CSEA Committee Seeks
$14,000 Minimum Pay
To Probation Officers

(Special to The Leader)

ALBANY — The Statewide Probation Committee of the Civil Service Employees Assn., is calling for a $14,000 minimum annual salary for all probation officers throughout the state in its report to be delivered at the 63rd Annual Delegates Meeting of the 316,000-member public employee union slated for the end of this month.

The committee’s report calls for parity between probation officers and parole officers at the state and county level and cites several “test counties” recently taken over by the New York State Division of Probation as the basis for their demands.

The State Probation Division assumed control of the probation departments in Warren, Montgomery and Fulton counties last year in a test situation, and since their takeover is paying CSEA-approximatively $14,800 a year to the probation officers in those counties.

Meetings Held

According to James Brady, CSEA probation committee chairman, his committee has met with probation officers to estimate standard specifications for probation officers throughout the state. The specifications would call for uniform minimum qualifications.

Dr. Wenzl was protesting an ongoing battle between Ontario County CSEA president Frank E. Christian and County Supervisor Chandler Southgate over the county’s attempt to discontinue payment of 50 percent of the health insurance premiums for persons who retired after July 1.

Mr. Christian took the county’s plan to discontinue the medical plan payments through the grievance procedure based on the fact that the county had been making the half-payment since 1954 and he disputed the “snowballing effect” that the county claimed would become a serious budget problem in the future.

CSEA got a favorable ruling from Daniel C. Williams, a state-appointed arbitrator, which the county has rejected and intends to appeal to the State Supreme Court.

Inside The Leader

Majority Of Reps
To Ask For CC Committee
Will Be Newcomers
— See Page 3
30 Most Asked
Questions About
Re restructuring
— See Page 8

Cheektowaga School
Aides Gain Salary
Hike Over 2 Years

CHEEKTOWAGA — Salary increases, better health insurance and an extra paid holiday were benefits won in a labor agreement recently reached by the Cheektowaga Central School District and Civil Service Employees Assn. chapter.

The two-year pact provides a 4 percent hike the first year and a 4 percent by default to increase the second year.

The pay portion of the pact represents a compromise between the 3 percent hikes suggested by a fast-finder and the 4 percent originally demanded by the unit.

More than 120 non-teaching personnel were included in the agreement.

DISCUSS INSTITUTIONAL CONTRACT
— Presidents and representatives from Mental Health chapters of the Civil Service Employees Assn. met during a recent meeting at CSEA Headquarters in Albany, of seniority rights provisions of the current Institutional Unit work contract negotiated by the State and CSEA.

Following CSEA Win In Islip

Islip — Following a 2-1 victory of the Civil Service Employees over the Teamsters in this Long Island town, Suffolk CSEA chap- ter president E. Ben Porter this week announced a counterattack against raiding unions.

Porter said the clear rejection of the Teamsters raid by both white-collar employees — the latest in a series of victories over various raiders — has prompted employees in the few holdout units held by other unions in Suffolk to contact CSEA officials with appeals for help.

Outside unions held half a dozen unions in the county compared to almost 100 in CSEA.

In a series of challenge elections triggered by various outside units, CSEA has defeated the Teamsters Service Employees and National Maritime Union by large margins.

"It has been the strategy of these outside unions to protect their toeholds and conceal their lack of success thereby continuing to challenge the CSEA, even though they did not have any basis to do so," Porter declared.

"It is time for CSEA to go on the offensive. We are receiving word from people in those few non-CSEA units that they are not receiving the representation that they need."
Jerry Finkelstein Among Appointees

7 New Trustees Of Long Island U. Elected At Board's Annual Meeting

The election of seven new trustees of Long Island University was announced last week by John P. McGrath, chairman, at an annual meeting of the Board. Most of them are closely identified with the communities of the University's three centers — Brooklyn, C. W. Post and Southampton. They represent, according to Chancellor Albert Bush-Brown, "a variety of talent and experience that brings significant new trustees resources to the university."

They are:
Donald H. Elliot, of Brooklyn Heights, formerly chairman of the New York City Planning Commission and now a member of the law firm of Webster, Steffel, Plechachan, Hitchcock and Brookfield.
Jerry Finkelstein, New York, publisher of The Civil Service Leader.
Bernard R. Cifford, of Brooklyn Heights, alumnus of the LLU. Brooklyn Center and president of the New York Bank Trust.
Jack Lyons, of Great Neck, president of Bloomington Properties.
David Minkin, of Brooklyn, chairman of the Board of Trustees of the Buckeye Pipe Line Company.
Paul G. Pennoyer, Jr., of Long Island Valley, member of the law firm of Webster, Whiteside and Wolff.

