Seek L.I. Challenge Votes

NORTH AMITYVILLE — The Civil Service Employees Assn. has filed for challenge election in three of the five schools in the Middle Country, Harborfields and Seaford School Districts, demanding that the employee representative there be elected by the employees in those districts he said.

Civil Service Employees Assn. has called upon CS

Food Service Career Ladder Talks To Continue, Guild Says

ALBANY — A statement attributed to Richard Heath, director of institutional services, State Department of Mental Hygiene, declaring that the food service career ladder proposal ‘is virtually eliminated from consideration by the Office of Employee Relations and the Civil Service Employees Assn.’ has been called “completely false” by a CSEA spokesman.

Robert Guild, CSEA collective bargaining specialist, termed the statement “completely false” in violation of the law and violated its new employees, conducting the many possible implications of a new computerized system, which must be brought to the attention of the employees, to be followed by a survey of all CSEA members, to include employees, to be followed by the many possible implications of a new computerized system, which must be brought to the attention of the employees, to be followed by a survey of all CSEA members.

Therefore, to prevent this from happening on state employees to include employees, to be followed by a survey of all CSEA members.

Coding Stirs Albany Fear; Study Asked

ALBANY — The head of the Albany Region of the Civil Service Employees Assn. has called upon CSEA’s council to study the purpose and legality of the State’s plan to change the ethnic background of its new employees.

Joseph McDermott, CSEA’s Albany Regional president, told the Leader that his members have brought this issue to the attention of the City’s Civil Service Department.

We are not making a claim on behalf of all employees, but for use of the Civil Service firms handling such areas as hospital work, police work, and so on, it was necessary to transmit the expanded file.

We are not making a claim on behalf of all employees, but for use of the Civil Service firms handling such areas as hospital work, police work, and so on, it was necessary to transmit the expanded file.

Inside the Leader

Non-Teachers to Meet About Outside Firms

Assembly Committee Under Advisement On Taylor Revisions

THE Assembly Standing Committee on Government Employees has been getting reports from representatives of public employee organizations during its series of hearings in all parts of the state on the effect of the Taylor Law on public employee labor relations.

(Continued on Page 6)
Recently I spent a day making the rounds of some favorite companies in New York and found controversy was everywhere. It varied from quiet discussions to some which ranged on throughout the tour until one was somehow glad when the "eleven" at six p.m. sent the day tour on its way.

The time to depart for quieter shores was when the night tour took up where the day tour had left off, trying without much success to find an answer which no one could provide.

The order had just come down directing the transfer of two men from each company. Once upon a time, not so long ago, this action was described as being for the protection and welfare of the men and their health. Now it was being called by that which it appeared to be - a reorganization.

As one man who was almost positive he would be a "victim" said: "What do I do ... call my Trustee? Nobody tried to answer the question. The Commissioner on the previous Sunday had agreed that some of the blame for the short-lived strike was due to the fast directors on the part of City Hall. As I drove across the George Washington Bridge I remembered how bittersweet during that same half hour he mentioned a possible penalty of a "ten day rip" as the firemen call it, for all members who participated.

There was also mention of the terrible blow to the firemen's image and of the fact that the New York firefighter is the best paid in the nation. True, the pay for firefights is pretty good in New York, but two questions always come to mind when a firefights pay is called "the best." First, no matter what the pay is, it could never compensate for being under continual peril of death every moment at work. Second, every penny when has been added to his income over the last eight years was given grudgingly.

Nothing the city gave during these years was given with good graces. The firemen of the City of New York was doing its firemen a great big favor by agreeing to place what they believed to be a fair price on the fireman's blood and life.

Through the eight years, negotiations on contracts have dragged on and on, becoming more lengthy each time, with the firemen fused to insert in the contract provisions to protect the fireman's family. This deduction cannot be turned off and on as one would work a pill. His name in the hearts of all firemen no matter what the paper say. The Biloxi firemen were no longer applies to firemen ever by their deeds they shall know them.

**Fire News**

50 Advancements
A total of 50 firemen fourth grade have been advanced to firemen third grade. Advancement effective Oct. 9.


