
19—Capital District Retirees chapter meeting: 12 noon, Ambassador Restaurant, 27 Elk St., Albany.

January
19-20—Western Conference meeting: Rochester.
29—Capital District Conference meeting:

Installation — Raymond O. Gallagher, third from left, was installed recently as president of the State University College at New Paltz chapter of the Civil Service Employees Assn. Gallagher appears here with some of the other chapter officers and guests: from left, chapter first vice-president Knute Riehle, college president Stanley F. Coffman, Jr., CSEA field representative and installing officer Jose Sanchez, CSEA collective negotiating specialist Paul Burch and chapter second vice-president Hazel M. Barte. The installation dinner-dance took place at Williams Lake, Rosendale. Other chapter officers are: recording secretary Helen Wolforth, corresponding secretary Janita Durham, board members Marie Romandino (deceased) and John Barnum (maintenance), delegates Gus Galluzzo, Mary Brown, Alice Aldorf and Harry Earle and alternate delegates Adelaide LoCicero and Magdelene Beald.

INFORMATION FOR THE CALENDAR MAY BE SUBMITTED DIRECTLY TO THE LEADER. IT SHOULD INCLUDE THE DATE, TIME, PLACE, ADDRESS AND CITY FOR THE FUNCTION.

December
14—Metropolitan Armories chapter meeting: 5:30 p.m., Seventh Regiment Armory, 643 Park Ave., Manhattan.
19—Long Island Conference Christmas party: 8 p.m., Sunrise Village, Bellport, LI.
19—New York State Psychiatric Institute chapter Christmas Party.
19—Capital District Retirees chapter meeting: 12 noon, Ambassador Restaurant, 27 Elk St., Albany.

January
19-20—Western Conference meeting: Rochester.
29—Capital District Conference meeting:
POLITICAL ACTION — The Southern Conference worked hard to elect CSEA-endorsed candidates in the Nov. 7 election. From left, Ray Cassidy, Westchester chapter’s delegate to the Southern Conference Political Coalition, goes over campaign plans with State Senator John Flynn, Republican, a CSEA-endorsed candidate, and James Lennon, chairman of the Southern Conference political action committee.

Named to Commission
ALBANY —William P. Turner, of New York City, has been named to the Temporary State Commission to Study and Investigate the Problems of the Enforcement of Tax Liens and Mortgage Fraud.

Foreman Painter
Seven of the 85 candidates who took City exam No. 2777 for promotion to foreman painter on Nov. 11 were found ineligible. Last September 153 applicants had filed for this written exam.

Rosekrans Reappointed
ALBANY — Fred A. Rosekrans, of Greene, has been reappointed by the Governor to the Council of the State University of New York at Binghamton.

Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN
There have been changes!

NOW, if your annual salary is

Less than $4,000
$4,000 but less than $5,000
$5,000 but less than $6,500
$6,500 but less than $8,000
$8,000 but less than $10,000
$10,000 and over

YOU can qualify for a monthly benefit of

$100 a month
$150 a month
$200 a month
$250 a month
$300 a month
$400 a month

FOR FULL INFORMATION AND RATES:
1. Please print your name, address, and employee number as listed on your CSEA check slip.
2. Mail form to: TER BUSH & POWELL, INC., CIVIL SERVICE DEPARTMENT, PO BOX 156, SCHENECACTY, NEW YORK 12301
3. Or, call your nearest Ter Bush & Powell representative for details.

FILL OUT AND MAIL TODAY...

TER BUSH & POWELL, INC.
SCHENECTADY NEW YORK
BUFFALO SYRACUSE

Responsibility Of Representation
At the last meeting of the County Executive Committee, there was a long discussion regarding the problem of attendance at meetings of this committee. There are currently 55 duly authorized members, and our attendance is generally around 20.

What this means is that 20 county chapters are getting little or no representation on this policy-developing committee. I have used this column several times to urge better attendance and, while some improvement is noted, 20 absentees is far too many...

THE IMPORTANCE of this committee cannot be overemphasized. The chapter representative has important duties, both to his (her) chapter and to CSEA. Election to this position means membership on the statewide Board of Directors. This Board is the making authority for CSEA. The Board has responsibility for budget, personnel, legal assistance, chapters for insurance programs and a host of other vital CSEA functions.

As a county representative and, therefore, also a member of the County Executive Committee, further duties exist. These include any areas directly related to political sub-division groups; areas such as types of personnel needed, policy development for CSEA as it pertains to political subdivisions, programs for our annual meeting and the conventions, and problems occurring in chapters that the representative wishes to bring to the group.

Examples of areas discussed in past years include development of educational chapters, our annual Delegates Meeting, policy development for negotiating expenses, increases in field staff and collective bargaining staff and improvement in membership lists and dues refunds.

WHAT I AM ATTEMPTING to point out is the significant loss chapters experience when they are not represented at these meetings. These chapters have no voice in any of the above areas, and often are not even aware of resources readily available to them. Problems in these chapters progress to more difficult levels and result in some dissatisfactions. In truth, attendance at these meetings would avoid these dissatisfactions.