Professor Eric Krus of the Southampton Center, who is president of the University Faculty Senate, was elected as an ex-officio trustee completing the twenty-five membership of the Board.

Mr. Finkelstein is a Commissioneer of the Port Authority of New York and New Jersey, a member of the board of directors of Rockefeller Center Inc., a director of the National Advisory Council for Drug Abuse Prevention, a trustee of the Bail of Science of the City of the City and a trustee of New York Law School. He also is a member of the board of Strathams-Well Corporation.

Padgett to EFO

ALBANY — Dr. Kenneth W. Padgett, of Watertown, has been named to the State Environmental Facilities Corporation for a term ending Dec. 31, 1977. Members receive $2,500 a year.

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THE GRAND BAHAMA HOTEL & COUNTRY CLUB

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**NEWCOMERS TO BE MAJORITY IN STATE EXEC COMMITTEE**

New members of the State Executive Committee of the Civil Service Employees Assn. will outnumber hold-over members after election winners have been determined, regardless of who wins this year.

With the expansion of the committee from 27 departmental representatives to 49, the Committee automatically adds 22 new members. The expansion is to give large departments proportional representation, whereas they previously received only one vote per department, with the exception of Mental Hygiene, which had four.

Now Mental Hygiene will have 14 representatives, whereas they previously received only one vote per department. The expansion is to automatically gain 22 new members. The expansion is to give large departments proportional representation, whereas they previously received only one vote per department, with the exception of Mental Hygiene, which had four.

In addition, though six representatives are not seeking re-election, therefore, there will be new faces from Agriculture and Markets, Civil Service, Education, Labor, and Transportation. Two votes are also being added to the State Executive Committee, which has 23 members.

CANDIDATES MEET VOTERS IN BINGHAMTON

**BINGHAMTON** — The Binghamton chapter of the Civil Service Employees Assn. has concluded one of the most successful "candidates nights" yet held in New York State as the Association's campaign nears the end of their long journey toward victory or defeat.

More than 300 CSEA members from throughout the Binghamton and Central Conference areas turned out to hear many of the major candidates state their cases.

The theme held by the Binghamton chapter president, Eleanor Korchak, incumbent president of the chapter. Presentation is being made by Donald Hinkley.

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Plaque awarded Stanley Yaney, former Binghamton chapter president, is accepted on his behalf by Eleanor Korchak, incumbent president of the chapter. Presentation is being made by Donald Hinkley.

Cleo Ecker, left, is presented with special gift by Binghamton chapter president Eleanor Korchak in recognition of her services as chapter secretary. Mr. Ecker recently announced his retirement from state service.

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Cleo Ecker, left, is presented with special gift by Binghamton chapter president Eleanor Korchak in recognition of her services as chapter secretary. Mr. Ecker recently announced his retirement from state service.

Considering the possibility of two upsets of incumbent representatives, make-up of the new State Executive Committee will probably be near 50 members, along with the 19 holdovers. This will provide a possible group of experienced representatives around the newcomers to lead the Association as it begins operations under an updated constitution and bylaws through the delegates' approval of restructuring recommendations.

As a final note of exploitation, the State Executive Committee, along with the Executive Committee, and the 10 statewide officers (president, executive vice-president, secretary, treasurer, and six vice-presidents representing their CSEA Board of Directors). Potentially, seven candidates may emerge from the election with two positions on the Board.

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An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panizarella, Jr., M.D.
Medical Director

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Philip Goldberg, M.D.
Medical Director

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This list of 29 eligibles, established Sept. 19 for use by 9 city agencies, resulted from May 22 oral testing for which 58 candidates filed 27 were called and 21 appeared. Salary is $8.60 per hour.

HULTH SERV ADM
No. 1 — 78.95%
1 Robert Pollock, Weaver G. Manning

ENVIRON PROTECT ADM
No. 1 — 81.85%
1 Benjamin A. York, Adolf S. Hinninger

FSA ADM
No. 1 — 82.85%
1 James J. Ryan.

MUNIC SERV ADM
No. 1 — 86.85%

NYCTA, MTA
WAY No. 1 — 78.75%
1 Robert E. Smith.

