Wenzl Reports Progress On State Contract Talks

ALBANY Theodore C. Wenzl, president of the 210,000-member Civil Service Employees Assn., reports "substantial and gratifying progress" in negotiations between the State and CSEA, which is currently speaking for some 140,000 employees in 40 of the state's 100 units.

"Unit negotiations," according to Wenzl, "are progressing smoothly. We are much further along this year than we had expected and we are optimistic about the contract possibilities."

The public employee organization is in regular sessions with state representatives from the Office of Employee Relations. The pace of negotiations on a coalition basis is reported to have been accelerated in the past week.

Meanwhile, separate meetings continue with each of CSEA's four individual unit bargaining teams, which include Administrative, Professional, Occupational, and institutional employees. The talks in unit bargaining are specific items directly affecting state employees at their work locations.

Hempstead Unit Sets March 15 General Meeting

Hempstead — The Town of Hempstead unit of the Civil Service Employees Assn.'s Nassau chapter will hold a general membership meeting March 15, according to Kenneth Cadieux, president.

Guest speaker for the occasion will be Joseph Holzman, field representative for the Social Security Administration.

The meeting is slated for 8 p.m. in the Town Board Pavilion of the Hempstead Town Hall.

The Town of Hempstead unit is one of the components of Nassau chapter, largest single chapter in CSEA with nearly one-tenth of the total statewide membership. Irving Flammensbaum is chapter president.

Hicksville Employees Vote To Stay With CSEA

HICKSVILLE — The Civil Service Employees Assn. scored a decisive victory over Local 160, Service Employees International Union, AFL-CIO, in the representation election held Feb. 22 for the custodial and maintenance employees of the Hicksville Public Schools, PBA No. 47.

The employees overturned SEIU's bid to represent them by voting 31 to 22 for CSEA.

According to Pat Morano, CSEA field representative, "It was a tough fight in the beginning. Then the CSEA members started putting forth a positive-and-day message. Once all of the employees understood the situation and what they could lose, they were on our way to another important win."

Ed Perrott, president of the newly formed Nassau County Educational chapter of CSEA said, "I was very proud of our people. They worked together as a real team. Everyone did a terrific job."

The Nassau County Educational chapter, which was formed last October, represents the custodial and maintenance employees of the Hicksville Public Schools.
C.F.E.R.A.
FROM CIVIL SERVICE EDUCATION AND RICATIONAL ASSOCIATION FOR YOU, AND MEMBERS OF YOUR FAMILY

PRAYER PROGRAM

MEXICO 11 Nights
At the luxurious MASON DAYS HOTEL ........ $396.00
K-4005—Leaving April 13 and returning April 24th. Includes:
Price includes: Air transportation, breakfast and dinner.

SAN JUAN 9 Nights
At the superior EL SAN JUAN HOTEL $339.00
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Price includes: Air transportation and transfers and porterage.

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At the deluxe RANWAY DAY HOTEL $339.00
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Price Includes: Air transportation, three meals daily and cocktail party.

MEMORIAL DAY WEEKEND
ARIUBA 3 Nights
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K-4007—Leaving May 25 and returning May 28th.
Price includes: Air transportation, breakfast, dinner and daily cocktail party and free sauna.

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K-4007—Leaving May 25 and returning May 28th.
Price includes: Air transportation, American breakfast and dinner daily.

CURAÇAO 3 Nights
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K-4007—Leaving May 25 and returning May 28th.
Price includes: Air transportation, American breakfast and dinner daily.

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At the deluxe HOTEL LOTHFOLDUR $220.00
K-4002—Leaving May 24 and returning May 27th.
Price includes: Air transportation, three meals daily, sightseeing, taxes and gratuities.

LISBON 5 Nights
At the luxurious ESTORIL SOL HOTEL $240.00
K-4007—Leaving May 25 and returning May 28th.
Price includes: Air transportation, three meals daily, sightseeing, taxes and gratuities.