Similar to this is the need for attendance at our committee meetings by members of our local chapters appointed by Dr. Wenzel. A few appointees have been consistently absent, and again the problem of adequate representation on these important committees becomes difficult.

To correct these problems, two items are needed:

Item One, and paramount, is the need for all units to maintain a representative at the meetings. No unit should have this item in their contracts in its current form. Problems in these chapters progress to more difficult levels and result in some dissatisfaction. In truth, attendance at these meetings would avoid these dissatisfactions.

To correct this problem, two items are needed:

Item One, and paramount, is the need for all units to maintain a representative at the CSEA business for their representatives to attend to all of the matters attached to the title. Many units have similar items in their contracts, but, do not make the sacrifices necessary to be an effective chapter representative. Candidates should recognize the importance of this committee meetings, of reporting back to the chapter and its units, and of being available to discuss local problems when asked to do so.

If we can accomplish the above, no chapter need ever feel that “Albany” is not interested in its problems. On the contrary, active board members are most effective in keeping Headquarters aware of chapter needs, and often can solve problems before they become difficult.

The County Executive Committee is a vital element of our organization, and for our members and for all of CSEA. Be sure your chapter is a part of this element.
Ackerly Top Winner

In Westchester Draw

WHITE PLAINS—Prize winners of the Westchester chapter, Civil Service Employees Assn., drawing were announced this week by the chapter's executive council.

The following won prizes at the drawing held Nov. 14: First prize, console color TV went to R. Ackerly, Sr., of White Plains.

Second prize, a cassette tape recorder and player went to Thelma Barker, of Mt. Vernon; Margaret McCabe, of Armonk, and Barbara Byrnes of Hawthorne.

Third prize, transistor radios went to A. J. Sencen, of Yonkers; Carmine Paulo, of East White Plains, and Craig Plagg, in Westchester.

The way was cleared for appointments recently when the chapter's executive council met to resolve the two-year contract negotiations with the Transit Authority.

As of now, no such report can be given. On too many occasions we have heard from a disgruntled public hearing the brunt of actions taken by employees seeking just demands. It is always the cry that "the unions are too strong," or "they don't give a damn for the public they serve," or "we pay their salaries and look what they do to us."

This attitude is the natural result of being the victim for days, weeks or months of inconvenience for reasons not understood. But the public fails to see what has transpired for many long months and in the case of the Transit Authority over the years, to bring about this last and final step, the only tool left to a bargaining unit when all other actions to meet their own ends.

The average person cannot understand why leadership can place an organization into this position. I submit that it is the anguish and frustrations of months of management's ill approach to the bargaining table that is the underlying cause which the public is unaware of.

How much has the employee to give up, how much does the employee have to sacrifice to meet acceptable objectives? It is the anguish and frustrations of months of management's ill approach to the bargaining table that is the underlying cause which the public is unaware of.
THE Real Story

THe latest attack on public employee pensions has come from the Chamber of Commerce, which has set up a clamor about the New York City pension systems. Retirement benefits for City employees, it claims, are going to lead to financial ruin and should be trimmed. We wish to deal with are the pension systems for workers in the private employment sector.

For quite a while there has been a growing concern over the plight of the private employee who, upon reaching retirement age, finds he has nothing to look forward to but Social Security payments. His or her pension fund has disappeared, either through the collapse of the company he worked for; mismanagement of pension funds and, in some cases, even outright thievery. The sad thing is that most motives of the Chamber of Commerce and some other groups who have so vociferously talked about "over-sustained" public employee pension plans.

Our belief is that the average American in the private employment sector is slowly awakening to the fact that the retirement he thought he could look forward to is more likely not to be a mirage. The Chamber of Commerce is a bear-organized institution and we sincerely believe that what really exists are good pensions and industries that are adequately guarantors. The fat cats in business and industry luxuriate in big pensions, stock options, high salaries and other material benefits. The latter half of the 20th Century these same people still consider it shocking that a financially secure retirement is a proper reward for a life of work given these same people still consider it shocking that a financially secure retirement is a proper reward for a life of work.

Change In The Wind

Change is definitely in the wind as the Senator takes over as Majority Leader. He is a leader dedicated to the notion that he will serve in a different way, he has already indicated that he proposes to appoint a Senate committee to undertake a comprehensive review of the pension systems in the Upper House and its legislative powers. It is also the Senate Finance Committee. This is of significant importance to CSEA because of the control that the Senate Finance Committee exercises over the State budget. Other important_PROCEDURAL changes that await Senator Anderson's decisions are the appointment of a Senate Committee on Education, of the Judiciary Committee and of an appointments committee. Filling of these posts will in turn produce a major overhaul of the Senate's committee structure.

Senator Anderson, in the course of his two decades as a member of the Assembly, has become an Albany phenomenon, highly respected by his colleagues, administration, local governments and the public. He is thoroughly capable of handling the Senate, and all others who are interested in the legislative process know that he is a skilled and astute legislator. The Senate is being relieved of his duties as Majority Leader, dedicated to the notion that he will serve in a different way.