POLICE DEPT.
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1 Edwin P. Hubbert, Anthony J. Cassetti.

DEPT OF SOC SERV
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HUNTER COL.
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DEPT OF PERSONNEL
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BD OF ED
No. 1 — 76.885%
1 Margaret V. Johnson.

EXAM 3557
PROM TO ASSOC ANALYST
This list of 24 eligibles, established Sept. 19, for use by 9 city agencies, resulted from May 22 oral testing for which 56 candidates filed, 27 were called and 21 appeared. Salary is $81.85.

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Ameriica's Largest Weekly for Public Employees

**Civil Service**

**Leader**

**TUESDAY, SEPTEMBER 25, 1973**

**Don't Repeat This!**

(Continued from Page 1)

Governor Rockefeller has once again demonstrated his unusual skill in gathering together all sorts of support to achieve an important goal.He has his heart set on.

The most striking appointment, of course, is that of Theodore H. Kheel, the attorney and labor mediator, whom one remembers that Mr. Kheel was credited with playing a major role in defining labor mediation, that is, effectuating settlement of disputes between labor and management. Also impressive is the potentially broad base of the remaining of the commonwealth's Jews and women active in community affairs: bankers, labor leaders, academics, judges, dentists, etc. There is a cry in the town for political leaders to create a York State, at least, Governor Rockefeller has shown how he can pull people together.

The list of members on the committee is worth reading. Committee members include Bernard Botein, president of the Bar Association of New York City and secretary-treasurer of the State Bar, and chief justice of the Appellate Division, First Department; Ray Corbett, president of the National Lawyers Guild; and B.A. C.J.; Jerry Finkelson, publisher of the Civil Service Employees Association, and Raymond T. Schuler, chairman of the board of Directors Corporation.

The arbitrators of the Coalition's campaign are Henry L. Dirom, commissioner of Education, and Raymond T. Schuler, commissioner of Transportation.

**Questions and Answers**

Q. I'm 31, and since my father died, I've been getting monthly social security payments. I've just completed my bachelor's degree. Even though I've been working, I want medical insurance coverage.

A obtain Medicare health insurance card. If you decide you don't want medical insurance, just fill out the back of the card, sign it, and return it so medical before the month you're 65.

Q. A friend told me that my grandson, who's with me now, might be able to get social security payments when I retire this year. Is this true?

A. In certain cases, a grandson can get payments based on a grandfather's earnings record. The grandson's parents must be divorced or have died before he turned 18 when he began living with the grandfather. If you want more information, call, write, or visit any social security office.
The firemen will get them out of their apartments with ladders if necessary and the delay will
(Continued on Page 10)
ANSWERS TO 50 MOST-ASKED QUESTIONS ABOUT RESTRUCTURING OF CSEA

The following 50 questions and answers about the restructuring of the Civil Service Employee Assn. were prepared by the restructuring committee under chairman A. Victor Costa.

ASSOCIATION IN GENERAL

1) Q. HAS THE ASSOCIATION CHANGED?
   A. Yes and No. Yes in the area of management organization and representatives.
   No in its basic principal of representing its members for employee benefits and conditions of employment.

2) Q. ARE THERE STILL CONFERENCES, CHAPTE
   AND UNITS?
   A. Yes, except conferences will be called Regions. Chapter and Units remains the same.

3) Q. HOW ABOUT THE OFFICES OF THE ASSOCIA
   TION?
   A. There will no longer be the five vice-presidents. Instead each region will elect by popular bal-
   lot a "regional president" who will be a vice-
   president of CSEA. This guarantees each region
   one vice-president and a direct representative
   to the president of CSEA.
   There will also be an executive vice-president
   who shall be the next in line to the presidency.
   and shall represent the president and be in
   charge of the administrative duties the president may delegate.
   There is no change in the treasurer or secretary.

4) Q. HOW LONG WILL THE OFFICES SERVE?
   A. For two years and their term shall commence (except for 1973) in July of an odd-number
   year.

5) Q. ARE THERE ANY SALARIES CONNECTED
   WITH THE OFFICES?
   A. No salaries. However, the Board of Directors may grant the president, the treasurer and sec-
   retary an honorarium.

6) Q. HOW ABOUT THE REGIONAL PRESIDENTS?
   A. Regional presidents may receive an honorarium from their respective regional boards.

7) Q. WHY NOT SALARIES?
   A. If salaried they are then employees of CSEA and under the constitution can not hold elec-
   tive office.

