HELP SAFETY OFFICER — Richard P. Dutton, center, a chief institution safety officer at Harlem Valley State Hospital, receives $450 from Anna Bessette, local Civil Service Employees Assn. chief institution safety officer at Harlem Valley State Hospital, regarding legal fees incurred when the hospital attempted to demote him. CSEA entered the case after Council 82, AFL-CIO, failed to represent the state service.

The ethnic identification, according to the instructions, calls for code numbers to be entered at the time of an employee's initial appointment to state service.

The information, it is further explained, is not to be recorded by Audit and Control, and "should be a time during which the parties can work out these agreements. This will leave ample opportunity in order to meet the legislative deadline of April 1974."

Dr. Wertel also pointed out that there have been no major pension changes in the last five years based on collective bargaining agreements reached by New York City unions. On the other hand, he noted, CSEA has negotiated many retirement improvements within the same period.

The four-term president of the 210,000 public employees union made what will be the first of four appearances before the committee as it holds public hearings throughout the state this month.

He will present additional problems on collective bargaining on pensions, his office has announced, at meetings in Rochester, Nov. 14, and Buffalo, Nov. 15.

Full text of his testimony is reprinted below.

**TEXT OF WENZL TESTIMONY**

"Mr. Chairman and distinguished members of the Commission. The subject of this hearing is a bill for negotiating pension benefits on a coalition basis. The coalition arrangement has worked in both private and public sector bargaining for some time. The question before us today is: Must we legislate practices that have been shown to work effectively and what factors should be used to determine the spectrum of Negotiations?"

"I feel that negotiating retirement benefits on a coalition basis is a procedure that could be acceptable to CSEA. I feel quite strongly that our recommendation regarding the coalition arrangement for negotiations is a realistic and viable one.

"This further is based upon some of the background of coalition bargaining. Obviously, many state and local retirement and pension systems have been negotiated over the years. The backwards features of many retirement plans have allowed local governments to adopt plans that were negotiated within the framework of coalition bargaining on a state level.

"This has permitted a satisfactory and workable arrangement. Most of the state's local governments have adopted other plans that were negotiated by the various retirement plans provided to the various alternative approaches afforded through the legislation of the various permissive options."
Some years ago, on a steamy hot Monday morning, I picked up a man who had just left the quarters of Engine 29 in Harlem. He had been there for 24 hours and rolled with the company on every alarm during that period. His name was Eric Schmertz, the newly-appointed OCs mediator between the firefighters and the City.

I had been with him the day before for some hours during which he hung tenaciously from the back step of the pumper. Upon arrival at the fire, he grabbed the line and hauled hose down into smoke-filled cellars and garbage-filled back yards.

He got the traditional “scotty nose” which every firefighter gets when he encounters a lot of smoke. As he waded through filth almost up to his knees, he learned the true meaning of a firefighter’s job. He got no sleep because it was a busy night.

Around 2 a.m. the company rolled up to his knees, he learned the truth about the fireman striking — everybody gets so horrified and shocked. However, when it comes time to show him decency and respect in return for his life, City Hall goes to the ball game. On Sunday, November 4th, at midnight, the Milwaukee firefighters’ contract expired. They were on the picket line at 12:01 a.m. In New York, the troops tried to be “nice guys.” This time they walked five months before going to the picket line. If that is the language his royal magnificence understands, he found the troops in Blue knew how to speak it fluently.

There is talk that he is now thinking of running for Congress. His labor record... well is some beast.

Fire News

White To Mgt, Budget

James J. White was named deputy commissioner for management systems and budget, PDNY, last week by Fire Commissioner John O’Hagan. Before this appointment, Mr. O’Hagan was an assistant budget director with the Bureau of the Budget.

Gardner Appointed

ALBANY — Warren Gardner, of New York City, an assistant to the Governor, has been appointed assistant to the commissioner in the State Division of Civil Service. At an annual salary of $32,000.

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CIVIL SERVICE LEADER Tuesday, November 13, 1973

O.C.B. Labor Mediator Eric Schmertz (in helmet) gets some fine points in firefighting from Battalion Chief George Finerty when Schmertz spent 24 hours with the Harlem firefighters so he could better understand the problems of their job. He came close to preventing the historical firemen’s strike.

Good Idea — Eugene Russell, left, a plumber and steamfitter at Downstate Medical Center (State University of New York) in Brooklyn receives a citation and check for $25 from Larry M. Kram, personnel associate for employee relations, presented on behalf of the SUNY suggestion program. Mr. Russell, who came up with an "ingenious" way to repair the Walworth type A gate valve (a type of main water control valve) and thereby reduce the cost and shorten the repair time from several hours to about half an hour, also received a desk set.