Roulett v. Town

By RICHARD GABA

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.

Unauthorized Absence

In January 1970, the Nassau County Civil Service Commission conducted an examination for Golf Club Manager I. Of the six candidates who took the examination, only two of them attained passing grades. The high was 90; the other public employees, the Townsend Commission, as a result of the examination, established an eligible list containing only the names of the two individuals who had passed.

At the time he took the examination, the petitioner who attained the grade of 90 was serving provisionally with the title of Golf Course Manager. On March 26, 1971, the Deputy Director of the Department of Parks and Recreation notified the petitioner that he was being relieved of his duties as Golf Course Manager and that he was to return to his former permanent status as Recreation Attendant effective as of April 5, 1971.

THE PETITIONER did not appear for work from April 5, 1971, to June 15, 1971, using his accumulated vacation time and sick leave. It was alleged by the Executive Director of the Town of Hempstead Civil Service Commission (which had taken the case of the Nassau County Civil Service Commission) that the petitioner had refused to return to work, and therefore his employment was terminated on September 16, 1971, and was based on the rule providing that an unauthorized and unexplained absence for a period of ten work days shall be deemed to constitute a resignation.

The petitioner based his challenge on Article 78 of the Civil Practice Law and Rules seeking to compel the Town of Hempstead Civil Service Commission and the Director of Parks of the Town of Hempstead to certify him and grant him permanent appointment as Golf Course Manager. The petitioner contended that pursuant to the provisions of Section 65(4) of the Civil Service Law that since he was eligible for permanent appointment, the appointing officer was faced with a decision of either making the provisional appointment permanent or terminating the provisional appointment. The respondents argued that petitioner did not become eligible for permanent appointment, since the list did not contain the names of three persons; relying on the rule of "one of three."
Nurses Press City To Sign Contract

A committee representing the Licensed Practical Nurses of New York, Inc. plans to confront the City's chief labor negotiator, Herbert Haber, on Dec. 13 to demand that he sign a contract which appeared ready after nearly a year of negotiations.

Charging that all parties agreed to the contract in October and that the City is stalling in "pettifogging bureaucratic delay," the LPN's organization also filed an improper practice charge last week with the Office of Collective Bargaining, accusing the City of "failing and refusing" to sign the contract.

The agreement, which provides wage increases and retroactive pay for approximately 2000 licensed practical nurses and graduate practical nurses employed by the City and the Health and Hospitals Corporation, was the outcome of the first contract dispute settled by the law as amended, an impasse being reached and rejected within a specified time by either party.

Under terms of the new contract, which covers a three-year period, licensed practical nurses earning $7,400 annually are entitled to $8,000 per year, effective July 1, 1971; $8,650, effective July 1, 1972; and $9,300, effective July 1, 1973. Maximum scales are increased from the current $8,050 to $11,500 during the same period.

Attorney Test

Fifteen of the 109 applicants for promotion to attorney were declared ineligible by the NYC Personnel Dept. The remaining candidates face a written exam, No. 162, Dec. 14.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. — EDWARD WITHEWINDER GIRK, Plaintiff, against STRICK CORP, INC., Defendant. — FOR AN ORDER OF JUDGMENT, upon the complaint of the third-party plaintiff, STRICK CORP, INC., Third-Party Defendant — INDEX NO. 952/68 THIRD-PARTY SUMMONS.

TO THE ABOVE-NAMED THIRD-PARTY DEFENDANT, YOU ARE HEREBY SUMMONED to answer the third-party complaint of the third-party plaintiff, STRICK CORP, INC., Third-Party Defendant — INDEX NO. 952/68 THIRD-PARTY SUMMONS, which is herewith served upon you, and to serve copies of your answer upon the undersigned attorneys for the third-party plaintiff, STRICK CORP, INC., Third-Party Defendant — INDEX NO. 952/68 THIRD-PARTY SUMMONS.

Service is complete if this summons is served upon any of the persons listed below, whose addresses are as follows:

New York City Volkswagen Bristol Motors, Inc.
200 W 44 St
New York, NY 10036

Johnathan Cothwat, Esq.
Lawyer for the third-party plaintiff,
STRICK CORP, INC., Third-Party Defendant
16 E 42 St
New York, NY 10017

This summons may be served concurrently with any other summons already served, and will serve as a new summons for the purpose of determining the time within which the answer must be served, but the answer must be served within 20 days of the service of this summons, or the service of this summons will be vacated upon the expiration of such time, and the action may proceed to a decision without further notice to the defendant.

In the event of your failure to answer this third-party summons the third-party plaintiff will be deemed to have recovered the full relief demanded by him or his attorney, unless service of the summons is vacated upon your failure to answer as herein provided for.

This summons may be served at any time within 20 days of the service of this summons, and the time within which the answer must be served shall be computed from the time of service of this summons.

ATTORNEY:

Herman M. Tabet, Atty. for the third-party plaintiff,
STRICK CORP, INC., Third-Party Defendant
16 E 42 St
New York, NY 10017

Campermobile

A few things in life work as well as a Volkswagen.
The city sanitation department appointed 190 men to sanitation positions on Monday and plans to name 90 more on Jan. 16, the leader has learned.