**29 Retirements**
The following 29 members, PIFNY, will retire for service inured disabilities, effective between Oct. 27 and March 21, 1974:

Chief in Charge Bernard J. Markofsky

Captain Raymond M. Skib

Lieutenant Walter T. Lehmann


A total of seven members, PIFNY, will retire for non-service inured disabilities, effective between Oct. 27 and March 3, 1974:

Lieutenants Robert A. Buttenor, John J. Ryan.
Match This: 100% Join

ALBION — It's "CSEA all the way!" in the Orleans County Sheriff's Department, according to James Stewart, Civil Service Employees Assn. field representative in the Orleans County area. In his latest shipment of new membership applications, sent to CSEA headquarters in Albany for processing, Mr. Stewart is attaching a note to one of the cards: "This card represents 100 percent membership in CSEA for the Orleans County Sheriff's Department. I hope that this group's participation and support of the union will serve as a shining example of what CSEA can expect from other CSEA-represented employees across the state.

The CSEA representative said, "It is felt that only proper for every worker who benefits from CSEA's collective negotiating experience and knowledge to do his fair share towards supporting CSEA."

Legal Advice Set On L.I. Dec. 20

AMITYVILLE — Warren Smith, attorney for the Long Island Region of Civil Service Employees Assn., will be available to advise and assist members at the new regional office, located at 740 Broadway, which is Route 110.

CSEA regional director.

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

CSEA calendar

November 28—CSEA Board of Directors meeting: 3:30 p.m. 33 Elk St., Albany.
29—Orange County chapter board of directors meeting: 7:30 p.m. Orange County Civil Service, 209 Broadway, Goshen.
29—Dutchess County chapter and Dutchess Education chapter meeting at Regional office in Fishkill, first such meeting of chapters in new region office.
29—Executive board meeting, New York City chapter at 5:15 p.m. at Willy's Restaurant, 166 William St., New York.
30—Southern Region executive board meeting at 8 p.m. at Holiday Inn, Newburgh.

December 1—Installation luncheon meeting of New York Region 11:30 a.m. at Travellers Hotel, 94th St. and Grand Central Parkway, Queens.
1—Capital District Retirees chapter meeting: 1 p.m., CSEA Ho, 33 Elk St., Albany.
6—Metropolitan Division of Employment Chapter 800 buffet and dance from 4:30 p.m. at Martin Luther King Jr. Labor Center, 300 West 43 St., New York.
6—Kings Park State Hospital chapter meeting: 8 p.m. Conference Room, Kings Park State Hospital.
7—Orondaga chapter meeting and dinner dance: 6:30 p.m. at Liverpool Country Club, 750 West 130th St., New York.
8—New York City chapter members committee meeting: 10 a.m. Tom Sawyer Motor Inn, Albany, N.Y.
11—Syracuse Area chapter business meeting, 2 p.m. at Moonstruck Restaurant, Auburn.
12—Long Island Armory Employees chapter meeting and Christmas party: 12 noon, Tojeans Halfway Restaurant, Route 112, Patchogue.
12—Metropolitan Armories chapter holiday meeting and party: 8:30 p.m., Fleming Armory, Queens.
14—Buffalo Chapter Christmas dinner-dance: 6:30 p.m. Buffalo Trap & Field Club.
19—CSEA Board of Directors meeting: 3:30 p.m. 33 Elk St., Albany.
20—Oneida County chapter Christmas party and dinner from 6:30 p.m. to 10 p.m. at Twin Ponds Golf and Country Club.
22—Long Island Region installation of officers and dinner-dance: Holiday Manor, Bellport.
28—CSEA Board of Directors meeting: 33 Elk St., Albany.
29—Erie County chapter meeting: 8 p.m. 650 Long Island Regional Chapter, Route 9B, East Greenbush.
30—Southern Region executive board meeting at 8 p.m. at Holiday Inn, Newburgh.

CSEA regional director.

By MARVIN BAXLEY

GLENS FALLS — Artie Chalmers, highly regarded as the state's leading news writer on Albany political affairs, predicted that the Civil Service Employees Assn. will have serious impact on future political decisions in New York.

"It is time to elect trained administrators. They do not have to be politicians," Mr. Chalmers told delegates at the first meeting of the Albany Region No. 4 of the Civil Service Employees Assn. meeting at the Queen'sbury Hotel here for its autumn workshop and installation of officers.

After crediting CSEA executive vice-president Thomas H. McDonough, who served as the union's first statewide political action chairman, Mr. Chalmers went on to explain that problems of government are becoming so complex that Americans may have to follow the British system, and learn to civil servants. He also advised union members to remember that they owe a responsibility not only to their jobs, but to their government. "I would like to see CSEA work to develop the best within our two-party system," he said.