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The Democratic Processes

The Delegates Meeting scheduled for March 26 to 30 promises to be another opportunity for our membership to express themselves. One of the things I like about the Civil Service Employees Assn. is its democratic approach to operations. Nobody is ever completely happy with events under a democratic system, but everybody has a real chance to be heard. The Civil Service Assn. is set up so that this opportunity to be heard may be many. Often they are not recognized as "democracy in action," but if we look closely it's exactly what they are.

Starting from the top, CSEA has annual conventions and special conventions to discuss with hundreds of delegates matters of importance to all CSEA. Delegates are elected by the membership, or appointed by an elected board of directors. Each chapter has the right to be represented at these conventions. Very few labor organizations hold as many conventions as does CSEA, but then very few run as democratic an organizational system, but everybody has a real chance to be heard. The rhetoric of the rhetoric is definitely in the same class as that at conventions.

To insure regional voices, CSEA has six conference areas (seven for regional areas). These conferences have officers, programs and responsibilities to fulfill. They are represented on the Board by their presidents. Conferences are set up a governing body to make and carry out CSEA policy in the absence of conventions. Representation on this body (Board of Directors) is by popular referendum and all members of Conference elected are represented here. Board meetings are really small conventions and the rhetoric at chapter meetings is the same as that at conventions.

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<table>
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<th>New, if your annual salary is</th>
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You can qualify for a monthly benefit of:
- $100 a month
- $150 a month
- $200 a month
- $250 a month
- $300 a month
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For full information, please print your name, address, phone number, and employee number on the coupon below.

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CIVIL SERVICE LEADER, Tuesday, March 13, 1973

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Add 66 Exams To City Slate

221 New Appointments

The Fire Dept. of Personnel has certified 221 firemen from a list which resulted from open competitive exam 7060, established August 20, 1968.

The Fire Dept. is now in the process of conducting medical and physical examinations, and should be hiring the required number of men by March 31. A department spokesman told The Leader these men will swear in March 24 and begin their eight weeks of training March 26 at Welfare Island.

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The Heart Of The Matter

I n ruling that a State law which limits the amount of overtime a civil servant could use in computing the base for retirement benefits was unconstitutional when applied retroactively, Supreme Court Judge Sidney H. Asch did more than just render a decision. He also made some of the most succinct arguments concerning civil service pensions we have heard to date.

In his decision Justice Asch said: "To say after a wage bargain is made that only a portion thereof will be computed in the salary base for retirement purposes is to destroy the underlying premise of the wage bargain."

"Pension rights are property rights," he added. "In this case the State has taken property from the civil servants by destroying the underlying premises of the wage bargain."

Justice Asch, whose legislative experience has given him profound insights about the dedication of civil servants, summed up: "This is not just the civil servant who envelops himself in the security of the government, instead, this is the farmer who receives subsidies for not working, the industrialist who is bailed out by government loans, the employer of natural resources whose wealth is supported by tax shelters and loopholes." "It is not just the civil servant who envelops himself in the security of the government," he continued. "It is the farmer who receives subsidies for not working, the inefficient industrialist who is bailed out by government loans, the employer of natural resources whose wealth is supported by tax shelters and loopholes."

Need anything more be said?

Questions and Answers

Q. My son, who's 30, has three small children. Since he recently developed a heart condition, his doctor won't let him do any kind of heavy work. He's been driving a cab part time while looking for a full-time job. The family is in financial straits. Can he get monthly social security disability payments for himself and his family?

A. Probably not. To be able to get monthly disability payments, a worker's condition must be so severe that it prevents him from doing any substantial gainful work. Since your son does work part time as a cab driver, the answer is no, he is not disabled.

Q. I'm planning a trip abroad next month. Must I get some vaccinations? My doctor has told me I'll need several shots before I go. Should I get Medicare help pay for them?