Tramway Consultants

ALBANY — Gerald M. Boyce, of Ballston Lake, and William Gilbert, of Rye, have been reappointed to the State Passenger Tramway Advisory Council for terms ending Sept. 30, 1977. They receive $50 per day up to $1,000 per year for counseling on matters in connection with ski tows and other passenger tramways.

CIVIL SERVICE LEADER America’s Leading Weekly For Public Employees Published Each Tuesday

11 Warren St., N.Y., N.Y. 10007
11 Warren St., N.Y., N.Y. 10007

Subscription Price $3.00 Per Year

Individual Copies, 12c
INSTALL McGOWAN, LENNON AS REGIONAL PRESIDENTS

Western Conf Succeeded

Buffalo Region 6

Buffalo — Nostalgia was the byword at last month's meeting of the Civil Service Employees Assn. Buffalo Region, formerly Western Conference, as former officers stepped down for new officers.

Samuel Grossfield turned over the gavel as president of the Conference to William McGowan of the Western Seneca State School, winner of a three-man election for the post.

S. A. Thomas, president of the Erie chapter of the CSEA, venerated the co-chairmanship of the Conference's county organization for Victor James Luce on the ballot, but Ms. Hy, who promised Ms. Hy will be mailed from CSEA Headquarters on Nov. 14, 1973, will not be turned over to the state. The election has been ordered in a contest filed with the CSEA committee, due to the incorrect spelling of the name of one of the candidates. The original ballot used in the statewide election of officers in September.

The special ballot with the names of the two candidates, Genevieve Luce and Dorothy H. Hy, will be mailed from CSEA Headquarters on Nov. 14, 1973, and will be returned by 6 p.m. on Dec. 3, 1973, in the return envelope enclosed with the ballot.

Members who have not received a ballot by Nov. 19, 1973, should contact CSEA Regional Director James Powers, at the Western Region CSEA Office, 4125 Underhill Rd., Cheektowaga, N.Y., telephone (716) 634-3402. Ballots will be counted on Dec. 6, 1973, at CSEA Headquarters in Albany.

Outgoing Southern Conference president Nicholas Passiferrr, left, prepares to turn over the gavel to his successor, James Lennon.

Dr. Wenzl Hails New Era

At Southern Meeting

NEWBURGH — Nicholas Passiferrr, Civil Service Employees Assn. Southern Conference president, passed the gavel to Southern Regional President John J. Lennon in a formal ceremony at the Southern Conference and the beginning of the Southern Region at a meeting in the Holiday Inn here Oct. 26.

President Lennon and the five other Regional officers were installed by state president Theodore C. Wenzl. Mr. Lennon then installed the Region's 30-member executive board.

Mejor, also of the Erie chapter, James Murgoss has been the other co-chairman of the Conference.

During the business session, the membership gave support to the state's since defeated $5.5 billion transportation bond issue, as Mr. Grossfield backed Buffalo chapter president Frederick Tuber's comments that support of the opposition by the CSEA puts the Association "in a better bargaining position" with the state.

The membership also made a point of planning to enact CSEA Albany Headquarters to coordinate presentations at hearings throughout the state of the State Senate committee on pensions.

"I have really enjoyed the past year," Mr. Grossfield said in thanking the members and his officers for their cooperation during his tenure. He urged his successor to "converse with the business at hand, which is always the present and the future."

Albert Blain, chairman of the Region's political action committee, also made a pitch for retaining political action clout in the CSEA.

"If we let this go down the drain," he said, "we might as well go back to being a tea and cake organization."

Dr. Theodore C. Wenzl, statewide CSEA president, installed the region's new officers at the evening dinner in the Clardon House Restaurant in suburban Williamsville.

Dr. Helen Miranda, assistant director of Roswell Park Memorial Institute, was the principal speaker at the dinner.

Western Due

New Election

For Treasurer

ALBANY — Bernard Schnaith, chairman of the Statewide Special Election committee of the Civil Service Employees Assn., announced that a special election for treasurer of the Western Region of CSEA will be held shortly.

The election has been ordered because of a contested action with the CSEA committee, due to the incorrect spelling of the name of one of the candidates. The original ballot used in the statewide election of officers in September.

The special ballot with the names of the two candidates, Genevieve Luce and Dorothy H. Hy, will be mailed from CSEA Headquarters on Nov. 14, 1973, and will be returned by 6 p.m. on Dec. 3, 1973, in the return envelope enclosed with the ballot.