Officers Installed

Mr. Chalmers was the featured speaker at the Saturday evening installation banquet at which Mr. McDonough acted as the installing officer for Albany Region leaders: president James Stewart, first vice-president John Grey, second vice-president Boyd Campbell, third vice-president John Vallee, secretary Nonie Kenyon Johnson and treasurer Harold Ryan.

Special presentations were also made at the banquet to outstanding officers of the Capital District Conference, which has been succeeded as a governing body by the Albany Region. Honored were former president Ernest Wagner, former first vice-president Jack Dougherty, Jr., former secretary Marian Porcelli and former treasurer Edgar Frable.

Theft of the Conference were praised by Albany regional director John Goorman, who acted as master of ceremonies for the occasion.

CSEA President Theodore C. Wendi outlined the prospects of affiliation with another union, as well as the duties of the affiliate to the delegates the Saturday afternoon business session.

President Wendi explained that CSEA has so far been successful in warding off challenges from private-sector unions.

"The CSEA has been in operation for 60 years," the four-term union president explained, while public unions in general have been a factor for only about ten years as far as strength goes.

He went on to point out that the law on affiliation has been revised, and that CSEA had a former, unsuccessful affiliation with this group. NFFE consists of only federal employees in approximately a dozen states. NFA is composed of federal, state and local government employees.

"We are losing the possibility of getting good roads in Washington," Dr. Wendi said, explaining that much legislation affecting labor is generated from D.C. "Our working relationships with state legislators are allowed to deteriorate when they are not elected to Congress," he said in writing for an office in the nation's capital.

Pick the Priorities

Albany Region president Mc- Donnott, in his first report to the delegates, made a plea for input from the various chapters in the Region.

"There are now seven chapters in this Region," he said, and part of the responsibility of the president is to pick the priorities that the Region will want to tackle. To make these decisions, I am eager to hear all suggestions that the members want to make.

Time Is Right To Elect Trained Administrators To Political Posts, Chalmers Tells Albany Delegates

CSEA is in a position to call the shots on affiliation at the present time, because we are much stronger than in the past.

There are three ways to go.

Can Call Shots

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(Continued on Page 14)
Examinations for teaching licenses under Alternative A requirements are intended primarily for lower seniors who are in a college preparatory program for teaching and who will not meet minimum eligibility requirements until Sept. 1, 1974. However, anyone who will meet by this date the minimum eligibility requirements may also apply.

Applications from these eligible lists cannot be made effective before Sept. 1, 1974. Persons who already have a baccalaureate degree and the minimum specific course required for licensure, or who will have these by Feb. 1, 1974, are advised to consult the separate schedule of examinations for teaching licenses under Alternative B requirements.

Applications for subjects listed below are open to men and women unless otherwise indicated. Applications are not obtainable prior to the opening dates listed below.

**TEACHING LICENSES UNDER ALTERNATIVE A REQUIREMENTS — DAY HIGH SCHOOLS**

<table>
<thead>
<tr>
<th>Field</th>
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<tbody>
<tr>
<td>Agriculture</td>
<td>11-1-73</td>
<td>1-1-74</td>
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<tr>
<td>Bilingual Teacher of Science and General Science (Spanish)</td>
<td>11-14-73</td>
<td>12-28-73</td>
</tr>
<tr>
<td>Bilingual Teacher of Chemistry and General Science (Spanish)</td>
<td>11-11-73</td>
<td>12-14-73</td>
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<td>Distributive Education</td>
<td>11-19-73</td>
<td>1-3-74</td>
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<tr>
<td>German</td>
<td>11-5-73</td>
<td>1-16-74</td>
</tr>
<tr>
<td>Industrial Arts</td>
<td>11-10-73</td>
<td>1-23-74</td>
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<tr>
<td>Modern Greek</td>
<td>11-5-73</td>
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<td>Physics and General Science</td>
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</tr>
<tr>
<td>Swimming and Physical Education</td>
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**JUNIOR HIGH SCHOOLS**

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<td>1-17-74</td>
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<tr>
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<td>Dance</td>
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<td>General Science</td>
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<td>Music</td>
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<td>1-16-74</td>
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<td>Orchiral Music</td>
<td>12-5-73</td>
<td>1-16-74</td>
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<tr>
<td>Social Studies</td>
<td>12-11-73</td>
<td>1-24-74</td>
</tr>
<tr>
<td>Typewriting</td>
<td>12-10-73</td>
<td>1-23-74</td>
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**ELEMENTARY SCHOOLS**