A. No. Social security benefits are not subject to Federal income tax.

Q. I'm buying a trip abroad next month. Must I get some vaccinations? My doctor has told me I'll need several shots before I go. Should I get Medicare help pay for them?

A. No. Vaccinations or inoculations are covered under Medicare only if they are directly related to an injury or direct exposure to a disease Preventive inoculations, such as you might be getting, is not covered.

Q. I'm a widow, and I've been working since 1942 when my husband died. In a couple of months I'll be 60. Although I'm still working to earn the money I want to cut down on my work. Would I be able to get any kind of monthly benefit under Social Security?

A. You may be eligible for a reduced widow's benefit at 60. Call, write, or visit any social security office for more details.
False Alarms
Drop: Lowery

Malicious false alarms declined in February, according to Fire Commissioner Robert Lowery, for the fifth consecutive month. They dropped by 1,165 to 5,627.

Cumulative totals also decreased. Lowery said, from 11,561 false alarms registered for the first two months of 1973 compared to 12,843 for the first two months of last year.

Lowery attributed the improvement to the Community Relations Bureau's Youth Dialogue program, a federally sponsored project involving direct contact between youths from high false alarm areas and members of the Fire Dept., as well public education campaigns and television spots, financed by contributions from the Association for a Better New York, the Uniformed Fire Fighters Association, and the Uniformed Fire Officers Association.

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If you'd like more room you'll like the 1973 Type 3 Compact Sedan. It comes with an air-cooled engine. Electronic fuel injection. Front disc brakes. Four-wheel independent suspension. A sealed steel bottom. Four-on-the-floor stick shift. A double-jointed rear axle and front stabilizer bar for smoother cornering. It also has inertia type front seat belts. Front bucket seats. And two trunks. All standard.


Visit your New York Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.
Ruling Allows Overtime For Pension Computations

...the salary base for retirement was earning $4.65 an hour. From the previous year, he had earned $33.50 more than the 20 percent limit. This amount was added to the final year's salary base for computation of earned income.

Since the above facts are undisputed, the only issue presented is whether they make the statistic valid, in the normal sense, or as it has been applied, is invalid of the State Constitution and its member. The regulation, as to its invalidity in determining the salary base for the computation of retirement benefits, violated the New York State Constitution and its member, and to that extent that it was valid, it was so only in the sense that the same amount could affect only those civil service employees hired subsequent to the date of his employment. To apply it retroactively was to impair the contractual rights of those in the civil service who have already earned retirement benefits.

The reason the employee has relied upon is the contractual right guaranteed by statute (e.g., Matter of Ayman v. Levy, 235 N.Y. 75, 1923). The clear implication is to destroy the underlying premise of the wage bargain.

This bargain has been eroded in light of 1971. (e.g., Matter of Ayman v. Levy, 235 N.Y. 75, 1923.).. The purpose of the pension provision is to provide an incentive to the employee who is within reach of a retirement allowance equal to one-half the employee's annual salary for the year prior to retirement.
ROCHESTER—Enactment of the proposed new uniform public pension system in the State Legislature would be equivalent to a 5 to 10 percent pay cut for public employees, says the president of the Civil Service Employees Assn.'s Western Conference.

"By recommending that the Legislature enact the new pension system, the State Board of Retirement has made a commitment on Public Employee Pension and Retirement Systems is saying to state employees, 'We're going to cut your pay,'" according to Samuel Grosfield.

Grosfield also contended that state employees accepted improved pension benefits over the past 14 years as an all or nothing acceptance, and not substantial salary increases.

"But the state didn't do us any favor," he said. "If we had those higher wages, we'd also have better pensions when we retired, because pensions are based on our salary. Now the state wants to punish us for having accepted what was more economical for them."

To Alert The Public
Grosfield, one of several speakers at a Rochester press conference on the pension proposal, under the following the conference, the fourth in a series of sessions a union coalition is holding to alert the state to alert the public.