Incoming Southern Region CSEA Regional Director Alvin Del Bello would vote for him, "We knew that voters who met with Mr. Lennon, who is now regional president and regional state vice-president of CSEA, discredited his prepared text and did not want to make a formal speech but only to thank those who had helped him since he began his career in CSEA."

In his prepared speech, Lennon noted that the motto of the Southern Region, re-called Region III, will be quality representation, not quantity representation.

"I view the role of Region III as one of cooperation with CSEA with proper input for quality efficiency and economical representation to the $1,000 plus members of our Region," he continued.

Those installed beside president Lennon, included John Clark, Regional first vice-president; C. Scott Daniele, second vice-president; Richard Sercone, third vice-president; Patricia Combsford, treasurer, and Donn doctoral, secretary.

Final Meeting

Before the installation, Southern Conference President Passiferrr held the final meeting of the Conference to clean up old business and transfer funds to Region III.

"The Southern Region may never be the biggest Region in CSEA but it will be one of the strongest," Mr. Passiferrr said.

One major piece of old business remaining for the Conference was to hear and approve the report of the Conference's regional office committee headed by Conference second vice-president, Leman Comans.

The committee met seven times and presented the settling up of the Southern Region for Region III.

Mr. Comans said. The Office Board received the

(Continued on Page 14)

Buffalo Dinner-Dance

BUFFALO The local chapter, Civil Service Employees Assn., will stage a dinner-dance for the Christmas season Dec. 16 at the Buffalo Trap and Field Club starting time is 6:30 p.m.

(Continued on Page 16)

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and cost for the function.

November
12—SUNY at Oswego chapter meeting: 6:30 p.m., Hobbit House, Oswego.
15—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Sam's Restaurant, Western Ave., Albany.
16—Binghampton Area Retirees chapter meeting: 7:30 p.m., lecture hall 114, SUNY campus, Binghampton.
26—Binghampton Area Retirees chapter meeting: 7 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghampton.
28—Buffalo chapter meeting: 6 p.m., Plaza Suite, Buffalo.
28—CSEA Board of Directors meeting: 33 Elk St., Albany.
December
14—Metropolitan Amorers chapter holidays meeting and party: 5:30 p.m., Flushing Armory, Queens.
16—Buffalo chapter Christmas dinner-dance: 6:30 p.m., Buffalo Trap & Field Club.
19—CSEA Board of Directors meeting: 33 Elk St., Albany.
Teachers Told To Ignore Tenure Policy

The City University faculty union is directing the 16,000-member instructional staff not to comply with a tenure quo-<no Lincoln Smith> policy adopted by the Board of Higher Education last month.

The policy sets a 50 percent limit on tenure eligible for tenure or job security, after five years' probation. Any tenure recom-<no Lincoln Smith> mendation in a department that has already filled that quota requires specific justification through special procedures.

In an advisory distributed on CUNY's 20 campuses, the Professional Staff Congress directed all faculty personnel committees to "continue to base their personnel decisions on the institutional judgment criteria, i.e. on merit alone."

"No other 'justification' or specific justification should be added in the individual candidate or by the department and transmitted by the committee as the basis for any personnel decision," the union notes.

The union also says, "If quotas are going to be applied illegally they should be applied illegally without the consent of the instructional staff."

The union calls on the administration, including Chancellor Robert J. Ribbone, author of the quota policy, to halt the policy until the union members have a chance to deliberate and request new recommendations.

Ribbone, author of the quota policy, has maintained that the limitation is necessary so that the university can remain flexible in meeting the pressures of changing student bodies and new curricula.

They also argue that when a college becomes heavily ten-<no Lincoln Smith>ured, opportunities for younger teachers are limited.

The thrust of the union position is to put the onus of quota implementation on the college presidents and the chancellor.

The policy also calls for senior faculty committees to be set up by the presidents to screen recommend-<no Lincoln Smith>ations for tenure recommendations from de-<no Lincoln Smith>partments that have reached the 50 percent quota, but the union is recommending that faculty members refuse to serve on such committees.

The union contends that the quota policy is illegal in that it requires an unspecified "justification," other than individual merit, for tenure recommenda-<no Lincoln Smith>ions. In departments where the quota has been filled, the policy is illegal.

Such "justification" is not required in the hands of the college presidents, who select the special review committees and are free to reject the recommendations. This presidential power, the union holds, places faculty members at the mercy of the ad-<no Lincoln Smith>mission.