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<td>12-11-73</td>
<td>1-22-74</td>
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<tr>
<td>Bilingual Teacher of Early Childhood Classes (Spanish)</td>
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<td>1-22-74</td>
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**SPECIAL SERVICES**

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<tbody>
<tr>
<td>Teacher of Classes for Children with Limited Vision</td>
<td>11-14-73</td>
<td>1-5-74</td>
</tr>
<tr>
<td>Speech Improvement</td>
<td>12-10-73</td>
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**OTHER LICENSES**

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<tr>
<td>Bilingual Teacher in School and Community Relations (Spanish)</td>
<td>11-21-73</td>
<td>1-7-74</td>
</tr>
<tr>
<td>School Psychologist-In-Training</td>
<td>11-29-73</td>
<td>1-10-74</td>
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**TEACHER ELIGIBILITY**

- **GUIDANCE COUNSELOR**
  - Substitute - available (T.E.A.O.)  
  - Includes: Guidance, Counseling, and Educational Services (1731 exams)
- **Aviation Mechanics**
  - 12-4-73 | 1-15-74
- **Business Machine Maintenance and Repair**
  - 12-4-73 | 1-15-74
- **Chemistry**
  - 12-4-73 | 1-15-74
- **Costume Design and Illustration**
  - 12-4-73 | 1-15-74
- **Gas and Electrical Welding**
  - 12-4-73 | 1-15-74
- **Industrial Art**
  - 12-4-73 | 1-15-74
- **Industrial Decorating**
  - 12-4-73 | 1-15-74
- **Machine Shop Work**
  - 12-4-73 | 1-15-74
- **Plastic Teacher**
  - 12-4-73 | 1-15-74
- **Radio and Television Mechanics**
  - 12-4-73 | 1-15-74
- **Sculralture and Stone Carving**
  - 12-4-73 | 1-15-74
- **Typewriting**
  - 12-4-73 | 1-15-74

**JUNIOR HIGH SCHOOLS**

<table>
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<tbody>
<tr>
<td>Industrial Arts</td>
<td>12-10-73</td>
<td>1-23-74</td>
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**SPECIAL EXAMINATIONS FOR EXPERIENCED SUBSTITUTES HELD IN COMPLIANCE WITH CHAPTER 809, LAWS OF 1973**

**Meeting of the N.Y.S. State Council of School District Administrators (NYSCDA)**

**Part V**

(Ed. Note: Dr. Bloomfield attended this conference next week. He is also editor of the newly revised report on the NYSCDA.)

**GROSSINGER — ASKED ABOUT N.Y.C. DISTRICTS' INDULGENCES**

because the District Did Not Comply With A Federal Testing Program, Dr. Nyguen commented: "It is a multimillion dollar business because they refused the test." I've received communications of Education Officers in the last and I've read the comments in the papers. This is just to the extent of what the school district, I just don't know who is right." 

"At first blush I got very angry about the information I had left me to believe they were doing whatever it is that should be done to the tests, but they wouldn't do it.

"Now, after seeing explanations from the U.S. Office of Education, I'm not sure any more. Unless I have a first-hand study of the tests themselves, I could never be sure who's right in this.

"I'll say one thing. If the U.S. Office Is right, it's done a rotten job of educating the community when they put all these tests out, and above all eluding by doing it by mail, they should have sat down with the Community Superintendent and the School Administrators and laid it down for them. A multimillion dollar business was at stake. Why that wasn't done, I haven't the slightest idea.

IN HIS ADDRESS BEFORE THE SUPERINTENDENTS, Dr. Nyguen remarked: "We would allow that we are in a paradox. The more successful we are, the more good we do, the more students we educate—the more criticism we receive and the more unmoving our critics become. This is in Nyguen's Third Law of Invisibility: Never have I seen any turn around."

**Describing How He Felt Educators Could Be Humanistic, he said they had to "recognize the diversity of talents among our students and offer the diversity of programs which will accommodate individual needs, and give them the opportunity of the choice to take special tests meant for them in order to take special tests meant for them in order to take different tests that are culturally pregnant, by the way, and give them a fair shot. At first, I thought the local school district was right."

**Call UN 1-7200**

\[\text{Wanna be a good guy? Get a pint of blood. Call the 1-7200 Blood Program.}\]
THAT'S HOW MANY FEDERAL EMPLOYEES HAVE BLUE CROSS AND BLUE SHIELD COVERAGE.