The last number reached on the city's eligible list for the Nov. 27 appointments was 2,992. The list, from exam No. 32, was established June 14, 1976.

The department's Bumpkin and Harvey calls for the hiring of approximately 80 sanitation men each month to replace manpower lost through attrition.

The names of sanitation men Nov. 27 follow.

Air Pollution Engineers

Applicants should be at least 21 years of age and must have an associate degree in civil engineering.

Filing will be accepted in person or by mail. Application forms will be available for pickup at 157 Chambers St., 2nd floor, New York City Police Dept., Manhattan.

The city sanitation department is responsible for air pollution control in the city. Air pollution engineers are responsible for enforcing air pollution regulations, performing air quality monitoring, and preparing air pollution control plans.

Applicants should have a bachelor's degree in civil engineering with a concentration in environmental engineering. Experience in air pollution control or related fields is desirable.

The New York City Police Dept. is the employer of air pollution engineers. The department is responsible for enforcing air pollution regulations, monitoring air quality, and preparing air pollution control plans.

The salary range for air pollution engineers is $45,000 to $80,000 per year, depending on experience.

Applicants should apply by mail or in person at the New York City Police Dept., Manhattan. Applications should be submitted by Jan. 15, 2023.

CIVIL SERVICE LEADER: Tuesday, December 12, 1972

Air Pollution Engineers

Key File For City Exam

Applicants should have a bachelor's degree in civil engineering with a concentration in environmental engineering. Experience in air pollution control or related fields is desirable.

Filing will be accepted in person or by mail. Application forms will be available for pickup at 157 Chambers St., 2nd floor, New York City Police Dept., Manhattan.

The New York City Police Dept. is the employer of air pollution engineers. The department is responsible for enforcing air pollution regulations, monitoring air quality, and preparing air pollution control plans.

The salary range for air pollution engineers is $45,000 to $80,000 per year, depending on experience.

Applicants should apply by mail or in person at the New York City Police Dept., Manhattan. Applications should be submitted by Jan. 15, 2023.

CIVIL SERVICE LEADER: Tuesday, December 12, 1972

Air Pollution Engineers

Key File For City Exam

Applicants should have a bachelor's degree in civil engineering with a concentration in environmental engineering. Experience in air pollution control or related fields is desirable.

Filing will be accepted in person or by mail. Application forms will be available for pickup at 157 Chambers St., 2nd floor, New York City Police Dept., Manhattan.

The New York City Police Dept. is the employer of air pollution engineers. The department is responsible for enforcing air pollution regulations, monitoring air quality, and preparing air pollution control plans.

The salary range for air pollution engineers is $45,000 to $80,000 per year, depending on experience.

Applicants should apply by mail or in person at the New York City Police Dept., Manhattan. Applications should be submitted by Jan. 15, 2023.
"My Daughter, The Fireman..."

By STEPHANIE DOBA

WHAT DO you call a female firefighter? A firewoman? Lady firefighter? Whatever they are called, Centre Hall, Pennsylvania, has four female members of its volunteer fire department. They are the first women to be certified as firefighters in Pennsylvania, and possibly in the nation.

Judy Spotts, Peg Miller, Vera Mussier and Patty Strouse completed their training course last August, part of a class of 22 men and nine women who began the course, offered by the Pennsylvania State Fire School at State College, Pa.

Centre Hall is a town of about 1,100 people in western Pennsylvania. Its volunteer fire department protects a rural area with a population of 3,000. Fire expense is paid by 1,500 people in western Pennsylvania. Its volunteer fire department.

Chief Lynn Miller explained that most of the men work out of town and are often unavailable for daytime fires, hence the idea of training women who are either at home during the day or who work in town.

All four women, who see in their twenties, said that they took the firefighting course mainly as a measure of self-protection, but recognized the value of their community contribution. They are also drivers, a main male-dominant function.

"That's right," Patty Strouse said.

Their interest in firefighting runs in the family: of the three who are married, the husbands are firefighters. The fourth is the daughter of Fire Chief Chief Miller.

"Before interest in the women began two years ago, by consensus, at the annual Orange Fair, where wives of firefighters held their own fire company puppet contest "just for fun" after the men's event. Their confidence bolstered, some went on to take a first aid course and to learn to drive the ambulances. Then last summer, the first women started fire school. "Now we just can't hold them down," Chief Miller said cheerfully.

"Now that we've done it, it's sort of broken the ice," said Vera Mussier. "We were thinking that it's really a man's world, which it is, and it took courage. I felt out of place at first, but said, "I wouldn't step in and pass a man out. If they wouldn't have had me, I don't know how I'd feel. I wouldn't pass a man out. I'd feel. But if I did it and one of the men had to do it, he'd get it."

"We had a couple of men in training who wouldn't do what we did — some wouldn't go into burning buildings, or go up and down a ladder, or didn't like to put on the oxygen equipment. They did all of it."

Vera Mussier even surprised herself with what she could do when she tried. "I didn't think I could do it. I couldn't have done it without the fire school. But I did it and they let me do it."