Theodore C. Weidl, CSEA's Monroe County chapter president and co-chairman of the New York State Conference of Public Employee Organizations, attended the press conference. Others attending were Al Signore, president of the Police Benevolent Assn. of New York City; Martin Roenicke, president of CSEA's Monroe County chapter; Pat Thaler, president of the Rochester State Hospital chapter, and Carmen Panygra, president of the State Agricultural and Industrial School chapter at Industry.

Following the press conference, held at the Holiday Inn Downtown, Dr. Weidl and Grosfield and Yoogin met with editorial writers.

"Time and time again," Grosfeld said, "the media exaggerate the problem and say that we're going to be worse off. But this, the media exaggerate the picture of the rank and file, who certainly would not have any re- form windfall."

Below Poverty Level
Until two years ago, the average state employee pension was only $1,000, Grosfeld said. Since 1970, state pensions have been averaging $3,000 to $4,000, which is still below the poverty level.

"The public's unwarranted attacks on state employee pensions, legislators are using as whipping boys for cutting the public will reward them," he said. "But charity begins at home. The public is right to place its money when the public is right to place its money.

The recommendations on state pensions are aimed at the wrong targets. "We need more understanding and recognition of the abuse and reduction of benefits. We don't tolerate it. We're not going to pass it any further," Grosfeld said.

"Public employees are being made scapegoats because money has been overspent on Governor Rockefeller's projects, he said. "Singling out public employees and putting them in the dock is an old story."

Grosfield said that the pension proposal was unilaterally inspired because there was no consultation with the public employee unions on the commission making the proposals.

"We may be forced to create chaos and cause resentment among employees because new workloads, new policies, reduced benefits, would be working out by side with workers getting reductions in pay."

The recommended changes should be the beginning of the understanding and the first step on contract improvements, such as health insurance, Grosfeld contended.

Breakdown of Morale
"Everyone can save money by simply turning back the clock, but no private organization would do it because they'd have an open and complete break- down of morale. Benefits like these have taken employees of private industry a half century to obtain."

He said that when Eastman Kodak Co. or any other company announced a wage freeze, it also increases its cost of doing business, with more pensions and other benefits.

"There's no way you can reduce costs without attacking the foundation of our society," Grossfield said. "We need a bit that in a person's later years, he must be able to retire in dignity and not abuse and reduction of bene-

Because their contracts are renewed every year, public employees, unlike employees in private companies, do not have pension rights, he said. "The truth is that we get modest salaries and no pension rights."

Grosfield also attacked the state's handling of the pension fund. Most public employees were paying only 2 or 3 percent of their pay to the fund, and past employees were making payments that they should be getting at least a 10 percent return today.

He said that the new proposal would result in a move of the fund in a more astute, the better returns would have helped reduce its distribution in the fund. The state's handling of the pension fund is a political football, he said. "Do it any way. Don't visit your negligence on us."

HABITUAL APPROPRIATION FOR WILLOWBROOK

(Tabled at the Leader)
ALBANY — The State Department of Mental Hygiene has come under fire for its handling of funds at the former State School for the Crippled.

The latest report was part of open affidavits filed in connec-
tion with an investigation being con- 
volving Willowbrook State School.

The papers trace the $27.9 million that the State has taken since January 1971 to relieve the overcrowding situation, and improve the conditions for pa-

$c

ment care at Willowbrook.

The Legislature appropriated $27.9 million for the operation of Willowbrook in fiscal 1972. The $27.9 million figure was revised in late December. The proposed appropriation for Willowbrook next year, fiscal 1973, is $33.5 million — a 4.5 percent increase over fiscal 1972.

In addition, Dr. Grunberg said that another $803,000 has been recommended for preparing plans to air condition various buildings at Willowbrook and another $134,000 has been proposed for a state-of-the-art system.