That's right. Sixty-one percent of all Federal employees choose Blue Cross and Blue Shield health care coverage under the Federal Employee Program.

And most choose to stay with it.

But if you didn't choose Blue Cross and Blue Shield benefits, now's your chance to make a change.

Anytime from November 15th through November 30th you have the option of keeping your present health care plan or changing.

Sixty-one percent of the Federal employees have Blue Cross and Blue Shield coverage. Make a change.
TUESDAY, NOVEMBER 27, 1973

If You Play With Fire...

THIS newspaper does not intend to join any crusade calling for the resignation of Richard Vizzini as president of the Uniformed Firefighters Assn. for his role in the strike. There are a number of things to be said about the Firefighters president. First, he did keep his campaign promise to lead his membership in strike action, if need be. Second, he has had the courage to publicly admit that he disagreed with the collective bargaining agreement reached by the Mayor and the firefighters. Third, he certainly does keep a clean office, as indicated by the burning of the ballots in a general housecleaning. There are many extenuating circumstances.

We do believe that Mr. Vizzini owes his first allegiance to the membership at large, and not just to the executive board of the organization. There are a number of things to be said about the Firefighters president. First, he did keep his campaign promise to lead his membership in strike action, if need be. Second, he has had the courage to publicly admit that he disagreed with the collective bargaining agreement reached by the Mayor and the firefighters. Third, he certainly does keep a clean office, as indicated by the burning of the ballots in a general housecleaning two days after the vote.

On the other hand, we do wish that he hadn’t blamed that old devil press for making him do it. Every union leader and politician in America must maneuver under the glare of the press — whether it be newspapers, magazines, radio or television.

In a democracy, the news media are the dispensers of information to the people so that they can judge the action of their leaders. We believe the public needs to know if the smoke in the smoke-filled rooms where power is battered from one side to the other is lies or truth.

The Civil Service Leader, as its name proclaims, is proud to be identified with public employees. As such, we are gratified to know that the majority of the firefighters were aware of their special life-saving responsibilities and, consequently, voted to stay on the job during their labor dispute.

Mr. Vizzini had to make the crucial decision, however, that faces all men in positions of power: Whether to do only what the membership or constituency wants, or to exercise the three other duties that the law gives to the public employer, that the Taylor Law Committee has been investigating.

In making those recommendations, the Taylor Law Committee has been investigating.

He said that in his view the institutional rules should be consistent with the negotiated terms of the collective bargaining agreement, and that the Public Employment Relations Board’s decision to conduct the strike was a deterrent to strikes. The position of the Uniformed Firefighters Association is that the strike was precipitated by the refusal of the Lindsay Administration to recognize the Union’s rights after its collective bargaining agreement with the firefighters had expired. The hearing officer found that the problem was not with the employees’ conduct to bargain in good faith.

This position may be demonstrated by what happened in New York City when the firemen went on strike for a period of five hours. The position of the Uniformed Firefighters Association is that the strike was precipitated by the refusal of the Lindsay Administration to recognize the Union’s rights after its collective bargaining agreement with the firefighters had expired.

The employee was charged by the hospital with misconduct for being excessively absent and tardy. The hearing officer found that there was no lateness in the3 2017 through March, 1973. It was also noted by the hearing officer that the punishment for any rule infractions should be meted out immediately, and the penalty should be commensurate with the offense committed. The hearing officer found that the hospital failed to provide for an adequate process for disciplining employees, and that the hospital furnishes the hearing officer with a basis for comparison with other employees in the institution.

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WITH REGARD to the allegation of drinking on the job, the hearing officer stated some very important laws in the area of disciplinary hearing. He pointed out that the legal standards which must be met in disciplining employees are much as that demanded in a criminal proceeding. Nevertheless, he pointed out that the dismissal of an employee from his job is tantamount to industrial capital punishment, and thus must be regarded as involving a degree of punishment in a disciplinary proceeding involving a lesser degree of punishment. Thus, he reasoned that an offense by an employee involving criminal conduct may require proof beyond a reasonable doubt, or clear and convincing proof.
Letters To The Editor

Frontwater Comm. Refutes Editorial

Editor, The Leader:

You are right when you say in your editorial that the
Frontwater Commissioners would not approve any pro-
testion or political patron.