No Experience For Steno Job Required

No formal education or experience is required to become a stenographer with the New York City agencies. Salary is $5,900.

Filing for stenographer, exam 5930, is open until further notice.

Candidates will be screened through a stenographic test, consisting of taking dictation at 80 words per minute for three minutes, and a 10-item multiple choice test based on the dicta-<no Lincoln Smith>tion to determine understand-<no Lincoln Smith>ing of the written material.

Filing for the exam is open until further notice and exams are held continually.

Application forms and further information may be obtained from the City Department of Civil Service, 40 Thomas St., Manhattan.
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Taylor Law Restrictions
Impede Labor Peace

There seems to be at least one way to stimulate the economy that neither the President nor the Governor have ever included in their "State of the Message." This money-making bonanza is very simply, restrictive laws -- of which New York's Taylor Law is only one that prohibits public employees from striking to protest severe penalties if they do. This provides a wonderful opportunity to keep money in circulation, at least for the benefits of the patients or violators of these laws.

Think of the thousands of court cases where each individual member can be tried -- unless, of course, the member elect to be penalized by an edict.

Contract disputes are not a problem unique to New York City. In 1967, the same observer called off the first strike in their history after only 5 hours, because weather conditions were so hazardous that the safety of the city was at stake. In Milwaukee, however, the firefighters strike has continued for days.

In the case of the Civil Service Employees Assn., particularly in Mental Hygiene facilities, in recent years there have been hardly publicized situations involving policemen, postal employees, sanitation workers, teachers, transportation workers.

In the case of the Civil Service Employees Assn., the state unilaterally penalized many CSEA members for what was later found to be the Merit System, should be provided with a better set of rules by which negotiations may be held.

A Democratic Year
No doubt Republicans willerca on most of the apartments for the election returns, but it is clear that the 1968 election is a Democratic Year, not only in Albany but in the State. The question of subcontracting of those jobs was motivated by an anti-union bias. One of the things that was considered was the timing of the decision to contract out custodial services was made to avoid dealing with the charging party, and to say that the action taken by the employer.

In that case, a meeting of the employer was held following a demand for recognition. At this meeting, the respondent employer considered for the first time seeking to have the employees to organize for the purpose of collective bargaining.

The Board relied on the facts: (1) that the decision to contract out the custodial services was made to avoid dealing with the charging party, and (2) that the employee's petition for recognition was made before bids were sought or received from contractors; (3) the analysis of comparable costs of services was not reliable in that the employer did not change the standards of work, and, in fact, some of the work performed was not the same.

The Board stated, "There is no question but that if the decision to contract out custodial services had been made in order only to effect savings, it would not have constituted an improper practice. However, the evidence in the record establishes that the decision to contract out custodial services was made to avoid dealing with the charging party, and to frustrate the rights of these employees to organize for the purpose of collective negotiations."

It appears from the decision, in this case, that if the decision to contract out custodial services had been made in order only to effect savings, it would not have constituted an improper practice. However, the evidence in the record establishes that the decision to contract out custodial services was made to avoid dealing with the charging party, and, thus, to frustrate the rights of these employees to organize for the purpose of collective negotiations. It appears from the decision, in this case, that if the decision to contract out custodial services had been made in order only to effect savings, it would not have constituted an improper practice. However, the evidence in the record establishes that the decision to contract out custodial services was made to avoid dealing with the charging party, and, thus, to frustrate the rights of these employees to organize for the purpose of collective negotiations.
City Eligible Lists

EXAM 1218
CUSTODIAL ASM
This list of 5,421 eligibles, established Nov. 7, resulted from testing for which 5,737 candidates filed. Salary is $6,700.
No. 1 — 110% 1
1 Robert Vaquer, Ellsworth Hill, Jose A Rodriguez, Miguel A Perez, Louis M Gonzalez, Joseph R Mitchell, Cedric F Puesy, Alfon
do Shepard, Oscar S Gonzalez, Nathaniel Ramirez, Charlie T

Daniel, George P Saino, Major Champion, Willy L McCullough, Alfred Garnett, Jerome C Hillton, Joseph Seymour, Eduardo Bon
Arnold L Hector, Rudy Grossman

No. 21 — 105.38% 2
21 Jodis E Woodford, John Amato, Earl B Dunn, Carl Cataldi, Reginald F Mitchell, Sebastian Damian, Charles Wallace Jr., Jose Rodr
dez Jr., Frank J Williams, George R Jackson, Thomas H Robinson, Adalberto Badillo

Oliver O Jenkins, Gregory William
liams, John S Ditala, Leroy Buckner, Bruce Reese, Ronald A Young, Michael T Dubruti. Floyd E Jackson

No. 41 — 104.76% 41
41 Carlos Montalvo, Howard Bu
ton Jr., Salvatore Osato, Joseph J Tiffert, Donald W Graven, Arthur C Patterson, Garland Brown, Ben Torres, Jimmy I
Manning, Angus Whittlock, Joe Bergin, Bernard A Brennan, Jose A Roman, Raul Ramirez, Jose A Roman, Gonzalo Ismael

Malcolm C Jemmett, John J

Clark, John K Vargas, Theodore Bright, Joseph A Capellini, Var
ek K Dillard.