"The men thought of us as 'helpful women,'" she said, "but later they realized that we could do things that they are supposed to do, so to speak. I think the whole town has really wised up."

The men not only used us and I don't mind at all. Her two sons, aged 11 and 9, are very enthusiastic and proud of her. Inspired by her example, her husband took the course and is now a certified firefighter as well.

The women received exactly the same treatment as the men in their 55-hour course. They put out two full-scale fires in abandoned buildings for practice, handling the hoses and pumping mechanisms without male aid.

The Centre Hall Fire Department responds to between 25 and 30 calls per year. Among the women, there have been mixed reactions to married women who are married, the husbands are firefighters. The fourth is the daughter of Fire Chief Chief Miller.

"My Daughter, The Fireman...

"In the nation."

The women feel that their role is essentially as pinch-hitters for the men, both because the men had little spare time and scarce room to train, and because there is some scattered resentment of women performing a "man's" job.

Corrections Officer Eligibles

This list of 354 names was established Nov. 20 and resulted from the written exam held July 15.

The City Correction Department plans to fill 12 vacancies from this list: within the next two to four weeks, according to department officials. The leader in publishing the first 30 names on the list.

No. 1—81.8%


No. 2—81.5%


No. 3—80.8%


No. 4—80.5%


No. 5—80.2%


Entrance Pool

The City Dept. of Personnel reports that, of 360 eligibles called from the general entrance series list from exam 9147, 107 were appointed at a hiring pool held on Sept. 26. The last number reached for appointment was 1,704.

Riveters

Forty-two open competitive candidates for bridgeman and riveter, exam 9243, will be called for practical testing on Dec. 18, 19 and 20, by the City Personnel Dept. announced.
This Week’s City Eligible List

**FOR THE FIRST TIME...**

Civil Service Employees and their families are invited into a **DIRECT FACTORY CATALOG SHOWROOM!**

Formerly Reserved for the Exclusive Use of Many of the Country's largest Wholesale Buyers...

**YOU MUST SAVE MORE MONEY THAN ANY OTHER KIND OF STORE OR BUYING SERVICE IN NEW YORK!**

DANVILLE Industries, after 25 years as one of New York's largest premium and corporate gift suppliers, opens its showrooms for the first time to Civil Service employees and their families only. Until now, only some of the Country's largest corporations could shop here. Now YOU can buy at WHOLESALE...

Our on such nationally advertised brands as:

- **PANASONIC**
- **BELL & HOWELL**
- **G.E.**
- **TOASTMASTER**
- **BENRUS WATCH**
- **SAMSONITE**
- **SUNBEAN**
- **OSTER RIVAL**

...plus hundreds of other nationally advertised brand items.

DANVILLE INDUSTRIES, INC.
141 5th Avenue (at 21st St.), N.Y., N.Y. 10010

**CHECK-UP —** Al Knitch, president of the Metropolitan Ar- motes chapter of the Civil Service Employees Alliance, has his blood pressure checked every Monday to make sure he will retire Nov. 29, after more than 42 years of service. Here Sandy Girdharry, a technician with Met-ropolitan Diagnostic Institute, assures him that he will be able to preside at his own chapter meeting and Christmas party Dec. 14.

**BESANCEY REFFIES** ALBANY — Charles E. Besancey, director of the maintenance division of the State Department of Transportation, will retire Nov. 29, after more than 33 years of service — 23 with the DOT and its predecessor Department of Public Works. He started state em- ployment in 1903 with the old Transit Commission — then a part of the Public Service Commission.
The following letter was posted in the Bronx with a typewriter and was supposed to observe the modus operandi and catch the disseminators. Things were thin enough as it was, and, with only seven men to man one away from the platform to assist the "Randy-Aide" as we shall call them. On this case it was a gulf (1111). So, after trying to cope with things which were too large and heavy, the Randy-Aide let out a shriek of dismay and admitted that the fast-paced action simply could not be converted to her little gizmo. At that point, the missing man was promptly retracted and put back work where he should have stayed in the first place.

There is a moral to the story. There is no job such as that in which the firefighter and his team mate, the Dispatcher, are involved. Just as we say that no two fires are alike, and are made unusual by that x factor, the unknown quantity which seems to put just a little touch of individuality into each box transmission or fire, so, in this case, there is no substitute for the old bravado, backed up by hard bought personal experience on the part of the men who make these communication platforms.

I couldn't help but wonder, as I watched the preparations for the blast-off at Kennedy on Wednesday night, whether there was a mistake. Everything was going just fine until ZAP . . . at 36 seconds, everything stopped dead. In 20 minutes we were back on the ground, and feet long. #111111 was being missed and lost the whole damn crew. Ever think of that possibility? The computer wasn't going to do it, so, possibly there is hope for the human brain in this last hope!

Heard on the air the other morning: We have a semi-auto typewriter for a typewriter in an oven! Whammy?