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Add 66 Exams To City Slate
(Continued from Page 5)

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<td>Assistant Medical Supervisor</td>
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<td>Assist. Supervisor of Electrical Installs.</td>
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<td>Assistant Medical Examiner</td>
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<td>Assistant Engineer</td>
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<td>Assistant (Printing and Stationary)</td>
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<td>Administrative Assistant IBM (Aquaplan)</td>
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At 3 a.m. from my window in Holy Name Hospital in Teaneck, New Jersey, looked like a carpet of diamonds, pearls, rubies, and sapphires which the police blotter dead in some flop house probably shows that some rather than a big city in courage multiple births, unnamed derelict was found in a midtown hospital, or that Margaret Kelly, while on special medication to encourage multiple births, brought forth three and injured two on the three-car accident killed near Chinatown, or that a quit rather than fight about his head because, as a taxi driver, got a bullet through brought forth three babies earned night receipts. Know that it was time to quit rather than about four and a half. This didn't exactly have anything to do with him personally, but somebody had started a fire and Ray dead there and Al Miskiewicz was a firefighter. While none of them had met before, they were all sure as hell meeting now. Al Miskiewicz held all the aces in the form of a twenty-foot scaling ladder which is a flimsy matchstick sort of contraception invented by Leonardo Da Vinci for use in rescuing people in Venice. Where, the whole fire department is one big marine division and the scaling ladder is the answer to a lot of otherwise unanswerable questions such as “How the hell do I get out of here, if I get out at all?”

Neither Fireman Al Miskiewicz, the rescuer, nor Ray Ross ever imagined they would meet that night. But there was Al, going from the second to the third and then to the fourth floor just as he had been taught to do at school but never thought he'd have to do in real life anymore than Jimmy Walsh of 28 Truck thought he'd find himself dawdling on the end of a rope rope one Saturday afternoon coming after Minie Jones, who kept yelling at me to stop taking her picture and get her the hell out of there because her parts were starting to burn! Al Miskiewicz held Ray Ross on the scaling ladder and both took a hell of a feed until the engine company made the situation tenable, as the report said, and Minie got hustled to safety by some guy from Squad 1 just as Jim Walsh was about to get her. Why all these thoughts should

find themselves going on paper at 3 a.m. lockdown at New York is about as unanswerable as the question why an ugly city should look like a carpet of diamonds. Maybe the night Leonardo Da Vinci got his idea for the scaling ladder, Venice looked the same way to him. Funny thing now from then to now people just keep on doing things, not wondering much why fate put them in that spot to play out their little parts in a night full of jewels.

Comm. Liaison Jobs

The city Dept. of Personnel has announced the certification of 109 community liaison workers from the eligible list which resulted from open competitive exam 0088 which was established March 9, 1972. The Housing and Development Administration has 40 openings for such workers, to start at a salary of $6,500. Certificate was numbers 276 through 305.
Practical Nurse, Attorney Trainee State Filing Open

The New York State Department of Civil Service has opened filing for practical nurse, attorney, assistant attorney and attorney trainee. Application is open within the Department.

A license as a practical nurse in New York State is required for practical nurse applicants, but only 18 years of age is required for lawyer applicants. Jobs exist in the hospitals, schools, and institutions under the Department of Mental Hygiene. Many vacancies are reported. Salary is $64.31 to start.

Application should be made directly to the personnel officer of the institution at which employment is desired. A complete listing of mental hygiene facilities is available at the state Department of Civil Service offices. See Page 16 for addresses.

Law school students in their senior year may apply for attorney trainee, a $9,900 post which offers legal training to those who have not yet passed the bar exams. Upon admission to the Bar, attorney trainees will be appointed to assistant attorney.

Candidates for assistant attorney, at $12,900, must be members of the New York State Bar. Candidates for attorney, at $19,000, must be members of the New York State Bar. Candidates for attorney, at $19,000, must be members of the New York State Bar and have two years’ experience in law practice.