61 Barbara Oliver, Nicholas Panariello, Charles Badger, David E Goldstein, Donald K Hann
na, John Clifford, Jr., Raymond Omer, Arturo Rosario Jr., Ruffin Green, Milton Evans, William Hill, Oliver Palmer Jr., Orlando D Parker, Henry W Gordon, Cornelius Williams, Edward M Diffr, Ralph Pugno, Janis Elyea, Louis Vargas, Lawrence (Continued on Page 10)

Letters To The Editor

Editor, The Leader:
Could you please tell me the maximum age for retirement for state civil service employees in the custodial and clerical classifications?

Editor’s Note: According to the New York State Retirement System, the maximum age for retirement for all state civil servants is 70, with the exception of those elected in their position.

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Buffalo Region Gets Ready To Carry On Where Western Conf Left Off
Statewide CSEA president Theodore C. Wenzl, left, installs new officers for Southern Region 3, as outgoing Southern Conference president Nicholas Puzziferri, seated, watches the oath-taking ceremonies. Southern Region leaders, from right, are president James Lennon, first vice-president John Clark, second vice-president Scott Daniels, third vice-president Richard Snyder, secretary Patricia Comerford and treasurer Sandra Cappillino. The installation took place last month at the Holiday Inn in Newburgh.

**Picture This: Southern Region Installs**

**LEFT:** New first lady of the Southern Region, Eleanor Lennon, left, gets a few words of advice from her predecessor, Marge Puzziferri.

**LEFT:** Robert Day of Ossining, and John Famelette, president of Dutchess Educational chapter, were interested observers during meeting.

Outgoing Conference treasurer Rose Marcinkowski has corsage pinned on by Donna Garrand, in tribute to her years of service as Conference officer.

CSEA director of local government affairs Joseph Dolan.

Outgoing Conference second vice-president Lyman Conners.

Southern regional director Thomas Luposello, left, shows some facts and figures on CSEA strength in the area to Eliza Adams, president of Dutchess County chapter.

Ulster County chapter president Harold DeGraff listens to outgoing Southern Conference third vice-president Arthur Bolton, representative from Sullivan County.
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(Continued from Page 7)

Houston:
No. 81 — 103.80
31 Joe L Lewis, Willis G Owen

No. 101 — 103.40

No. 111 — 103.40

Eligibles
(Continued from Page 7)

No. 141 — 102.70

No. 151 — 102.50

No. 161 — 102.30

No. 181 — 101.80

No. 211 — 101.40

No. 221 — 101.20

No. 241 — 101.00

No. 251 — 100.90

No. 281 — 100.80

(Continued on Page 12)
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Philip Goldberg, M.D.
Medical Director

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CIVIL SERVICE LEADER, Tuesday, November 12, 1973

REAL ESTATE VALUES

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5 room, 2 bath, 3-car garage, fireplace, living rm., formal DR, den, eat-in kit.

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CAMEBRIA HTS.
This Week's New York City Eligible Lists

(Continued from Page 13)

Harris, Mario J; Napolitano, Hec-Angelo Catalano, Jose M; Oquendo-lough, Francisco Centeno, Joseph Sommese.

No. 521 — 98.9%


No. 541 — 98.9%


(Continued from Page 12)

This Week's New York City Eligible Lists

No. 561 — 98.80%

No. 581 — 98.80%

Thanksgiving Flight & Packages

November 21 to November 25

City Flight Package

New York 179

Miami 128

Los Angeles 128

San Francisco 189

Tips do not include tax and services.

Christmas Flights from $166 Packages from $259

London $38

Paris $45

Grand Cayman Islands $1,009

Machine $224

Miami $128

El Salvador $189

Las Vegas $199

Hawaii $224

San Francisco $224

Istanbul $199

Barcelona $289

Buenos Aires $289

New York 199

$3 U.S. departure tax or registration fee.

