Gov. Takes Broad Swipe At Civil Service; Wenzl Vows A Defense of Merit System

ALBANY—Gov. Nelson A. Rockefeller opened the 1973 session of the State Legislature by taking a broad swipe at civil service, attacking what he called "swollen bureaucracies" and an "unresponsiveness" to the taxpaying public. What was unclear, however, was whether he was attacking State employees, local government employees or workers in special New York City and State agencies.

When the Governor pressed the Governor's office for more details and plans, if any, that the Administration might be considering for civil service, the response was merely "No comment at this time. There may be something later."

Many observers felt that Rockefeller was expressing frustration over the failure of some of his favored programs, such as narcotics control—a subject he later dealt with in detail.

"A swollen bureaucracy means to me an excess of unnecessary administrative personnel. If that's what it means to the Governor, then I certainly agree," he declared.

However, Dr. Wenzl did express concern over that part of Rockefeller's statement, that indeed he felt the Merit System needed overhauling.

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However, Dr. Wenzl did express concern over that part of Rockefeller's statement, that indeed he felt the Merit System needed overhauling.

"The necessity for full-time public jobs through fitness and merit has been too well established for anyone to start thinking of competing with it in any way that could lead to a return to the spoils system," he said.

Dr. Wenzl noted that "it is true that governmental scandals can be more prevalent in the competitive classes of civil service. This is proof enough that public service must be done politically and not with merit."
The UFO "Trumpet," that gem of a publication from the Fire Officers Assn., gives us the following headline for Pete Hamilton of the New York Post for three columns which he wrote on succeeding days in our Fire Department in language "John Q. Public" could easily understand. Congratulations to Pete Hamilton of the FO Boy, oh boy, could we use a few more Pete Hamiltons!

The story begins by my 1973 honorary membership card in the UFOA for which many thanks. It is an honor to carry it, as I have been vilified to do for so many years. Good luck and best wishes to you all and same goes to a million of you.

A week ago tonight I sat glued to the book which the captain of the Urban parchment finally seeing some well-deserved recognition given to the firefighters. The "Trumpet," said to have been made especially for ABC News in time for the show: 30 minutes.

With all those publicity-seeking district attorneys and police commissions within the past few months, I was surprised that cinema press conferences as soon as some crook wacks his nose. I felt just here, I don't know how long a time as a firefighter would get the exposure he so richly deserved. He got曝光 all his money, and for my money, a very large black eye at the same time.

To tell his story in no way did it represent the true status of the firefighter's job. To beef things up, they gathered a large bunch of stock newspaper film from various places and while the firehouse could be in Los Angeles, the film clearly indicated that it was largely in New York. The Super Pump marks system with "FDNY" big as life was very much in evidence.

If so much money is to be spent on getting a job for which this thing turned out to be, why not a few more bucks for a competent technical advisor?

The captain being called open by his first name: . . . One man handled the job, thereafter his captain with the remark, "Blows when did I take orders from you?". . . After he left, a man involved with fire fighting from every window while the hero who takes off and out cost to sit down and have a cigarette! . . . hoses at a fully involved scene, and was handled by one man! . . . Fire out of every window, yet still he went on in the building. . . . as you please, into the apartment standing up and find the victim in atmosphere clear as a bell! . . . A building "filled with so much gasoline fumes it is liable to explode any second," yet there in the window, people screaming for help! went no effort being made to remove them! . . . The hero, after coming out over to the cops with an order to "book him on suspicion ofファーストリスクス death" in addition to leaving out the door, the truckmen, left them out the chief, whose duty would it be to face a Packers.

Frankly, the impression was so distorted and generally misunderstanding as act, I now see more than a little. At the Time of the firefighter certainly failed to be enhanced, that in addition to leaving out the door, the truckmen, they left out the chief, whose duty would it be to face a Packers.

Columbia Association

The Columbia Association of the Department of Sanitation will hold its delegates meeting at 8 a.m. Jan. 31, at Columbia Hall, 54 Union Ave., Brooklyn.