Last Wednesday, at around 5:30 p.m., Car 8 had just gone on the air. I thought to myself, the chief is lucky. It's raining cats and dogs . . . it's cold and nasty . . . but he's looking forward to a nice rain, lunch break, some television and a good rest. Two minutes later, city-wide told him he had a 1075 in a tanker under construction in the Brooklyn Navy Yard and the thing was a hundred and feet long. Wildlllll I have heard on the air before but that 10-75 was the most dismayed 16-71T I've heard in a long time. Looking at the rain pummeling my windshield, and thinking of the wind and other conditions at "the yard" even I yelled out ORRER NO!!!!

Name O'Brien Aid to Charter Commission
Paul M. O'Brien, special assistant to Fire Commissioner Robert O. West, has been named director of information for the State Charter Revision Commission for New York City and executive assistant to the chairman. State Senator Roy M. Goodman, it was announced last week.
O'Brien will take a leave of absence from the Fire Department and join the Commission staff within two weeks.

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

FOLLOW THE LEADER REGULARLY

Here is the newspaper that tells you about what is happening in civil service, what is happening to you and the people around you.

You don't have to miss a single issue. Enter your subscription now.
The price is $7.00. That brings us 62 issues of the Civil Service Leader, filled with the information you need now and then.

You can subscribe on the coupon below.

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose $7.00 (check or money order for a year's subscription to the Civil Service Leader). Please enter my name listed below:
NAME
ADDRESS Zip Code

If you still need information:

* Federal Employees: Nov. 15 thru 30, 1972

For details of GHI's Standard Plan and for GHI Optional Benefits ("Federal Employees Only," contact your group's official materials during re-enrollment and transfer period.

If you still need information:

You have from October 1st to December 31, 1972 to review, decide and transfer to GHI.

The GHI Plan provides:

• The same Blue Cross Hospitalization as the other medical plans.

PLUS

HEALTH SECURITY THROUGH:

• Preventive Care
• Practical Protection
• Paid-in-Full Benefits from GHI Participants regardless of income
• Free Choice of any doctor, anywhere

GHI is Group Health Incorporated and stands for stability in the health field.
Plan a "method or course of action; a way proposed to carry out a design." — Webster's Unbridged Dictionary.

No matter how many methods, schemes or ways of medical care are open to you, the time-tested GHI Plan is one that provides comprehensive doctor bills from THE FIRST DAY and FROM THE FIRST DOLLAR, without deductibles, and gives you free choice of doctor.

GHI BUILDING
227 West 41st Street
NEW YORK, NEW YORK 10010
**Suffolk Cty. Seeks Recreation Leaders**

Professional positions in recreation leadership will be filled by the Suffolk County Civil Service Department from examinations being conducted daily.

The position of recreation leader pays approximately $31.00 per hour, and recreation leader trainee pays $26.00 per hour (overtime is available at $4.10 per hour).

Examinations are open to residents of Suffolk County. Required are an associate's degree in recreation and/or physical education, or 60 hours toward a bachelor's degree in these fields. For the part-time position, in addition to 20 years credit hours in professional courses or one year of full-time experience in a recreation program are required.

Applications should not be sent in advance; candidates may complete all necessary forms at the time of taking the written test.

Questions will cover recreation principles, games and activities, sporting rules and regulations, first aid, program planning and other related subjects.

For more information, contact the Suffolk County Civil Service Department, 295 Larkfield Rd., East Northport, N.Y. 11731 (tel: 516-774-4705). 249 or 229.

Tests are conducted daily at 9 a.m. and 12:45 p.m. at the above address and at East Northport Testing & Information Center, 295 Larkfield Rd., East Northport, N.Y.

**SUPPORT THE ATTICA FAMILY MEMORIAL FUND ATTICA, N.Y. 14011**

**Better Buying Service of America can save all CSEA members money**

**BUY MERCHANDISE LIKE THIS FOR LESS:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Automobiles</td>
<td>Buick, Chevy, Chrysler, Ford, Mercury, Oldsmobile, Pontiac, Buick</td>
</tr>
<tr>
<td>Appliances</td>
<td>Dishwashers, Refrigerators, Washers, Dryers, Air Conditioners, TVs</td>
</tr>
<tr>
<td>Electronics</td>
<td>TVs, stereos, VCRs, radios, telephones, calculators, computers, etc.</td>
</tr>
<tr>
<td>Furniture</td>
<td>Tables, chairs, recliners, sofas, mattresses, lamps, rugs, etc.</td>
</tr>
<tr>
<td>Home Entertainment</td>
<td>Home theater systems, TV antennas, satellite dishes, etc.</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>Desk sets, file cabinets, bookshelves, desk lamps, etc.</td>
</tr>
<tr>
<td>Pictures</td>
<td>Frames, photo albums, canvases, etc.</td>
</tr>
<tr>
<td>Sporting Goods</td>
<td>Bicycles, golf clubs, tennis rackets, etc.</td>
</tr>
<tr>
<td>Books</td>
<td>&quot;Better Buying&quot; guides, &quot;Consumer Reports,&quot; etc.</td>
</tr>
</tbody>
</table>

**GUARANTEED RELIABILITY! Customer Satisfaction!**

Lowest possible prices and over 200 participating dealers and outlets in the Greater New York area, Long Island, Westchester and the States of New Jersey, New York, by working with other consumers, millions with thousands of consumers, can save over $150 per month. (A few dealers may be out of stocks.)