8) Q. IS HEADQUARTERS BEING MOVED FROM
   ALBANY?
   A. No. Still to be 33 Elk St.

9) Q. WHAT IS THIS TALK ABOUT REGIONAL
   HEADQUARTERS?
   A. These are regional offices to be used for serv-
   icing a region, its chapter units and members.

10) Q. WILL THERE STILL BE A CSEA BOARD OF
    DIRECTORS?
    A. Definitely no, more than ever. When restructuring looked at the Board we found many defi-
    ciencies, one was that of representation. The new Board will be in the State Division, one repre-
    sentative for the first 6,000 members and one additional for every major part thereof. Each county will have one representative for each 10,000 or major part thereof.

11) Q. WILL BOARD MEMBERS BE ELECTED?
    A. Yes — no change.

12) Q. ARE THE BOARD COMMITTEES CHANGED?
    A. Yes. Board committees have been changed, con-
    solidated or combined. Basically they will do the
    job.

13) Q. ARE STANDING COMMITTEES OF THE
    BOARD CHANGED?
    A. Greatly so. We reduced the standing committee from 21 to 6, and only retained the committees which will a direct need to employer work ben-
    efit or Association's Board supports.

14) Q. ARE MEMBERS OF THE BOARD AFFECTED?
    A. To some degree yes.
    • No Board member may be on more than one committee chairman thereon.
    • Board members serving in more than one capacity can not delegate proxy when they
      will be physically present.
    • Only elected members of the Board shall be permitted to introduce, debate, or vote in
      the meetings.

15) Q. ARE THERE RESTRICTIONS ON WHO CAN
    SERVE ON THE BOARD?
    A. Yes. There are two.
    1. Must be a member in good standing.
    2. Can not be a member in a competing labor
       organization.

REGIONS

16) Q. WHAT IS A REGION?
    A. A Region (formerly known as a conference) is a geographical area of counties so designated by the Board of Directors.

17) Q. HOW MANY REGIONS IN CSEA?
    A. Six Regions known and designated as follows: Region 1 Long Island, Region 2 Metropolitan, Region 3 Southern, Region 4 Capital, Region 5 Central, Region 6 Western.

18) Q. WHAT ARE THE PURPOSES OF A REGION?
    A. A few of many are:
    • A region is a liaison between Headquarters, Board and president of CSEA and the local chapters.
    • A region assists directly any chapter in need
      of guidance.
    • A region is the clearing-house of problems be-
      fore such problems come to Albany.
    • A region becomes the bring CSEA with its
      own officers, board committee, and autonomy.

19) Q. WHAT IS THE REGIONAL OFFICE?
    A. The regional office is the main office of CSEA in the various regions.
    • Its staff is responsible to the needs of the area. Its staff is employed full time by CSEA and paid by CSEA, but work for and only to serve the members' chapters and units in the regions.
    • You may carry on by yourself your office
      serves your chapter or unit members only and
      directly.

20) Q. YOU MEAN WE ARE A LARGE CHAPTER
    AND WE NEED TO GIVE UP THE OFFICE
    EVEN THOUGH WE PAY FULL EXPENSES?
    A. No. You may carry on by yourself your office
      serves your chapter or unit members only and
      directly.

21) Q. THEN WHAT IS A SATELLITE OFFICE?
    A. Quite a difference. Satellite offices that exist
    only by virtue of need and approval of the
    CSEA Board of Directors. Satellite offices usually
    needed when a large segment of the mem-
    ber chapter in a region are so far from the
    regional office that it would be a hardship to
    conduct or serve members locally.

22) Q. HOW ABOUT THE STAFF OF A REGIONAL
    OFFICE?
    A. That's where the action is. In the regional of-
    fice, the regional director will have his office.
    He will be assisted by the fieldmen and assis-
    tant fieldmen. He will also be assisted by a re-
    search analyst, a public relations and political
    analyst and stenographer and clerk.

23) Q. WHO REALLY IS RESPONSIBLE FOR THE
    REGION?
    A. Functionally the regional director. Managerially, the regional president and executive board.

24) Q. WHAT IS A REGIONAL EXECUTIVE BOARD?
    A. The President of each chapter in the region and the regional elected officers comprise the region-
    al executive board.

25) Q. WHAT DO THEY DO?
    A. They are the governing body of the region, make decisions and set policies as long as such
    decisions and policy are not contrary to CSEA's
    Board, delegates or rules and regulations.