CSEA Seeks Asst. Manager Of Mobile Unit

The Civil Service Employees Association has one vacancy for an assistant manager of the mobile unit.
Must Consider Seniority In Making Shift Changes

(Special To The Leader)

DELHI—A third step of a grievance brought by Civil Service Employees Assn., members who are janitors and cleaners against the State University Agricultural and Technical College at Delhi was heard recently by SUNY's assistant vice chancellor for employee relations, Caesar J. Naples. The janitors and cleaners represented by Richard Sroka, CSEA field representative, made their claims at a hearing directed by Robert Stroka, SUNY's hearing officer.

The janitors and cleaners asserted that Section 2.3 to promote fair and reasonable working conditions and 161.7 (4) [sic] Seniority in State service shall be considered as a factor of shifts... . of the Operational Contracts Union was violated when the College transferred many of its janitors and cleaners from a day shift to a night shift.

The College contended that under Article 5 of the contract, it has the right to direct, deploy and utilize the work force in order to secure efficient operations.

The College showed that prior to making this change, it had sent questionnaires to all of the janitors and cleaners asking for their day shift or night shift preferences. An insufficient number of workers preferred the day shift; the College executive committee, under Article 5 and assigned what it considered a sufficient number of janitors to the night shift.

The College justified its movement of personnel by proving that a rate of absenteeism average for the 1976-77 school year in the use of classrooms between 2 p.m. and 10 p.m. had taken place.

Naples found that there had been no violation of Section 2.3 of the contract. He stated that the College made an honest effort to consider the employees' wishes in making the night shift assignment and that it was within its rights to change the work hour because of the increased demand of night custodial work.

Concerning Section 161.7, however, Naples found that the College had ignored seniority in assigning employees to a replaceable shift. He sustained the grievance and directed the College to make changes in the work plan to keep to an efficient minimum the number of custodians assigned to the night shift, and that in making the final assignment, the factor of seniority be given proper weight.

Franklin County Negotiations At Impasse

MALONE—Negotiations for a 1975 contract between Franklin County and the Civil Service Employees Assn. has reached an official state of impasse and the matter has been referred to the Public Relations Board.

The impasse was followed a rejection by members of the CSEA Franklin County chapter, in an 87-11 vote, of the last offer by the County.

The County Board of Legislators created the Public Relations Board to adhere to the Robberson Salary Schedule. This salary plan was agreed to and adopted by the County Government and CSEA, Matthews pointed out, as a means of determining a fair and just system of increases for all employees covered by the plan.

In the Franklin County School System, the Robberson Schedule is a salary plan analysis completed by C. W. Robin Co. in 1948 at a cost of $10,000 born by the employees. This analysis was revised in May 1971 for the purpose of determining the cost of living.

Improper Practice Charge Against Orange City Adds To Negotiation Impasse Bog

GOSHEN—Members of the Orange County unit of the Civil Service Employees Assn. were informed at a chapter meeting last week of an improper practice charge filed with the State Public Employment Relations Board against the Orange County Legislature and Louis V. Mills, County executive, charging "failure to negotiate in good faith.

Members of the unit, part of the Orange County chapter of CSEA, also discussed at the meeting the current impasse status of negotiations between CSEA and the County.

The improper practice charge stems from a resolution passed by the County Legislature on Dec. 29, 1972, which, according to Danny Jinks, CSEA Collective negotiations specialist, "unilaterally changes the hours, wages and working conditions of Orange County workers covered by CSEA" thereby being a "disciplinary action," and because this action was taken without collective negotiations, "attempts to limit the exercise by Orange County employees of their rights to negotiate guaranteed to them under Section 292 of the Taylor Law.

Jinks observed that when it was presented, the resolution was tabled. William Dungan and other officers and members of the CSEA Orang County chapter, and other agencies that "further legal action will be taken to make sure that an agreement is reached to end this problem is found," that the members were "calmed down enough to continue with the meeting."