18 Employees Get Suggestion Awards

Eighteen state employees received cash and certificate awards last week in the February installment of the State Employee Suggestion awards Program. The total award of $30 was shared by George E. Cusack, Jr., of Troy, and William H. O’Hara of Herek, both employees of the Department of State.

Awards of $30 went to Lillian Haven of the Bureau of Health of Health; Paul R. Hendler of Suffolk, Dept. of Labor; Edward E. Chorn of Michigan, Dept. of Labor; Patricia K. Dolan of Alba., Narcotic Addiction Control Commission; and Marion M. Maloney of the Bronx, Dept. of Labor. Eleven other employees received awards of $15 and $10.

OCB Legislation Stalled In Albany

The city’s Office of Collectors and Accountants without jurisdiction to settle improper practice charges as enabling legislation stalled last week in the Assembly.

Although the legislation appeared on both the Assembly and Senate calendars for last Monday, it was not reported in committee.

The bill would grant jurisdiction to the OCB to resolve city disputes over the scope of bargaining issues, the jurisdiction being scheduled March 1. The bill also would empower the state Public Employment Relations Board to review, at its discretion, all determinations of the now semi-autonomous OCB.

When a chairmen voted 10-9 to PERB the right to impose penalties, such as suspension of dues check-offs, on public employer unions found in violation of the Taylor Law prohibition against strikes. This practice allows both sides to settle without going to court.

Another provision of the bill would let non-judicial employees in New York City courts come under OCB’s jurisdiction. Albany, when the Judicial Conference in a statewide administrative body, the legality of employees moving to re-quest OCB jurisdiction over improper practice decisions is questionable.

OCB chairman Arvid Anderson was scheduled to appear in Albany on March 13 to argue his case before the legislation for speedy renewal of OCB’s Jurisdiction

The OCB, according to a spokesman, favor a bill submitted by Assemblyman Eugene Bilerman (D-L, Manhattan,) which would simply make permanent OCB’s jurisdiction over improper practice decisions.

The OCB, the Lindsay administration, and municipal employee union leaders are concerned about the bill’s wording, adding additional power to city labor affairs to PERB. The state republic leadership favors the move.
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SCHOOLS, CHANGE, AND EQUALITY

(Editors' Note: Dr. Bloomfield is surveying educators' opinions on the impact of educational reform.

SUCCESS OR FAILURE IN LIFE Has Little To Do With Intelligence say Christopher Jencks and James B. Sacerdos in their book "Children Are Not Chalk Boxes." They are co-authors of five out of a dozen controversial studies in the 1960s.  

That I.Q. (Intelligence Quotient) tests are the best measure of human intelligence, but Intelligence has not even been defined, so it only refers to what test-takers have been able to measure. IQ tests may measure a limited kind of intelligence applicable to success in school. They do not test for success in adult life.

In the United States, the relationship between IQ scores and income is so slight that the correlation between them is 0.2. That's because occupations have a low I.Q. score (or that the wealthy are bright, high I.Q. scores). But there is very little difference in average IQ between social classes, because they either cannot work, cannot find adequately paying jobs, or cannot keep such jobs. Those who do well on IQ tests do not perform much better than average on most jobs. Specifically, I.Q. can explain only 12 percent of the differences. That leaves 88 percent unexplained.

IQ plays a more important role. "One man's farm oil is, while another's cattle goes to a market."  

PERSONALITY traits have a high cash value. Any connection between high I.Q. and personality or charisma must be "very loose."

Much of the difference in incomes between black and whites cannot be blamed on IQ. Using the Armed Forces Qualification Test (AFQT) for the Armed Services' draft during 1962 and 1963, researchers reported that the average black earned 43 percent less than the average white with the same education and the same IQ scores. But 89 percent earned 32 percent less than whites — and 11 percent difference, or one quarter. But, may the authors, "those three quarters of the gap had nothing to do with test scores."