26) Q. WHO IS PAYING FOR THIS REGIONAL CON-
    NSULTATION?
    A. The Association will pay 10 cents per member in the region to the regional treasurer on a quar-
    tral basis. Also the region, with consent, may make an additional chapter or member assess-
    ment (present system).

27) Q. IS THIS GOING TO REQUIRE A DUES IN-
   CREASE?
    A. No. The committee was responsible in this area. The various phases of the committee show
    expenditures but also savings. Then again, local service will be the same as CSEA in 65 years.

28) Q. HOW ABOUT STAFF THAT IS PAID STAFF,
    ARE THERE CHANGES THEREIN?
    A. Definitely. When one makes so many drastic changes staff has to be re-aligned. Our field
    services are very inadequate and are working 80 to 66 hours per week. Our field staff was not
    increased proportionally with members' growth.
    For better management we proposed top man-
    agement re-alignment, and the position of compt-
    roller. With $10,000,000 presently in our charge
    we must have a professional. By the way, he
    commenced July 1. This can produce a drastic
    reduction in expenditure if he is permitted to do the right job.

29) Q. ARE THERE ANY DIFFERENCES BETWEEN
    COUNTY, SCHOOL AND STATE CHAPTERS?
    A. I hope not — in CSEA everyone pays the same
    dues, and should receive the same service. How-
    ever, this sometimes does not happen. Hence,
    we recommend the establishing of two divisions, namely state and county, each to be headed
    by an assistant executive director, each with
    specific responsibilities.

30) Q. WHAT'S NEW IN CHAPTERS?
    A. We have also looked at the chapters. Believe it or not, many of them thought they needed a
    lot of restructuring to meet present member needs. This is not true. Our chapters (all vol-
    unteers) have done a magnificent job. They are
    the reason we are still here after 65 years. We
    did however, make a few changes. The most seri-
    ous, the new election procedure and dates com-
    mittees, fiscal policy, etc.
CIVIL SERVICE LEADER, Tuesday, September 25, 1973

Seeks $14,000 Minimum For Probation Officers

(Continued from Page 1)

Budddy said, "If the state can mandate minimum standards and actually develop and implement programs, it seems logical that they should mandate equal compensation. The job duties are the same regardless of location and the educational and experience requirements for the probation officer are so stringent that a $14,000 minimum annual wage is certainly not extravagant."

Buddy's committee intends to study the effectiveness of the takeover to determine the success factor in those counties where the state has assumed full control of the probation function. A study is also under way to determine the scope of effectiveness of the newly established Probation Academy that opened just last week.

Ontario Dispute

(Continued from Page 1)

have publicly announced has less than a 20 percent chance of being considered found favorable to them.

Mr. Christian announced his plans to fight the issue to the "bitter end" and said, "Mr. Southgate and his salary committee have stated that they will continue to fight this issue and it is certain that CSEA intends to use every legal and political avenue available to block what is bordering on gross harassment."

Correction On Time For Departmental Meetings

There has been a change in the departmental meetings listed in last week's Leader listing of promotion of probation officers. The tentative program for the annual Delegates Meeting at the Concord Hotel Sept. 30 to Oct. 4 is as follows:

- Monday, Sept. 30: 8:30 p.m. for the same time is a meeting of the tentative program for the newly established Probation Academy that opened just last week.

CSEA Secretary Returns

Dorothy MacTavish, statewide secretary of CSEA, has returned from a month's visit to Scotland and England, and has resumed her secretarial duties.

She has requested that her apologies, and her thanks, be extended to the chapter presidents and secretaries who invited her to their 'Meet the Candidates' nights which invitations she showed the state officers until the aff Peers were over. Serious illness in her husband's family necessitated the trip.

ONEIDA INSTALLATION — Officers of Oneida County chapter of the Civil Service Employees Assn. were sworn in recently at an installation dinner at the Twin Ponds Golf and Country Club in New York Mills. CSEA president Theodore C. Wentz, right, is shown administering the oath to, seated, from left, alternate delegate Felix Palayzesky, delegate Tedd Kowalsky, delegate Tania Cook Sleeby, delegate Janet Evans, delegate Mary Nizer, delegate Jean Coluzzi; standing, delegate Lewis Eddy, honorary delegate S. Samuel Berecy, chapter executive representative Roger Sellman, corresponding secretary Helen Rayner, recording secretary Dorothy Gutheinz, treasurer Sheehan Sheehan, third vice-president Margaret Hasse, second vice-president Gerald Bochert, first vice-president Carmen Graziano, and president Lede Saunders. Missing from the photo are assistant treasurer Edie W. Jones, alternate delegate Theodore Chubas, delegates Mary Leonard and Ruby Thomas. In the lower photo at left, CSEA first vice-president Thomas McDonough offers congratulations to Claude K. Woodard, retiring public health chief sanitarian and former chapter vice-president, who is leaving county service after 28½ years. In lower photo at right, CSEA regional field supervisor Francis Mariotti presents plaque to S. Samuel Berecy, retiring chapter executive representative with 23 years of service.