Meanwhile, the negotiations impasse remains in the hands of the PEB, who had appointed a mediator to the case earlier. Mediation proved unsuccessful, however, and a fact finder has yet to be named to "inquire into matters in dispute, and to make recommendations thereon," according to the CSEA representative.

Budmen Promoted

ALBANY—Bernard H. Bud- men, of Menands, has been pro- moted to assistant commissioner for administration and fiscal management in the State Dep- artment of Mental Hygiene as an acting supervisor. Budmen first joined the Department in 1959 as director of the bur- ens removal and improvement. He succeeds Gerald Glaubene, who has retired.

Montgomery County Ch. Ratifies Tentative Pact

(Special To The Leader)

FONDAL—The Montgomery County chapter of the Civil Service Employees Assn. have approved a tentative agreement on provisions for a new work contract with Montgomery County, by a ratification vote of 161 to 2. The main features of the negotiated agreement are: a $300 increase for all employees, a five-day work week extended from 12 days to 144 days; 16 percent differential for work on second and third shifts; medical insurance claims processed directly through the compar- rising assembly and representative and extension of mileage allowance to all employees who use their vehicles on County business.

BUY U.S. BONDS

HOLIDAY SPIRIT — Santa Claus came in a variety of sizes, races and sexes, although Nighthall Martinez was official Jolly Ol' Elf. The 10th annual Hooch Pastry Hospital Holiday Breakfast was offered by the hospital's Civil Service Employees Assn. chapter donned their best holiday smiles last month to bring some cheer to residents of the institution. Vintage gifts are, from left, chapter second vice-president Michael Eppolomo, Minnie Shruder, Mildred Ramey, Jeanette Escalera and George Collins. This special activity on the part of the Hoch members is typical of scenes repeated at institutions throughout the state, and is symbolic of the special relationships that exist between many of the employees and the residents for whom they care.
This eligible list of 3,572 names was established Dec. 15 by the Transit Operating Authority Transit Operating Authority Examining Board. The test was taken Oct. 14 by 16,795 applicants. The list will be in existence until exhausted or until expiration two years from date of establishment. (Continued from last week)

No. 821 — 79.83%


No. 841 — 79.83%


No. 861 — 79.83%


No. 871 — 79.83%

871 Donald D. Davis, Donald D. Davis, Donald D. Davis, Donald D. Davis, Donald D. Davis, Donald D. Davis, and Donald D. Davis.

No. 881 — 79.83%


No. 891 — 79.83%

891 Kenneth J. Barber, Paul A. Manahan, Wayne L. Taylor, and Anthony J. Dolan.

No. 901 — 79.83%


No. 911 — 79.83%

911 John E. Harkins, John E. Harkins, John E. Harkins, John E. Harkins, John E. Harkins, John E. Harkins, and John E. Harkins.

No. 921 — 79.83%

921 Dario Cuevas, Clarence R. Hessler, Joseph Papka, Jose A. Gonzalez, John J. Papka, and Donald J. Papka.

No. 931 — 79.83%


No. 941 — 79.83%


No. 951 — 79.83%


No. 961 — 78.99%


No. 971 — 78.99%


No. 981 — 78.99%


No. 991 — 78.99%


No. 1001 — 78.99%


No. 1011 — 78.99%


No. 1021 — 78.99%


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3. Or, call your nearest TER BUSH & Powell representative for details.

Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

There have been changes!

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

Now, if your annual salary is

| Less than $4,000 | $100 a month |
| $4,000 but less than $5,000 | $150 a month |
| $5,000 but less than $6,500 | $200 a month |
| $6,500 but less than $8,000 | $250 a month |
| $8,000 but less than $10,000 | $300 a month |
| $10,000 and over | $400 a month |

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A NEW PARA-JUDICIAL TRAINING COURSE FOR COURT PERSONNEL

Co-sponsored by Adelphi University’s School of Business Administration and the New York Law Journal

EARN ASSOCIATE OF ARTS DEGREE IN COURT MANAGEMENT!