It is most unfortunate that your newspaper saw fit to pub-
lish such an attack without con-
tact and commission to verify your "facts." The truth of the matter is that for three years this is the only recruitment of potential employ-
ees of the Commission has never been through the political
system. Rather, it has al-
ways been the Commission's policy to hire qualified and
creditable persons through high schools, business schools, colle-
ses, and any other agencies
for hire centers, civil service lists and from referrals by ex-
isting employees. No less than any ap-
pliance even been asked ques-
tions concerning political affili-
ations.

With respect to your allusion
of nepotism, other than a
four-year list was established
its creation, a grade 1 clerk who
were no family relationships be-
etween employees of the Com-
mision. The Civil Service philos-
oppy to establish negoti-
ation prior to seniority being
ated and review machinery ade-
mate to the bi-state nature of the Com-

employee and employer.

Civil Servants Pay Their Own Salaries

Editor, The Leader:

Since I am a state employee,
I pay my own salary.

Since I pay my own salary,
my employer pays my own salary.

And I get it!

Annie Burley
Fort Montgomery

Resents Tickets By Parking Officer

Editor, The Leader:

I resent that the parking ticket
I received in the The Leader on
Nov. 13, 1973, is not the one
I received. I believe that the
officer who issued the ticket,
Mr. O'donnell, is the one who
was at the scene.

I work for the post office as a
truck driver. About three months
ago I was parked in front of a
private house on Eastern Park-
way. There was no traffic and
I was there about one o'clock.
A woman came out and said
"You are parked in front of a
double-parking.

I did not say one word to her
although I was sitting in my
car at the time and I have
witnessed to prove it. I pleaded "not guilty" and was
fined $25.

I can understand how those
people who are members of
the local chapter of CSEA and
their own salaries in the
nix.

J. P. M. EXAM 8635

TEST HELD NOV. 10, 1973

The Investigation Bureau of
the State Civil Service Commis-

Since I am an employer.
I know something about my
job well done.

Annie Burley
Fort Montgomery

Police Officer S5.00

GET THE ARCO STUDY BOOK
TO HELP YOU PASS

Police Officer S5.00

Other Suitable Study Material for Coming Exams

LEADER BOOKSTORE
11 Warren St., New York, N.Y. 10007

Please send me...copies of books checked above.

I enclose cash or money order for $...

Name

Address

City State

This is a second chance you will not get again! Don't lose it!

5th SHOWING '74 MODELS
Phone Operators: Call West Point
Anyone with one year of experience on a switchboard or in a central telephone office, may apply to become a telephone operator with the U.S. Military Academy at West Point. Salary starts at $6,408.

Telephone experience must include some long-distance or interoffice calling duties. Candidates must have good hearing and eyesight and full use of fingers, hands, and arms. They must also be willing to work irregular hours. Candidates should apply immediately.

Telephone operator is one of five positions open at West Point. Applications and further information on all positions may be obtained from D.A. Civil Personnel, Employment Division, West Point, N.Y. 10996; telephone: 014-938-2115.

Other Jobs:

Other positions and their salaries and exam numbers are:

- Civil Engineer — $9,385; no. 08153
- Supervisory Facilities Management Assistant (statewide) — $9,480; no. 05203
- Accountant — $8,980; no. 08425
- Police Officer — $8,980; no. 382

Looking Forward — Here's the lineup as the Harlem River State Hospital chapter, Civil Service Employees Assn., installs officers. From left: Kenneth Foley, proxy for Charles Bond; trustee; Alan Freeman, first vice-president; Armond B. Johnson, second vice-president; Frederick Franklin, third vice-president; Morris Conchie, first vice-president; James J. Lenox, president; Southern Region; Anna Bennett; Robert Thompson, second vice-president; Edna Kimbel, secretary/treasurer, and Marilyn Conkin, trustee.
SUGGESTION ACCEPTED — Dr. Charles W. Laffin Jr., left, president of State University at Farmingdale, awards a certificate of merit to Eric Christensen of the biological technology department. The certificate, from the New York Civil Service Commission, cites "inventiveness which he displayed in devising an improved traffic barrier for use in directing vehicle traffic at an intersection on the Farmingdale campus." Mr. Christensen entered his idea under the SUNY employees suggestion program.

WELCOME CHECK — Yrie Schwartz, right, president of the Hudson River State Hospital chapter, Civil Service Employees Assn., donates a check for the Southern Region retirees' chapters to Nellie Davis, president.