ANSWERS TO 50 MOST-ASKED QUESTIONS ABOUT RESTRUCTURING OF CSEA

14) Q. WHO GOVERS A CHAPTER?
A. Commencing Oct. 1, 1973, each chapter will have a governing board. The chapter's elected officials and unit or building representatives will be used.

35) Q. WHAT IS THE EXECUTIVE COMMITTEE?
A. The executive committee is comprised of the chapter's elected officers and unit or building representatives. No other name will be used.

44) Q. WHY DON'T YOU HAVE SHOP STEWARDS?
A. We do. Any chapter may work out a shop stewards proposal.

53) Q. WHY DON'T WE HAVE A NEW MEMBERSHIP APPLICATION?
A. Again, we do. Commencing Oct. 1, 1973, you will be able to give your new members a card upon enrolling with the card saying that they are to be retained by the chapter and issued to headquarters (one for the comptroller and one for membership) or fiscal officers.

62) Q. I HEARD SOMETHING ABOUT A PERMANENT PLASTIC CARD?
A. Yes. Instead of issuing a card every two years (at a cost of $4.00) this October '73 you will receive a one-time plastic card, size and shape of a credit card. This will be the only card you will receive.

71) Q. HAVE YOU CHANGED CONVENTIONS AND HOW ARE THEY TO BE CONDUCTED?
A. Yes, and it is all spelled out in Phase II 58 to 59.

80) Q. COMMITTEES, ARE THEY STILL AROUND AND IMPORTANT?
A. I hope to tell you! We did do a lot with them. First we cut committees from 59 to 21. There has been a change in the tentative program for the newly established Probation Academy that opened just last week.

99) Q. HAVE YOU GIVEN ANY THOUGHT TO THE RETIREES OR ARE THEY FORGETTEN?
A. Purpose — Never! Our retirees, 80,000 strong, must be organized and treated like members. They made CSEA what it is and have years of experience and expertise to give. We proposed the position of coordinator of retirees. I hope we made a start. This can no longer be a voluntary job.

108) Q. I'D LIKE TO KNOW MORE ABOUT HEADQUARTERS STAFF.
A. Yes, it is interesting. We spent one full week interviewing various employees. It would require pages and pages — what I recommend as good bedtime reading is Phase III, Part 1 and Part 2. You will have a good inside picture.
We believe a healthy smile is everyone's right.

Don't you agree?

If you already have Blue Cross and Blue Shield, you know what good plans they are. How about dental coverage? Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. These contracts provide dental insurance only.

Equal Opportunity Employers

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FIRE FLIES
(Continued from Page 7)

be only a few seconds. PLEASE for GOD'S SAKE, when you are on a fire escape, NEVER break a pane of glass for ANY reason. By doing so, you permit oxygen to sweep into the apartment with the result that the place will explode into flames within seconds.

These are only a few of the hazards you, as police officers, face when you get involved in a fire situation. It is a tricky and fatal business and because we in F.D.N.Y. need you, and you need us, it is not right to take a chance getting hurt when it can be avoided with a little restraint.

Next week, a few more tips, straight from the guys - with the odds you face when you get involved at a fire!

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EXAM 2166  STABBY ENGR

This list of 504 eligibles, established Sept. 14, resulted from evaluation of 240 candidates. Salary is $7.06 per hour.

---

McHugh Reappointed
ALBANY — Mrs. Keith S. McHugh, of New York City, has been reappointed to the New York City Convention Center board of directors for a term ending Aug. 29, 1976. Members receive $100 per day to a maximum of $5,000 per year.