**BETTER BUYING SERVICE OF AMERICA**

Suit 1209, 400 Madison Avenue, New York, N.Y. 10017

Call: (212) 371-9800
SONY SPECTACULAR

GREAT SONY BLACK/WHITE TV'S

SONY 5"
Picture Measured Diagonally PORTABLE TV
116.95
Ultra compact size and lightweight. Operates on AC and battery (optional battery and accessories). Solid state, VHF/UHF telescoping antenna. Earphone included. White and blue cabinet.

SONY 7"
Picture Measured Diagonally PORTABLE TV
129.95

SONY 8"
Picture Measured Diagonally PORTABLE TV
129.95
Glare-free screen — big enough for two persons or group viewing. Operates on house electric or battery (with optional auto/boat battery cord or optional rechargeable battery pack). Only 11 lbs. 7 oz.

SONY 11"
Picture Measured Diagonally PORTABLE TV
139.95

TRINITRON COLOR TV'S

SONY 9"
Picture Measured Diagonally TRINITRON® COLOR TV
339.95
"The compact one" — Trinitron unique color system and dependable solid state circuitry, in one easy-to-carry portable, Sharper, brighter colors.

SONY 12"
Picture Measured Diagonally TRINITRON® COLOR PORTABLE
329.95
True-to-life color, portability. plus automatic pushbutton control Automatic color saturation and hue at the touch of one button. Illuminated tuning dials. Solid state. Earphone, handle.

SONY 15"
Picture Measured Diagonally TRINITRON® COLOR PORTABLE
399.95
New from Sony — popular 15" size. automatic Color Control and Automatic Fine Tuning Control. 100% solid state circuitry. Beautiful walnut grain wood cabinet, chrome trim.

SONY 17"
Picture Measured Diagonally TRINITRON® COLOR TV
449.95
Large 17" picture measured diagonally. Automatic Color Control and Automatic Fine Tuning Control. Vibrant natural color, immaculate picture and sound. Front mounted speaker. Simulated wood grain finish.

90 DAYS SERVICE • 2 YEAR COLOR TUBE WARRANTY •

Lewin & Co.
MANHATTAN
87 SECOND AVE. GR 5-6100
AT 5TH ST
HOLIDAY CHEER — Toys and clothing collected by the Project Gift chapter of the Civil Service Employees Assn. are inspected by committee chairman Michael Blasie, left, and Authority executive director Raymond Radulski. Sharing in the bounty will be younsters at Greer Children’s Community Hope Farm in Dillbrook and the Warburg Orphan’s Farm School in Mount Vernon. The charitable endeavor is a 15-year tradition among Parkways employees.

Fallburg Unit To Get 10%-Pay Increase

FALLBORG — Fifty-six Civil Service Employees Assn. members in the Town of Fallburg have unanimously ratified a two-year contract calling for a 10 percent pay hike for Fallburg employees for the term of the contract.

Fallburg CSEA members, organized as a unit of the Sullivan County chapter of the CSEA, voted unanimously to ratify the contract, which will go into effect Jan. 1. The new pact comes out of the company’s contract negotiations, which ended Dec. 31 in the City of New York office, and has been named mediator to the dispute between different working groups we represent with the Fallburg Housing Authority and CSEA.

William J. Curtis, an attorney from Yonkers, has been named mediator to the dispute between the Town of New Castle and the Town of West Seneca.

Follow your pass of Leader on to a non-member.

To Female Members of CSEA

Do you want more life insurance than you can get under the basic CSEA Group Life Insurance Plan? It is available through the CSEA Supplemental Life Insurance Plan. Under this plan you can apply for life insurance protection in the amount of three (3) times your annual salary, up to a maximum of $40,000. The cost is low—about the same as the basic CSEA Group Life Insurance Plan—and you pay the premiums by convenient deductions from your pay.

Double indemnity is in effect for accidental death, without additional cost. Triples indemnity is paid for accidental death in a common carrier. You can also insure your spouse and children under this Supplemental Life Insurance Plan.

Participation in the basic CSEA Group Life Insurance Plan is required in order to secure coverage under the Supplemental Life Insurance Plan.

To order the application form for CSEA Supplemental Life Insurance, please send your completion:

Name: __________________________
Address: ________________________

To Comissionary

ALBANY — Donald L. Shorb, owner of the Shorb’s Meat Co., has been named to an unpaid position on the Pinzer Lakes State Park and Recreation Commission for a term ending Jan. 31, 1972.

Governor Names Armagno Armagno Armagno Armagno Armagno to Head of N.Y. Security Force

ALBANY — Robert Armagno, Jr., of New York City, has been named to the $80,000 post of assistant assistant adjutant general officer to the Governor.
Another Big CSEA Victory
(Continued from Page 1)
13,524 for CSEA and 6,512 for SEIU.