Today's busy courts need administrative personnel who possess a good deal of familiarity with court procedure and understand the substantive law underlying the court's work. Further professional advancement, higher salaries and a place in the forefront of these new administrative techniques will require comprehension of the fundamentals of administration, legal practice and law.

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

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

PROGRAM BEGINS FEBRUARY 8TH

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

The introductory course (3 credits) will begin on February 8th and will introduce the student to the fundamentals of these subjects. The advanced programs will cover each of these subjects in detail.

The first advanced program (3 credits) begins in Garden City on the Adelphi campus on January 31st.

FACULTY

The instructors will be drawn from the ranks of the practicing bar, experienced court administrators and law professors. Neil Shayne, a member of Mineola, New York, law firm and faculty member of the Institute for Court Management, Aspen Law Center, Colorado and Neale Kurlander, Professor of Business Administration at Adelphi University are the co-directors of the program.

TUITION-DEGREE

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

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

TIME AND PLACE

The introductory course will be given in Manhattan on Thursday evenings from 6:30 to 9:00 p.m. at the New York State Trial Lawyers Association, 132 Nassau Street. The first advanced course in Civil and Criminal Procedures begins on January 31st at Adelphi University in Garden City, New York. Both programs have fifteen week sessions.

FOR FURTHER INFORMATION

For further information and registration, call The Law Journal's co-ordinator, Mrs. Dorothy H. Beck, (212) 571-1683; 258 Broadway, New York, New York 10007 Or Professor Kurlander, Adelphi University, (516) 294-8700, Extension 7454, Adelphi University, School of Business Administration, Garden City, New York 11530.

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

REGISTRATION

MAIL TO:
Adelphi University
School of Business Administration
Garden City, New York 11530
Attention: Professor Neale Kurlander

Please Register me for the course in Para-Judicial Administration

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

Name______________________________
Address____________________________

City________________________State______Zip______

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

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

[ ] $174 Full Tuition

[ ] I will be applying for Veteran's Benefits
[ ] yes [ ] no

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

Signature________________________
TUESDAY, JANUARY 9, 1973

Careful, Governor!

Governor Rockefeller opened his "State of the State" message to the first session of the 1973 Legislature with a broad attack on civil service, whose merit system he says is in need of civil service in the state, New York City or local government elsewhere, his remarks were aimed at alerting all public employee unions to the possibility that the merit System may be under heavy attack from the state Administration this year.

The essential complaint, it appears, is with so-called "swollen bureaucrats" and an "unresponsive" body of civil servants. If the Governor had let it go at that we might not be concerned. But when he suggests some kind of overhaul of the Merit System, we can only feel that an alarming situation exists.

Certainly, the Governor cannot have forgotten that the State work force was seriously slashed in 1971 and that such a vital agency as the Mental Hygiene Department has still not been brought up to the proper strength needed to care for the most helpless and tragic of our citizens.

There is not a single State department that we know of that is properly staffed at the moment. Is Mr. Rockefeller implying that already overworked employees be pressed even harder?

One has to believe that the Governor has no case against the Merit System but, rather, is expressing frustration over the failure he is seeing, such as Narcotics Control, that did not live up to his expectations. This is a poor reason for making the rank-and-file civil servant a whipping boy.

Furthermore, we believe the Governor's current attitudes in this area are unworthy of a man whom this newspaper once called the best Governor civil service has ever had. He earned that appellation by his avowed intention when he first took office to mediate himself into putting public employees on a par with their fellows in the private employee sector—and he did.

We urge the Governor to build on that reputation, not tear it down. To do otherwise would be a disservice to both the civil service system and the public it now serves so well.

Q. After my husband died recently, I received a bill from his doctor. Since we both were signed up for medical insurance under Medicaid, don't I have to pay the bill in full as I have done in the past?

A. When a Medicare patient dies, the request for payment must be submitted with some additional information. Along with the usual signed statement and notice of death, a certificate showing that the medical expenses were paid and another form (SSA-1610) explaining your legal relationship to the deceased Medicare beneficiary. If you need help in submitting your request for payment, call any social security office.