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Eligibles

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Score</th>
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<tbody>
<tr>
<td>1</td>
<td>Joseph Maloney, James A. Palkay</td>
<td>105.00%</td>
</tr>
<tr>
<td>2</td>
<td>Robert J. Osgood, Robert P. Bynum</td>
<td>104.90%</td>
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<tr>
<td>3</td>
<td>Joseph J. Davis, Robert D. Deppe</td>
<td>103.80%</td>
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<tr>
<td>4</td>
<td>Peter G. Prouty, Harold Goldreyer</td>
<td>103.50%</td>
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<tr>
<td>5</td>
<td>Richard E. Cowser, Hugh J. White</td>
<td>103.20%</td>
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<tr>
<td>6</td>
<td>Vito Raffanelli, Peter A. Gilbert</td>
<td>102.90%</td>
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<td>7</td>
<td>Thomas D. McNulty, Wyler O. Michael</td>
<td>102.30%</td>
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<td>8</td>
<td>Dennis P. Kelly, William T. King</td>
<td>101.80%</td>
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<tr>
<td>9</td>
<td>Max J. Morris, Philip Dwyer</td>
<td>101.70%</td>
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<td>10</td>
<td>Robert J. MacMahan, Ronald E. Pesce</td>
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CITY SERVICE LEADER, Tuesday, September 23, 1975
When Blue Shield coverage was discontinued for 140,000 NYC Employees, who stepped in?

When Blue Shield coverage was discontinued for 140,000 NYC Employees, who stepped in?

GHI's plans, to which city employees and their families for whom Blue Shield coverage had been discontinued, were the logical choice to provide health insurance to the 140,000 city employees and their families for whom Blue Shield coverage had been discontinued.

For information about either of GHI's plans, to which city employees can transfer during the current open enrollment period, effective January 1, 1974, call (212) 221-7360, the special telephone number we have temporarily installed for your use during this period.

TRANFER PERIOD FOR N.Y. CITY EMPLOYEES: SEPT. 24 TO OCT. 19
BOARD OF ED. EMPLOYEES: SEPT. 10 TO OCT. 12

GHI Bldg., 227 W. 40th St., New York, N.Y. 10018

GHI, of course, was already providing health insurance coverage to 130,000 city employees with its Group Health Incorporated (GHI) plan. We were, therefore, the logical choice to provide health insurance to the 140,000 city employees and their families for whom Blue Shield coverage had been discontinued.

For information about either of GHI's plans, to which city employees can transfer during the current open enrollment period, effective January 1, 1974, call (212) 221-7360, the special telephone number we have temporarily installed for your use during this period.

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Dine in one of the quietest of Falls, delicately and completely surrounded. 1/2 blocks. parking, service. Move in soon.

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LITTLE RED SCHOOLS HOUSE. In a quiet area of Hollis, 13/2 blocks from 4-4, this attractive home, all new, ceramic, bath, 2 bedrooms w/moldings

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Eligibles
(Continued from Page 5)

HEALTH SERV ADM
No. 1 — 90.115%
1 Eleanor A Fass, Israel M Lichtman, Jane M Carhart,
Eugene Underwood Jr, Arlene Linsky, Nicholas Tuklak, Linda A Licker, John K Bryson.

DEPT OF SOC SERV
No. 1 — 88.6%
1 Mary A Healey.

POLICE DEPT
No. 1 — 81.475%
1 Aaron Wilner, John Angrilli.

BUR OF BUDGET
No. 1 — 78.65%
1 Armand P Schumacher.

OFF OF CMPTRLLR
No. 1 — 75.73%
1 Richard F Ropiak.

MAYOR'S OFFICE
No. 1 — 78.385%
1 Judith Layzer.

EXAM 3528
PROM TO ASSOC METHODS ANALYST
This list of 29 eligibles, established Sept. 19 for use by 12 city agencies, resulted from May 23 oral testing for which 67 candidates filed, 34 were called and 36 appeared. Salary is $17,145.

MUNIC SERV ADMIN
No. 1 — 78.70%
1 Donald Lemay.

HSING AUTH
No. 1 — 75.0%
1 Moi-tion Forgosh.

NYCTA. GEN ADMIN
No. 1 — 83.15%
1 Robert L Shockley, Harvey M Foils.

TRANSPORT ADMIN
No. 1 — 73.39%
1 Charles Lieberman.

FINANCE ADMIN
No. 1 — 83.545%
1 David J Cohen, Priscilla Buddin, James E Rhelngrover.

ENVIRON PROTECT ADM
No. 1 — 73.775%
1 Paul T Roth.

HSING DEVEL ADMIN
No. 1 — 87.405%

DEPT OF SOC SERV
No. 1 — 92.775%
1 Irene Dinkoff.