Titles Available

For special discount tickets enclose lot tickets for 50 each to New York's lists wine and cheese festival. (And every bite, even the sip, is free.)

On what a week is going to be for people who love wine, people who love cheese. The spacious Coliseum will be a paradise of wine exhibits from all over the world. There will be colorful stalls after stall, crowded with ham and cheese, sharp cheese, mild cheese, moody cheese, runny cheese—every kind of cheese you've ever heard of. There is an actual vineyard, growing. There is an auction of rare wines planned.

There will be a breath-taking Wine and Cheese Store from the year 2001 A.D.

But most of all, these will be the finest wines and cheese merchants ever seen in America. If you have not a large appetite for wine and cheese, take a hike. If you have a hankering for God's gift, try a little tasting, savour a glorious bite, delight in a slice of a New York State Chappignon. (And every bite, every sip is free.)

You can come in when the doors open, stay until they close and you'll learn more about wine and wine bargains than you'd find in a dozen books.

This is the show all New York is coming to see. Be on the crowd!—don't wait to sign up. Early discount paid-in-ticket tickets are now only $5.00 each, a savings of $1 off the regular $5.00 admission price. (Under 18 admitted only with parent.) Use the coupon.

New York Coliseum December 8 - 10

Attention Wine and Cheese Distributors: If you don't have a stall at the festival, it's too late. Call Joseph Proctor (212) 686-2000.

International Wine-and-Cheese Festival

The price is $7.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below.

If you want to know what's happening to you, to your chances of promotion to your job, to your next raise and similar matters, FOLLOW THE LEADER REGULARLY!

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Send me complete information on the above checked trips.

C.S.I. (Continued Next Week)

This Week's New York City Eligible Lists

No. 721 — 98.49%

No. 621 — 98.65%

No. 741 — 98.16%

No. 641 — 98.98%


No. 881 — 98.86%


No. 723 — 98.66%


No. 781 — 98.39%


No. 661 — 98.86%


Give A Pint Of Blood

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The Civil Service Association

Christmas from $166 Packages from $259

London $38

Paris $45

Grand Cayman Islands $1,009

Machine $224

Miami $128

El Salvador $189

Las Vegas $199

Hawaii $224

San Francisco $224

Istanbul $199

Barcelona $289

Buenos Aires $289

New York 199

Several other winter trips available.

Mail complete information on the above checked trips.

C.S.I. (Continued Next Week)
Six Win Buffalo Scholarships

(from Leader Correspondent)

Six scholarships, two to chapter members and four to children of members, have been awarded by the State University of New York at Buffalo chapter of the Civil Service Employees Assn. Winners of the $50 scholarships were the two members, June W. Kirby, a cashier, and Kathleen R. Berke, an employee at UB's physical plant unit. Winners of $100 awards were Josephine Pomones, a senior general education major at D'Youville College, and daughter of Stanley Pomones, an employee at UB's physical plant unit. Deanna L. Fuller, a UB senior physical education major and daughter of Emmett R. Fuller, also from the physical plant unit.

David Calabotta, a freshman biology major at Lehigh University at Montclair, and son of Dolores C. Calabotta, a stenographer in the School of Dentistry. Robert Sheehe, an electronics technology student at Erie Community College, and son of Howard A. Sheehe, a laboratory mechanic in the Department of Mechanical Engineering. Edward C. Duker, chapter president. Dr. Robert I. Ketter, UB president, and Professor Howard Strauss, chairman of the special education major at D'Youville College, and Professor Howard Strauss, chairman of the scholarship committee presented the scholarships.

Binghamton Meet Nov. 26

BROOME COUNTY—The Binghamton Area Retirees chapter of the Civil Service Employees Assn. will meet here at 2 p.m. on Nov. 26 at the American Legion, Post 19, Clubhouse, 78 Main St., according to chapter secretary Florence A. Drew.

Hudson On Council

ALBANY—Clyde Hudson, of Niskayuna, has been appointed to the Council of State University of New York at Albany for an unsalaried term ending July 1, 1978.

Creedmoor Hearing

ALBANY—The Senate Committee on Mental Hygiene will hold a public hearing Nov. 16 at 10 a.m. in the Senate Hearing Room at the State Capitol, according to chairman Howard F. Sirota, a Democrat from Queens. State Senator Frank Padavan, who has the hearing for his district, said he will examine current programs related to adult foster care patients released from mental institutions. Also to be discussed are proposals for changes in licensing and certification of homes that care for these patients.