Q. I signed up for both parts of Medicare a year ago when I became 65. Now my doctor has told me I'll need to go to the hospital soon for an operation. Will you mail me a hospital insurance claim form so I'll have it when I go in the hospital?

A. There is no special claim form. The hospital will take care of all the paper work for you. Just show your Medicare card to the admissions office when you check into the hospital.

Don't Repeat This!

(Continued from Page 1)
Prom. Exams
(Continued from Page 11)

11. To General Supervisor of School Maintenance (Mechanical), Exam 2581 ($15,000) — Open to supervisors of school maintenance (mechanical), air conditioning and ventilating inspectors, air conditioning engineers, and plumbing inspectors or assistant mechanical engineers in the Division of Education. Written test March 31.

12. To Junior Building Custodian, Exam 2582 ($7,000) — Open to custodians (men and women) or assistant custodians (women) with any affected City agency. Written test April 7.

13. To Principal Consultant (Early Childhood Education), Exam 2583 ($16,800) — Open to consultants (early childhood education) with Health Services Admin., or Agency for Child Development. Written test April 7.

14. To Senior Appraiser (Real Estate), Exam 2590 ($12,000) — Open to appraisers (real estate), with Housing and Development Admin., Law Dept., Municipal Service Admin., Housing Authority, or Office of Comptroller. Written test March 28.

15. To Sr. Bridge and Tunnel Maintenance Operator, Exam 2595 ($18,000) — Open to bridge and tunnel maintenance workers with Triborough Bridge and Tunnel Authority. Written test March 24.

16. To Sr. Key Punch Operator, Exam 2600 ($7,600) — Open to key punch operators in any affected agency or Health and Hospitals Corp. Written test March 19.

17. To Sr. Office Appliance Operator, Exam 2605 ($8,700) — Open to office appliance operators with all affected agencies. Written test March 12.

18. To Sr. Supervisor of Mechanical Installations, Exam 2610 ($14,500) — Open to supervisors of mechanical installations with Housing Authority. Written test March 14.

19. To Sr. Tabulator Operator, Exam 2676 ($7,600) — Open to tabulator operators with all affected agencies. Written test April 14.

20. To Shop Clerk, Exam 2776 ($7,000) — Open to clerks, senior typists, stenographers, office clerks, stenographers, office appliance operators, secretaries, stenographers, office clerks, stenographers, or office appliance operators with all affected agencies. Written test March 31.

21. To Stationary Engineer (Electric), Exam 2502 ($10,760/hour) — Open to operators and assistant operators in the Electrical and Environmental Protection Admin. Written test March 31.

22. To Supervising Appraiser (Real Estate), Exam 2658 ($13,000) — Open to senior appraisers in the Division of Real Estate or Housing and Development Admin., Municipal Service Admin., and Housing Authority. Written test March 31.

23. To Supervising Computer Operator, Exam 2662 ($9,300) — Open to computer operators with all affected agencies. Offices of the District Attorney and the Public Administration (Continued on Page 12).

Examine Your Standing
Have you the edge on eligibility? Scan the various lists for your exam and name. Successful candidates follow The Leader.

The 1973 Super Beetle is a whole different car inside.

For one thing, there's a lot more inside, inside. We're giving you plenty of legroom up front. And fantastic headroom.

We've also done a nice thing for your nose. Our new windshield is pushed way forward, and curved. It's actually 42 1/2% larger.

For comfort, the seats, too, are curved. The same way you sit on them. And the same way your back is.

Inertia type seatbelts buckle up as standard equipment.

The padded dash is completely redesigned. To be read in a flash.

Getting in and out of the back seat of the Bug is now pretty easy even for non-athletic types.

Few things in life work as well as a Volkswagen.

And we've had some very fresh ideas about air. And how to circulate it. Our remarkable improved ventilation system even de-fogs the side windows.

Altogether, the interior of the 1973 Super Beetle is so radically different, you'd have a hard time knowing it was a Beetle, except for the steering wheel insignia.

There remain, however, certain things that will give you the clue that you're driving a VW.