As for whites, those with middle class families earn more than those with "working-class parents with a presumption of low income." According to Bane and Jencks, "Only 25-35 percent of the gap is traceable to test-score differences between them."

Actually, the best-paid fifth of all workers earn six or seven times as much as the worst fifth. Five-fifths of that gap cannot be accounted for by test scores. The gap has nothing to do by equalizing test scores. And anxious parents or educational reformers should not expect significant differences. A child with a high I.Q. will have only a slight income advantage over one with a low I.Q. The influence of family environment has a key role in determining earnings.

So people with high I.Q.'s may earn above average incomes and people with low I.Q.'s can earn average or below average incomes. People in "low-status occupations (such as plumbers and electricians) often earn more than professionals (think of teachers and engineers)."

That I.Q. is decided mostly by heredity. But "test results depend almost at random on variations in children's environments, to 80 percent by the peer." Arthur Jensen's claim that genes explain 80 percent of the difference in I.Q. is overstated.

True, genes have some effect, but not that much. Researchers have reported that 369 appointees were hired from 1,000 eligibles called from the hiring pool held Feb. 26 and 27. Of the 1,000 eligibles called from the test pool, 369 appointees were called from the test pool, 369 of whom were called from the test pool.

Jensen's reliance on studies of identical twins vs. fraternal twins shows heredity is important in developingLiknesses. Yet, Jencks and Bane chart the influence of different factors. Resources, redistricting, and the same home also come out very much alike. This provides an opposite picture from that presented by Jensen.

Also, the authors say, the Jenck's twin studies taken from England showed more significant influence of heredity than those from America. America's varied environment plays a greater role than England's environment. Therefore, when Jencks says American's I.Q. is largely genetic, it's American environment is given less importance than it should have.

In the end, we find that people with favorable genes have above-average skills which they provide their children as they offer them richer home environments. Jensen and Jencks' supporters suggest that this double advantage accounts for a fifth of the variation in I.Q. scores.

The effect of genes on intelligence? The two writers figure about a 45 percent influence against a 5 percent for Jensen's 80 percent. The influence rises in small homogeneous communities but decreases when complex American society is involved.

Genes do have some effect on lifestyle, learning and IQ, minimal though the effect may be from a biological point of view. Genes affect how fast and how much an individual can learn from his environment. They affect how others in society react to the individual (physical appearance, skin color, and athletic ability, for example). Thus, the genes of heredity can determine the opportunities people will have to learn skills.
Clerk Eligibles

EXAM NO. 2303

This list of 7,784 eligibles, established Feb. 7, resulted from a written test held Oct. 21, 1972. A total of 24,815 candidates applied during the Sept. 6 to 26 filing period. They were all called to the written test which was properly staffed. Salary starts at $5,500.

A Department of Personnel spokesman said that flat numbers of candidates with test scores were assigned on the basis of their test paper numbers. Test paper numbers were determined randomly by where each candidate sat when taking the written exam.

(Continued from last week)

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file applications with the Department of Personnel, 49 Thomas St., New York 10013. Applications are accepted weekdays between 9 a.m. and 5 p.m. Special arrangements should file at the Department of Personnel, 49 Thomas St., New York 10013, phone: 596-6200.

Several City agencies do their own recruiting, they include: Board of Education (teachers only), 90 Court St., Brooklyn 11217; phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools: non-family jobs are filled through the Personnel Department.

STATE—Regional offices of the Department of Civil Service are located at: 1336 Ave. of America, Albany, N.Y. 12233; phone: 765-9700 or 765-9711; State Office Campus, Albany, N.Y. 12233; phone: 765-9700 or 765-9711. Applicants may contact the regional office nearest to their home or by sending a stamped, self-addressed envelope with their request.

Various city Personnel Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filed at 270 Broadway, New York 10007, phone: 765-9700. Court Authority justices should contact their office at 111 Eighth Ave., New York, phone: 623-7500.