Hand Reappointed

ALBANY—The Governor has reappointed James R. Hand, of Ossining, as a member and chairman of the State Commission on Legislative and Judicial Salaries for a term ending July 1, 1978. At the same time, members Joseph V. Brocato, of Snyder, and Edward P. Carty, of Rochester, were reappointed to similar terms. Members receive $100 per day up to a maximum of $2,500 a year.

Western Confront

(Continued from Page 1)

Edward Duker, president of the chapter and education committee chairman, président at a Friday evening meeting discussed the recommendation by Mr. Crossfield, Mr. McGowan and Thomas C. Clavsky. CSEA field representative.

Ethnic Coding

(Continued from Page 1)

creed, color, or place of national origin could be used in violation of the anti-discrimination laws and also to evade the mandate of the State of New York Constitution regarding appointments on the basis of merit and fitness.

"Please advise me as to the purpose of your bulletin, the necessity for the information which you seek, the authority on which the issuance of the bulletin was based, and all pertinent information.

"Your cooperation will be appreciated."

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

Women Can Seek Insurance In Amounts Equal To Males

Attention, female CSEA members: the amounts of insurance available under the CSEA Supplemental Life Insurance Plan, underwritten by Mutual of New York, have been adjusted upwards so that female CSEA members may purchase as much as may be applied for by male members of CSEA. Thus, under the complete life insurance program made available by CSEA to its members, females and males are treated equally as to the amount of insurance they can apply for. The new adjustment is made possible through the combined use of the CSEA basic Group Life Insurance Plan. The Leader, the Providence Insurance Company, and the Supplemental Life Insurance Plan underwritten by M.O.N.Y.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, Room 1220, City Hall Park South, New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for walk-ins are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must send a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway or bus, reach the films office via the IND (Chambers St.); BMT (City Hall); and the Port Authority of New York Bridge. For advance information on titles, call 566-8700.

Bridget For advance information, call 566-8700.

IND (Chambers St.); BMT (City Hall); and the Port Authority of New York Bridge.

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

STATE—Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 85th Floor, New York, 10048, telephone (212) 744-9241; State Office Building, 200 Broadway, New York 220; Pavilion, 1 W. 40th St., New York 10020; and 1 Government St., Buffalo 14202. Applicants may telephone for information either in person or by sending a stamped, self-addressed envelope with their request.

Various City Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York 10007, telephone 480-4141. The Port Authority of New York and New Jersey has a telephone 284-0422.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 20 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m. weekdays only. Telephone 284-0422.

Federal employees lining up (North of 64th Street) who wish to be contacted by the Syracuse Area Office, 901 Erie Blvd. West, Syracuse 13202, must call 614-471-4457. Calls may be made to (400) 522-4001. Federal titles have no deadline unless otherwise stated.

INTERGOVERNMENTAL—The Intergovernmental Job Information and Testing Center acquires information on Federal, State, and Local jobs. It is located at 90-06 1st St., Jamaica, Queens 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information is 528-3100; for state, 528-5000; and for federal, 536-6192.
Pre Surgical Consultation Now A Benefit In Albany
(Special to The Leader)

ALBANY — A new surgical consultation plan, negotiated by the Civil Service Employees Assn., is now available in the Albany area to state and local government employees covered by statewide and OHI health insurance options.

This new benefit allows a member of one of these plans to arrange for a pre-surgical consultation at no personal cost through the State Department of Civil Service, if elective surgery has been recommended by a personal physician. Elective surgery refers to operations which are not of an emergency nature.

The surgical consultation plan allows State and local government employees to receive a second professional opinion when surgery has been advised, a procedure which was often precluded in the past because of prohibitive costs. Doctors themselves generally welcome another expert opinion.

If an employee chooses to take advantage of this benefit, he or she must call area code 518 GLT-3108. A nurse in the program will discuss the case and send the employee a simple form to complete. When the form is returned, an appointment will be made for the employee with a qualified consulting physician in the Albany area.

Employees outside the Albany area may participate in the plan if they wish to travel to Albany. Their travel expenses, however, will not be reimbursed.

According to John Carey, CSEA coordinator of state negotiations, the booklet describing this plan in detail will soon be sent to all CSEA chapter presidents.

"If an employee wants to take advantage of the service immediately," he said, "he can call the surgical consultation plan office.

Carey added, "This program adds a highly important health benefit to those CSEA has already won."

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Hikes For All In New Pact In Middletown

MIDDLETOWN — The Middletown city unit of the Civil Service Employees Assn. has ratified a one-year contract agreement with the City of Middletown.