Economy. Dependability. Our good old never-give-up character. The beauty of the new inside may be its beauty.

But the fact that it comes in the car it does, is the most beautiful part of all.
Restructuring Phase III, Part 1, Continues With Provisions For Management And Organization

The first installment of the restructuring process, Phase III, Part 1, is continuing with new organizational changes aimed at improving efficiency and effectiveness. The committee reviewing the structure of the Civil Service Employees Association (CSEA) has been tasked with making recommendations for a better-organized entity.

**Prepared by the Committee to Restructure CSEA**

### Phase III, Part 1, of the Civil Service Employees Association, restructuring report as presented at the Special Delegate Meeting of the Association in Rochester, continues this week in The Legislative Building.

The changes are intended to streamline operations, improve management practices, and enhance the overall service delivery to members. The committee will present its findings and recommendations at a future meeting.

**EXECUTIVE DIRECTOR**

**PREPARED BY THE COMMITTEE TO RESTRUCTURE CSEA**

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### Restructuring Phase III, Part 1, Continues With Provisions For Management And Organization

The executive director is responsible for managing the daily operations of the association, ensuring that all activities are aligned with the strategic objectives. The committee recommends that the executive director be assisted by a new assistant executive director and a new administrative assistant to support the restructuring efforts.

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### MANAGEMENT AND ORGANIZATION

The association's management and organization structure is being reevaluated to ensure alignment with the association's mission and goals. The committee recommends the creation of new positions to enhance efficiency and effectiveness.

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### Assistant Executive Directors

- **Assistant Executive Director for State Affairs**
- **Director of Communications and Public Relations**
- **Director of Field Services**
- **Director of Headquarters Services**
- **Director of Communications and Public Relations**
- **Assistant Executive Director for Finance**
- **Assistant Executive Director for Conference Services**

These positions are intended to support the executive director in managing various aspects of the association's operations.

### CSEA Calendar

- **Information for the Calendar may be submitted directly to The Delegate**
- **Events should include the date, time, place, address, and city for the function.**

### January

- **30**—CSEA executive council meeting

### February

- **15**—Central Conference meeting

### March

- **13**—Delegate council meeting

**Direct Plan Payments Due**

(Updated from Page 1)

*The deadline to pay the CSEA fee is the 15th of each month. The fee must be paid by the 15th to avoid any late fees. Failure to pay on time will result in the suspension of membership.**

If you have any questions or need assistance with your membership, please contact us at 1-800-CSEA-500. We are here to help you with any concerns or issues you may have.

**Kings Park Chafler Celebrates Holiday With Victory Party**

KINGS PARK—A recent victory in the annual holiday party competition at the Kings Park Chafler has boosted morale among the members and leadership. At the party on December 22, the Chafler hosted a festive evening with music, games, and prizes.

The Chafler leadership expressed their gratitude to all members for their participation and support, which led to the Chafler's win. The event was held to bring the community together and celebrate the holiday season.

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While the thoroughbreds are out of town keep in touch by phone.

The quickest, most convenient way to enjoy the action at Bowie is with OTB's new American Totalizer telephone betting system.

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OTB TELEPHONE ACCOUNT REQUEST

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Address:

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Number

My check (payable to NYC Off-track Betting Corp.) in the amount of

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I certify that I am 18 years of age or older

We cannot accept applications from outside New York State.

(Ad)
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NEW YORK CITY—Persons seeking jobs with the City should file at the Personnel Office, 45 Thomas St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 9 a.m. to 5 p.m.

These 20 departmental lists include:
- Planning Commissioner jobs are available for mail-in applications only. By January 30, the Planning Commission will inform successful applicants that they must appear in person before it will schedule them for interviews.
- The Board of Higher Education advises teaching staff members to contact the individual schools for non-faculty jobs.
- Several city agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 40 Court St., Brooklyn 11201; Brooklynn, 590-490; NYC Transit Authority, 37 Jay St., Brooklyn 11201, phone 940-940.