Commenting on the Institutional Unit voting procedure, West said that his organization was, “satisfied with PERB’s use of the combined methods of balloting. I feel the election was conducted fairly and the wishes of the institution workers were properly reflected in the voting results.”

The Institutional Services Unit, the largest of the five groupings of conventional State workers for bargaining purposes, includes ward attendants, food service personnel, practical nurses, and laundry aides—employees with an average salary of $7,895 per year.

Victory by such large margins among the institutional and the professional people is considered a wind by CSEA’s West, giving them additional bargaining power, “From a practical standpoint,” he said, “this proven support from the biggest single bloc of State employees gives CSEA tremendous leverage at the bargaining table. The State administration knows we have the majority of the rank-and-file workers solidly behind us.”

Assume ‘Reason Will Prevail’ In Suffolk—Porter
SMITHTOWN S. Ben. Porter, president of the Suffolk County chapter of the Civil Service Employees Assn., advised members this week that there is no necessity for a strike vote meeting at this time.

Referring to the requests of certain members for strike preparations, Porter cautioned members. He said membership opinion was being surveyed and would be formally tallied when and if necessary.

Collective contract talks, he said, have been referred to mediator Daniel House, who was appointed by the State Department of Employment Relations Board when the talks deadlocked on money issues. “We feel there has been a refusal by the County to bargain,” Porter said, “but we are operating on the assumption that reason will prevail.”

Relax Eligibility
(Continued from Page 1)
of the Public Employees Fair Employment Act, filing an improper practice charge with the State Public Employment Relations Board.

Pitted with CSEA’s charge, the Civil Service Department reacted by amending the minimum qualifications for the examination to read: “In order to take this examination you must have been employed in a position in the Occupational, Physical, or Psychological Division for six years.” Eggleson was presented with a Bronze Medal from the Carnegie Hero Fund Commission in Pittsburgh, Pa., in appreciation ceremonies Nov. 10 at the WVNW Broadcast Center here.

The medal was presented to Eggleson for his attempts to save two-month-old Paulette J. Conley for his effort in braving a raging fire to reach a two-month-old baby trapped in her flaming home.

He is Douglas E. Eggleson, of Ogdensburg, an employee of the State Department of Transportation since 1969, and a member of the CSEA chapter for six years. Eggleson was presented with a Bronze Medal from the Carnegie Hero Fund Commission, and the Carnegie Hero Fund Commission from John B. Johnson, editor and publisher of The Watertown Daily Times. Eggleson’s award also included a monetary grant of $750.

On-site balloting at Creedmoor State Hospital took place under the watchful eye of observers from the Civil Service Employees Assn. and the challenging SEIU to make sure that the representation election was conducted fairly and openly. This scene was duplicated across the state from Suffolk State School in Melville, Long Island, to Gouverneur State Hospital in Holt, half of the institutions voted on-site, and the other half voted by mail.

Appellate Court Upholds CSEA Challenge To ‘Life Experience’ Proviso Of Professional Test

ALBANY—A Civil Service Employees Assn. challenge to the requirements of the Professional Test was upheld recently by the Appellate Division of the State Supreme Court.

James D. Featherstonhaugh, the CSEA lawyer representing Marilyn L. Jackson and Mary Beth Corbett, who had taken the examination, had petitioned the court to strike certain material inserted in the 1970-71 announcement for the State Professional Careers Test and to enjoin the State from making any appointment based upon the examination list for permanent appointments other than by the procedure set forth in subdivision 1 of section 4 of the Civil Service Law.

CSEA requested the removal of the following part of the notice for the 1970-71 examination:

“In order that New York State programs be truly responsive to all of the people of New York State and effectively relate to the changing problems of the State, it is essential that minority group members participate in the management of State programs in administrative and supervisory roles. Therefore, in evaluating the education and experience of a candidate for certain positions filled through this examination the individual’s total life experience, as well as formal training, may be considered a valuable asset to job performance. In such cases, an appointment may be given to individuals who are successful in the examination and who have recognizable identification with Black or Spanish-speaking minority communities.”

The Appellate Court decision upheld the previous decision of the State Supreme Court at Special Term, on Dec. 12, 1971 in Albany County, that the act of the appellants in granting a preference to those who successfully pass the examination and who have recognizable identification with Black or Spanish-speaking minority communities is arbitrary and outside their statutory authority. The judgment was affirmed with costs.

Capital Retirees Slate Luncheon Meeting Dec. 19

ALBANY—The Capital District Retirees chapter of the Civil Service Employees Assn. will hold a holiday luncheon meeting on Dec. 19 at the Amherst Restaurant here, 27 Elk St.

A Dutch-treat social hour, starting at noon, will precede a 1 p.m. buffet luncheon. A short business meeting will follow this program.

Cost to members is $3. or for non-members, $4. Checks should be made payable to Isabelle O. Harvard, treasurer. Reservations should be sent to Mayor Conley, 21 Coriat St., Albany, N.Y. 12210.

Those attending should bring a gift (not to exceed $1) for the gift bag, according to chairman Blancas Mechanics and co-chairman Margaret Steenburgh.