The tentative agreement calls for a new 8-step increment scale of $300 for all weekly and hourly employees, a $500 raise for all employees; four weeks vacation after 14 years of service; an extra day's pay for the assumption men working six days during the summer double collection; 25 times pay for holidays and 1 1/2 times pay for Saturdays for sanitation workers if the jump is 1/4 times pay for work before 7 a.m. and after 5:30 p.m. a 40-hour work week for CSEA members.

As a result of this change, about 35 percent of Middletown employees will get raises of about $3,000. Only about four percent will be limited to the $950 minimum raise plus increment.

According to Joe Bretchkin, CSEA field representative, "The Middletown agreement shows great progress toward equitable pay for all city employees.

The tentative contract agreement now awaits ratification by the Middletown city council.

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Cohoes CSEA Is Ticked Off At Time Clock

(Special to The Leader)

COHOES — The Cohoes City Unit of the Civil Service Employees Assn. has filed a grievance against the city administration for failing to negotiate a new time keeping policy, time clock puncting, which the city is attempting to implement.

The City of Cohoes has purchased four time clocks and has set aside workrooms for CHH employee use. The other three were installed in the city police station and at the swimming pool. The clocks were not working at all four locations when held up by the City in May, but the clockmaker stated that they were not working at all four locations when held up by the City in May, but the clockmaker stated that they were scheduled for a July installation, were not installed until mid-October. James Conley, CSEA field representative, said that the CSEA unit considers the clocks both a waste of money and of employee time. "Punching a clock doesn't make anyone work any longer or harder. It isn't necessary, " he said, "it makes clock-watchers out of hard workers.

"This new policy is both a breach of the past-practice clause of its contract with the city," said Mr. Conley, "as well as a change of working conditions, covered by the contract."

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Oneida Delegation

Identification of the Oneida County heading the Oneida- Utica Region, pictured in last week's edition of The Leader, on page 16, was incorrect. The names were listed in reverse order, and should have been, from left, Lewis Eddy, Loren Youras and Roger Balmansu.

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Binghamton — Start Join To Win Woman's Fight For Leave Pay

BINGHAMTON — The Civil Service Employees Assn. legal assistance program came to the rescue of a senior medical worker with the Binghamton City Department of Social Services.

The employee, Kathleen Nemier, had been asked by her husband's employer, IBM, to attend a business luncheon at which her husband was to be honored for an invention he developed while at IBM.

Request Denied

The County denied Ms. Nemier's request for half of a personal leave day, but she went anyway. The County refused to pay for it.

Binghamton City chapter president Jack Heidley and grievance committee chairman John Thomas, both members of a special grievance procedure, which failed to solve the problem. Appealing to the Justice for the Association for assistance, CSEA regional attorney Sanford Temkin was brought into the picture.

A Public Employment Relations Board arbitrator was named and a hearing set for Sept. 19. But the day before the County decided to accept itself and defend the matter, also agreeing to pay any arbitration fees incurred.

Another Case

Mr. Herrick cited another example of the CSEA's fighting for its members in the case of a County employee, Vincent Valenza, who requested a personal leave day to attend an orientation session at her son's college campus.

Meanwhile, the CSEA has scheduled its annual meeting that she has applied for the Tiree's chapter of CSEA.

Metro Armories Meeting

Metropolitan Armories chapter of the Civil Service Employees Assn. has scheduled its annual holidays meeting and party for its members Dec. 14, according to chapter president Alfred Knight. It is slated for 8:30 p.m. in the Finishing Armory, Queens.

It's Free Parking, Buffalo Told

BUFFALO — Foreign Labor, president of the Buffalo chapter of the Civil Service Employees Assn., told a recent chapter meeting that the CSEA had won the parking lot dispute with News York State.

Hiler reported that free parking will be available for state employees in state-owned lots at Metro Armories meeting place.

The Regional president was also advised to continue the Regional office committee and have it review and consider the needs of satellite offices and the possibility of setting up new offices in the counties of the Southern Region.

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Grace Hiler reported at the meeting of the Buffalo chapter that she is setting up a new Buffalo chapter of CSEA.

Erie County Sheriff Milton A. Amico was the principal speaker at the meeting in the Plaza Suite Restaurant.

But he had not told the members the state's new laws have curtailed drug activity in Erie County.

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HANS ACROSS THE WATERFRONT — Harold Krangle, president of the Waterfront chapter of the Civil Service Employees Assn., congratulates committee members in the first photo, for their successful efforts in organizing the chapter's second annual dinner-dance, attended by nearly 100 people. With Mr. Krangle, left, are