POLICE CAN GET COLLEGE DEGREE

Police officers interested in obtaining a Bachelor of Arts degree may now file applications with Brooklyn College for entrance in its "Liberal Studies Program for Police," leading to a degree in five years.

The first two years of the program are designed to meet the specific needs and interests of police officers in the program are given credit for Police Academy work, are eligible for veteran's credits, and are eligible for New York State Incentive Awards. The program is open to all police officers working in New York City, and is part of the School of General Studies, evening division.

The curriculum offers work in the humanities, social and natural sciences, ethics, social and child psychology, political thought, speech, statistics, international politics and social problems.

The program provides for the development of a post-police "second career" based on college achievement. More than 150 active police officers are currently enrolled, and are pursuing second careers in education, business and accounting, law and health services.

For further information, contact the Liberal Studies Program for Police, Brooklyn College, 22 Schermerhorn St., Brooklyn; phone: 684-1503.

FEDERAL NEWS

New York Gets Cash From Feds To Assist Personnel Systems

New York State received a $792,000 allocation of federal grant funds under the Intergovernmental Personnel Act (IPA) last week, the U.S. Civil Service Commission announced. Under the IPA, the Commission is authorized to make grants to assist state and local governments in strengthening management by improving personnel systems and training professional, administrative, and technical employees.

The grants are made on a matching funds basis with the federal government authorized to contribute up to 75 percent of the total cost of projects. For fiscal year 1974, Congress has appropriated $15 million for use by state and local jurisdictions.

In addition to grants, the IPA offers other assistance programs to state and local governments. For example, jurisdictions may send their employees to federal training courses. In fiscal year 1973, about 15,800 state and local government employees attended U.S. Civil Service Commission training courses.

The IPA also authorizes technical assistance in personnel administration. This could involve such areas as assessment of training needs, evaluation of personnel procedures, and design and review of personnel policies.

The New York Civil Service regional office is located at 26 Federal Plaza, New York, New York 10007; telephone: (212) 264-4612.
Key Answers
(Continued from Page 7)
paced key answers have until Dec. 11, 1973 to submit their protests are based. The following key answers:

Fire News
(Continued from Page 3)
Firemen 1st Grade Robert J. Connolly, George M. Houston. Michael Stawchansky, Seymon Moss, Ernest E. Malese.

Wanna be a good guy? Give a pint of blood.
Call UN 1-7200
The Greater New York Blood Program

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

ALBANY — Dr. Anthony A. Malfitano, of Syracuse, has been appointed a trustee of Onondaga Community College for an unsalaried term.

Malfitano Trustee

ALBANY — Dr. Anthony A. Malfitano, of Syracuse, has been appointed a trustee of Onondaga Community College for an unsalaried term.
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(PA or N.Y. SUFFIXES) insurance plan* is accepted for
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in beautiful new buildings with expert resident staffs

Physical Disabilities
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. Panzarella, Jr., M.D.
Medical Director

Mental Health
Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.
Medical Director

*The Blue Cross Statewide Plan (PA or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-5000 Ext. 207 for Physical Rehabilitation - Ext. 280 for Mental Health.
REAL ESTATE VALUES

House For Sale
HUNTINGTON, L.I. — Psychiatrist's sales out, complete with finished basement, full size laundry facilities and a large 2-car garage. One way block from Main Street. Reduced $5,000. $36,000. For more information, call Mr. Soto. 342-1727.

FALL Catalog of the finest Real Estate & Business Bargains. All profits, except a gross patent, donated to Catholic schools and agencies. 400 pages. 25 cents. Basil Bailey, 7 N.Y.

ROSEDALE
172-10 55th Drive
ALL BRICK
Exceptional home in an exclusive, secluded neighborhood. Property features: 3 bdrms; 2 baths; 21x20 living room; eat-in kitchen; 14x16 dining room; 2 large bedrooms; full basement; 2 garages; 2 1/2 baths; 2 basements; 2 living rooms. $165,000. Call 222-1219.

HOLLS
16-30 246th Street
DETACHED COLONIAL
60x100 landscaped grounds; 3 bedrooms; 1 bathroom; large living room and dining room on main floor; full walk-up basement and full basement; 2 full baths; 2 garages; 2 basements; 2 living rooms. $235,000. Call 222-1219.

CAMBRIA HTS PROPER
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This beautiful brick colonial home has everything you could wish for. A large living room, dining room, separate foyer and many more. $194,900. Call 222-1219.

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CIVIL SERVICE LEADER, Tuesday, November 27, 1973 12
Don't Repeat This!