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FROM: STOCKMAN

These 20 departmental lists were established Jan. 4, and resulted from a written exam held June 12, 1971. Applications were available from the Personnel Office, 30 Rockefeller Plaza, New York 10020, from the City of New York, the State of New York, and the United States Government, at the following addresses:

- Personnel Office, 30 Rockefeller Plaza, New York 10020
- State of New York, Department of Labor, 220 Fifth Ave., New York 10010
- United States Government, Federal Personnel Office, 45 Thomas St., New York 10012

Upon the publication of this article, the City of New York will announce the publication of the application, 7546, and the deadline for filing applications is January 30.

ADDRESSES

1 Vincent G. Celia

BERNARD M. BARCH
COLLEGE

1 Sandy W. Alson

ALBION

TOBE CONTINUED

NO. 1361—77.31%


NO. 1381—77.31%


NO. 1401—77.31%


NO. 1421—77.31%


NO. 1461—77.31%


NO. 41—78.41%


NO. 61—74.75%

61 Owen C. Hawkins, Charles B. Wilson, John J. Comer, Truhed A. Dillibone, Salvatore Manu- leaco, Donald C. Frederick.

CONTINUED ON PAGE 13
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. Adaptable VHF/UHF telescoping antenna. Earphone included. White and blue cabinet.

SONY 7''
Picture Measured Diagonally
PORTABLE TV
129.95

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

SONY 11''
Picture Measured Diagonally
PORTABLE TV
139.95
Smartly styled. Lightweight, only 15 lbs. 10 oz. Charcoal grey with chrome trim. Illuminated front-mounted tuning dials. Solid state. VHF telescopic antenna. Operates on AC or battery (optional extra).

TRINITRON COLOR TV'S

SONY 8''
Picture Measured Diagonally
TRINITRON® COLOR TV
339.95
"The compact one" — Trinitron exclusive color system and dependable solid state circuitry, in one easy-to-carry portable, sharp, brighter color.

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, harness.

SONY 15''
Picture Measured Diagonally
TRINITRON® COLOR PORTABLE
399.95
Now from Sony — popular 15'' size, screen! Automatic Color Control and Automatic Fine Tuning Controls. 100% solid state circuitry. Beautiful wood grain wood cabinet, chrome trim.

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

90 DAYS SERVICE • 2 YEAR COLOR TUBE WARRANTY •

Lewin & Co.
67 SECOND AVE.
AT 5TH ST
MANHATTAN
GR 5-6100
THE SPIRIT OF CHRISTMAS PAST —
In keeping with the spirit of the holidays, the Environmental Conservation Council of the Service Civil Society/Emcees has made a donation to CSEA's Welfare Fund.

Below is a list of those individual CSEA members who have made a personal donation to CSEA's Welfare Fund.

Honor Roll

More Donors Listed For Welfare Fund

Below is a list of those individual CSEA members who have made a personal donation to CSEA's Welfare Fund.

Governor Opens Legislature With Attack On Civil Service

(Continued from Page 1)

"For the moment we will wait and see if the Governor really does have any specific things in mind. There are several citizens pressing for legislation, for preventing frustration, or pulling a crowd pleaser. Naturally, we will fight any serious attacks on the Morale System, whether we are on the State or on the local government level."

Governor's Remarks

Here is that portion of the Governor's message to the Legislature that dealt with civil service:

"Because we are dealing with huge social as well as economic problems — the education of millions of young people; helping hundreds of thousands of the aged, sick, disabled and poor; thousands of the mentally disordered; hundreds of thousands of the mentally disabled; providing day care centers for children, and operating the over two thousand programs for the rehabilitation of those caught in the tragedy of drug abuse — government has developed correspondingly large organizations to carry out these services."

But as these bureaucracies grow, in order to attract and protect able men and women in government services, they were given greater job protection through civil service and, more recently, the right to organize and bargain collectively."

"With these rights and greater protections, there is, of course, a greater responsibility to the public they serve."

"But with job tenure extended effectively to the individual's working lifetime in many cases, and with pressures being exerted by the tendency within these protected bureaucracies in too many instances has unfortunately been toward less and less responsiveness, not only to administrative direction but even to the public they serve."