BD OF ED
No. 1 — 95.65%

Although OTB offices are conveniently located all over New York, they suddenly become inconvenient in the middle of a downpour.

Or if you're down with the flu and can't walk three rooms, much less three blocks.

Or if a race from Churchill Downs is on television and you want to watch your money come in.

So OTB created the Telephone Account. All it takes is a deposit of $2.00 or more, and from then on you can let the horses do the running.
Flaumenbaum Wires Nixon To Protest Surtax Charge

Irv Flaumenbaum, president of the Nassau chapter, Civil Service Employees' Association, wired President Nixon with strenuous objections to a proposed income tax surtax.

"I do not know where you can expect to get this money from, when none of us have anything left of our paychecks which are not complete a week's purchase or pay our bills," Mr. Flaumenbaum said.

Guild Is Back

ALBANY—Robert C. Guild, the Civil Service Employees' Association's chief collective negotiating specialist, has returned to work after a protracted illness.

Mr. Guild was considered a 16 percent surtax as an anti-inflation move. Mr. Flaumenbaum also urged members of CSEA to write a telephone or write to the President and the Congressmen with their views.

"There is one President Nixon," he said: "I do not tell you that you are considering a surtax against the taxpayers of the United States. As president of a 20,000-member union, I feel very strongly on behalf of my members against the imposition of such a tax. I do not know where you can expect to get this money from, when none of us has anything left of our paychecks to even complete a week's purchases or pay our bills. It is my sincere hope that you will reconsider your action and drop this idea of a surtax.

Southern Conference Holds September Meeting

Continued from Page 3

They claimed the employees' complaints over the administration and the Department of Corrective Institutions, and all phases of the grievance procedures.

"Chief field representative Louise Baquero has advised me that administrative remedies must be exhausted before any other action is considered in the matter of grievance procedures.

"The development of grievances has been made in the Southern area with a number of grievances at Colgate Rochester Divinity School. The School is concerned because we're here eight hours a day, five days a week. We know the patients' rights. But it was the only therapy they had for the patients then. We picked a lot of beans."

"I'm going to Georgia (her father still lives near Atlanta), where there won't be any discrimination, a charter member of the employees' new human rights committee.

"Wherever there's a mass of people, there'll be lots of people."

"I think anyone working at Rochester State Hospital is concerned," she says. "We're concerned because we're here eight hours a day, five days a week. We know the patients' needs. We don't have to sit down at a comptometer like they do in Albany, to find out the needs.

"The patients gave a fashion show in June and July, and we picked it up during Mental Hygiene Week and liked it so much she kept wearing it.

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"I'm going to Georgia (her father still lives near Atlanta), where there won't be any discrimination," she says. "But the most common type of discrimination is age discrimination."

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Belle SPROUTS

She worked in a department store bakery, and she served four years as a companion for the 7-year-old daughter of the president of Colgate Rochester Divinity School.

"I quit to enroll in a school for practical nursing, but I ran out of money after three months," she says. "I really wanted to be a nurse, but I felt it was too much of a challenge.

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AN ERA PASSES FOR SOUTHERN CONFERENCE

Incumbent Conference president Nicholas Puzziferri looks over shoulders of contenders for Region president: left, Conference third vice-president Arthur Bolton and, right, Conference first vice-president James Lennon.

Conference treasurer Rose Marcinkowski reads her report.

Transportation Region 8 president William Lawrence goes over notes with Lee Connors, Conference second vice-president.

Leader photos by Ted Kaplan

Among delegates from Bear Mountain State Park chapter were, from left, Walter Anges, William Blauvelt and William Lodini.

George Celantano, president of Rockland State Hospital chapter, was attentive delegate.

Latchworth Village chapter first vice-president Manuel Ramers, left, talks over proceedings with chapter president John Clark.

Among delegates who participated in the meeting at the Ramada Inn in Newburgh were from left, Pat Comerford, Sophia Long and John Long.

Conference president Nicholas Puzziferri is joined by former Conference president Nellie Davis as she explains status of retiree chapters.

Dutchess County chapter president Ellis Adams adds to the discussion.

Angelo Senisi, president of Green Haven Correctional Facility chapter, drives home point about grievances at his institution.

CSREA field supervisor Thomas Luposello talks to the delegates.

New York State Thruway chapter was represented by, from left, Louie Lingle, Jeff Lantear and John Gurniah.