(Continued from Page 6) Taylor Law of the bar against a public employee strike. For what has happened is that in too many cases the public employer uses the bar as a challenge to the union leadership to pull a strike, on the assumption that the members would be reluctant to engage in illegal conduct. Significantly, the strike of the firemen in New York City was not resolved on the initiative of the City administration, but at the urgent recommendation of Supreme Court Justice Sidney Fish, as a hearing before him on an injunction to prohibit continuation of the strike. What Justice Fish did was to force the City to comply with the Taylor Law by establishing the required language panel. Once the City agreed the firemen returned.

The Assembly Standing Committee on Government Employees has not yet made its recommendations. Whatever may be done as a result of its hearings, it is clear that the Taylor Law will be one of the most interesting problems that the Legislature will face in January.

Visit New York's international Wine & Cheese Festival

Come to New York's first wine-and-cheese tasting festival.

Eat the exhibits.

Drink the exhibits.

There's an actual vineyard, growing. There's an auction of rare wines planned. This is the show all New York is coming to see. Beat the crowd—don't wait until 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.

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Civil Service Devised Ethnic Code

(Continued from Page 1)

the ethnicities of each individual state employee, it should be done by an agency of state government that is bound to confidentiality and in which there is no possibility of using the information to discriminate and/or violate the state constitution provisions as to merit and fitness. My investigation is continuing."

He also acknowledges that he has been consulted by several associations outside the union, of-
McDERMOTT INSTALLED AS ALBANY REGION PRESIDENT

CSEA Executive vice-president Thomas H. McDonough administers the oath of office to Albany Region's officers at their installation event. From left are president Joseph McDermott, first vice-president Jean Gray, second vice-president Boyd Campbell, third vice-president John Vallee, secretary Nonie Kepner Johnson and treasurer Harold Ryan.

Edgar Troidle, left, outgoing treasurer of Capital District Conference, is presented gift by Albany Region president Joseph McDermott for his 10 years of service to the Conference.

Chairmen named to regional committees are, from left, Ernest Wagner, constitution and by-laws; Irene Dougherty, social; Mary Moore, publicity; Cosmo Lembo, activities, and Timothy McInerney, finance. Committee chairmen held organizational meetings Friday evening to plot out their programs for the year.

CSEA president Theodore C. Wenzl takes time out to catch up on his reading between Albany Region meeting and Morrisville 25th anniversary celebration on the same day.

Marian Farrelly, who has received many awards and tokens of appreciation during her years as Capital District Conference secretary, adds a kiss from Region president Joseph McDermott.

Several members of CSEA's Board of Directors attended the meeting. From left are Howard Crousey, Albany County; Jimmy Gamble, Environmental Conservation; John Weidman, Agriculture and Markets; Dorothy MacTavish, statewide secretary, and Jack Dougherty, Tax and Finance.

Numerous members of the CSEA Headquarters staff were present for the Regional installation. Shown here, from left, are John Corcoran, Albany regional director; Edward Diamond, director of recruitment and education, and his wife, Marion, and Joseph Lochner, executive director.

Chairmen named to regional committees are, from left, Earl Killmarlin, Office of General Services; Robert Canfield, Bennington County, and Donald Ruggaber, Audit and Control.

Three recently elected chapter presidents among delegates at meeting are, from left, Earl Killmarlin, Office of General Services; Robert Canfield, Rensselaer County, and Donald Ruggaber, Audit and Control.

Neely appointed Albany Region corresponding secretary Carole Trifiletti, second from left, talks with some newly elected members of Region's executive council, from left, Al Briere, president of Employment chapter; Jack Daley, president of Tax and Finance chapter, and Ann Urban, president of Commerce chapter.

Several members of CSEA's Board of Directors attended the meeting. From left are Howard Crousey, Albany County; Jimmy Gamble, Environmental Conservation; John Weidman, Agriculture and Markets; Dorothy MacTavish, statewide secretary, and Jack Dougherty, Tax and Finance.

Another member of the CSEA Board of Directors, Gerald Purcell, executive departmental representative, is shown here with SUNY at Plattsburg's Betty Lennon, who was appointed co-chairman of the Region's education committee.

Among the out-of-area CSEA dignitaries attending the installation are, from left, New York City Region president Solomon Bendet and his wife, Sally; State Executive Committee chairman Victor Pesci, and County Executive Committee chairman Arthur Bolton.