Quality Service

"This has become vastly more difficult to maintain the kind of quality service possible with productive stressors and the direction and supervision that result in quality service."

"The citizen is understandably becoming increasingly frustrated as huge public investments of his hard-earned tax dollars do not appear to produce a correspondingly high level of efficient and responsive service."

"These reactions were expressed time and again during the course of the 11 town meetings I recently completed around the state."

"It is essential to build more responsive and creative approaches to providing needed services and, at the same time, more responsible supervision over those involved in the delivery of services."

Changing Problems

"We must set higher standards of performance for the protection of life and property, higher standards for the quality of services delivered to the people, and see to it that these standards are carried out."

"If people have a right to expect that — the taxpayers demand it — and government has an obligation to provide it."

"It may well be that the concepts underlying our present programs and the institutions that carry them out have lost some of their relevance, some of their impact, and we must go to work on this."

"Therefore, we must reexamine our approaches and develop new concepts which will permit us to reshape our programs to serve the people better."

After Five-Year Legal Battle

Upgrading For Chemung Social Services Workers

(Special To The Leader)

ELMIRA—Social Services employees in Chemung County are to receive a sizable increase in their weekly paycheck in the near future according to Rand Knich, Civil Service Employees Assn. president, as a result of a five-year legal battle concerning proper upgrading procedures used by County officials.

"The victory in court will mean as much as $1,500 to some employees and stipulates that the County must pay back interest on the money due, retroactive to 1966. The county personnel office estimates the total package due the employees may exceed $10,000."

"CSEA's legal counsel said, "The County still could file for appeal. We won't know until Jan. 1975.""

Panel: The following mediators have been named to a fact-finding and mediation panel to settle major disputes between the Civil Service Employees Assn. and the County:

1. Russell Root, an attorney from New York City, has been named the fact-finder. He was associated with the Hecht Kline firm of New York City.

2. Mark Beecher of PERB's Buffalo office was named to the panel of the City of Buffalo, County and CSEA; Jack Bleicher, an attorney of Spring Valley, to the dispute between Niagara County and CSEA; and Arthur Van Wart of New York City to the dispute between the City of New Rochelle Library Board and CSEA.

Settle Fredonia Grievance Over Out-Of-Title Work

(Continued from Page 15)

FREDONIA—A grievance brought by Civil Service Employees Assn. member Raymond Dorler against the State University of New York at Fredonia was settled recently in a third-step hearing held by Judge C. J. Napier, SUNY's assistant vice chancellor for employee relations. Dorler was represented by Albert W. Foley, counsel for the local CSEA chapter.

Dorler, a maintenance helper, SG-11, argued that after having worked for five years for some period prior to Aug. 31, 1972, and is currently continuing to perform work of this nature, the Civil Service Employees Assn. chapter failed to upgrade him to the higher paying position of his title.

The case was settled without a hearing, by agreement between the parties, after Scott A. Brees, CSEA's collective bargaining representative, and Dorler's counsel, Mr. Foley. Dorler had been promoted to the assistant painting foreman but was demoted back to the painter position in September 1971.

Dorler had also sought back pay and reinstatement to the position of painter, SG-11. The settlement, however, does not include back pay.

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Elect Richter Head Of Nassau Public Works Unit

MINEOLA—Robert Richter has been elected president of the newly reorganized Department of Public Works of the town of Nassau. Richter heads the CSEA chapter in the town.

"The vote deserves a vigorous start for the unit, which had previously lacked cohesion because its units had been spread geographically around the county. The department will streamline its activities and add 30 members into a unified force."

"The vote demonstrates that by 41 percent of the membership, considered a good showing of vigor for the new structure."

"Others chosen were Richard Caruso of Hempstead and Robert Schindel, both vice presidents, and Mary Zielinski, secretary, and William Hymes, treasurer."

Chairmen: James M. Michael, Michael Pisanti and Mario Panciariello were elected to the board of trustees.