FEDERAL—The U.S. Civil Service Commission, New York Region, 250 William Street, Federal Center, 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 623-7500.

Federal travel is available (north of Delaware County) should contact the Evansville Area Office, 301 Erie Blvd. West, Syracuse 3220. Toll-free calls may be made to toll-free service. Federal titles have no deadline unless otherwise indicated.

State Jobs

(Continued from Page 3) gravely responsible experience in the fiscal administration of a hospital or other health-related facility is at least two years of which must have been spent as the chief fiscal officer of a hospital of at least 500 beds with major responsibility for the administration of research grants and contracts from the Federal government and other sources. Training and experience will be evaluated. There is no exam.

WELD (Work Experience in Labor Dept.) Project Field Representatives 86-832 (1911-588) — vacancies in Albany and New York City. Required: three years of experience in the administration of programs designed to improve the employability of disadvantaged persons, plus five years of additional experience in employment counseling.

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**SPECIAL RATES FOR RENOWNED ARTISTS & YOUTH**

For your added convenience, feature times are staggered.
Job Security: Major Issue in Lackawanna

Lackawanna County Executive vice-chairman Arthur Bolton, left, has the attention of chapter president Hanke, Civil Service Employees Asso., chapter president Theodore C. Wensl, center, prepares to cut ribbon officially opening Westchester chapter office at 196 Maple Ave., White Plains. Other CSEA and governmental dignitaries participating in the ceremonies are, from left, chapter second vice-president Stanley Rogacki, Congressman Hamilton Fish, Jr. (R-C, 25th CD), chapter president John Hanke, Wensl, State Senator John Flynn (R-C, 26th SD), Westchester County Clerk Edward N. Vetrano, former chapter president Michael DeFeoChio and chapter third vice-president Sal Traversa. Chapter executive secretary Marilyn Matthews can be identified in background (between Hanke and Wensl).

Earlier Settlement Rejected

Summon Fact-Finder Over Nassau Impasse

Westchester Chapter Has Open House for New Offices

Civil Service Employees Asso., president Theodore C. Wensl, center, prepares to cut ribbon officially opening Westchester chapter office at 196 Maple Ave., White Plains. Other CSEA and governmental dignitaries participating in the ceremonies are, from left, chapter second vice-president Stanley Rogacki, Congressman Hamilton Fish, Jr. (R-C, 25th CD), chapter president John Hanke, Wensl, State Senator John Flynn (R-C, 26th SD), Westchester County Clerk Edward N. Vetrano, former chapter president Michael DeFeoChio and chapter third vice-president Sal Traversa. Chapter executive secretary Marilyn Matthews can be identified in background (between Hanke and Wensl).

Negotiations Continue for Waterfront

Next negotiation session between the Waterfront Commission of New York Harbor and its Civil Service Employees Asso. chapter will resume March 14, according to chapter president Harold Krangle.

County Executive vice-chairman Arthur Bolton, left, has the attention of chapter president Hanke, Civil Service Employees Asso., chapter executive representative John Mauro during the get-together.

State Senator Flynn and CSEA president Wensl found one of the prettiest decorations at the open house to be chap- ter delegate Irene Amorello. The open house was held Feb. 24, and drew a large crowd of well-wishers.

State Senator Flynn and CSEA president Wensl found one of the prettiest decorations at the open house to be chap- ter delegate Irene Amorello. The open house was held Feb. 24, and drew a large crowd of well-wishers.

Battle Still Wages Over Monroe Parking

(Continued from Page 3)

Once again for every change with CSEA.

PERB has called for hearings on March 14 and 15. CSEA representatives and county management have been asked to appear in person to give testimony.

James Hancock, CSEA attorney; Martin Koenig, CSEA president, and Thomas Pumidoso, CSEA field representatives, are slated to attend the hearings.

Delegates Meeting

(Continued from Page 3)