CSEA Board Votes Disapproval
Of State Ethnic Coding System

ALBANY — The Board of Directors of the Civil Service Employees Assn. voted at its meeting last week that statewide president Theodore C. Wenzl request that the Civil Service Employees Assn. voted at the December 17, 1973, meeting of the Board of Directors to approve a memorandum from the Civil Service Commission stating that "the Department has received a request to expand its central computerized file of data on state employees to include ethnic information." Previously, ethnic figures had been compiled by a "sniff count."

The Comptroller's Office was included in the CSEA protest because the Civil Service Department had requested Audit and Control's assistance to transmit the recording instructions to payroll clerks.

The ethnic coding system would use two-digit numbers to categorize people as either: 00, White; 01, Black; 02, Puerto Rican; 03, Spanish Surname; 04, Asian American; 05, American Indian, and 06, Other. The protest against ethnic coding has been followed by designations such as: (life), (rates), (properly) and other or not the candidate has an acceptable working knowledge of the job he is performing, plus the ability to perform at a higher level in a promotional series.

For job-related examinations, and that if this Division of Promotion and Classification would be made until the position of the Division is understood, the Legislature should make provision to notify the situation.

WENZL ARGUES NEED
FOR JOB-RELATED
PROMOTION' EXAM

ALBANY—Adequate personnel to assure the availability of a wide variety of job-related competitive examinations was recommended last week by Civil Service Employees Assn. president Theodore C. Wenzl.

The four-term CSEA president offered the suggestion in testimony before the State Senate Standing Committee on Civil Service and Pensions.

"Let me call your attention to the fact," Dr. Wenzl said, "that the bulk of competitive promotional examinations do not have a job-related context. Complaints to this effect have been generated by state employees for many years, but when related to appropriate state officials, appear to have fallen on deaf ears."

Dr. Wenzl went on to explain that promotional examinations should be geared to indicate whether or not the candidate has an acceptable working knowledge of the job he is performing, plus the ability to perform at a higher level in a promotional series.

"Far too often," Dr. Wenzl noted, "non-job-related examinations have resulted in promotions wherein the promoted employee does not perform satisfactorily at the higher level. Conversely, many an employee whose performance has been excellent within a designated line of promotion in a lower-level position finds that he has failed a promotional examination because most of the questions on such examination had nothing whatsoever to do with either his current position or the position for which he was being tested."

He went on to state that the Division of Examination and Staffing Services within the State Civil Service Department had a responsibility to provide a wide variety of job-related competitive examinations, and that if this Division is understaffed, the Legislature should make provision to notify the situation.

Other improvements in the testing system recommended by Dr. Wenzl were for more adequate reviews following appeals, that oral examinations should be

CSEA Challenges Insurance Department Actions

ALBANY — The Civil Service Employees Assn. is filing an improper practice charge against the State of New York and the State Department of Insurance for "engaging in actions calculated and designed to interfere with the administration of CSEA.

The public employee union is calling for the state's Public Employment Relations Board to issue an order directing the state to refrain from invoking charges against the union to require them to refrain from organized activity. It also seeks an order directing the state to cease engaging in actions calculated and designed to interfere with the administration of CSEA.

The request follows CSEA's representation of employees who are included in the administrative, clerical, professional, scientific and technical services bar-

CSEA represents these employees, who are included in the administrative, clerical, professional, scientific and technical services bar-
PENAL SYSTEM REFORMED

In a city like New York, not a day goes by that some law enforcement officer doesn't ask himself serious questions about the meaning and purpose of his work. How could it be otherwise? Police men are hired by the community to protect the lives and property of the citizens in their homes and as they go about their work and play; yet the same dangers exist year after year, in ever increasing numbers. For many, the temptation to commit crimes is too great, and they go about their work and play, yet each year paying a higher price for crime, and every year dragging helplessly and hopelessly the police will be able to do something about it.

It is not surprising that the policeman comes to a point of wondering why he bothers, when the community he is sworn to protect seems to have given up. It seems to me that the turn of the year offers a good opportunity to take a fresh view of things. As 1974 approaches, I have been thinking, as a professional law enforcement officer, of ways in which the lives of my fel low New Yorkers could be made safer and more secure in the coming year. In following that line of thought to its logical conclusion, I came to realize something with overwhelming impact, something that desperately needs to be weighed. The failure of each of the three areas individually; but for them — one of them — will sooner or later have to be the traditional purposes of imprisonment are incapacitation, deterrence, and rehabilitation. That is, we put a man in jail to prevent him from committing more crimes; we do it to discourage him, to deny him the fear of similar punishments from committing similar crimes; and to teach the convicts a new set of rules so that he will not commit further crimes upon his release.

The failure of each of those purposes is too well known to bear much restatement. Although a man is clearly incapacitated while he is in prison, sentences today are so long, and parole so liberal, that the period of incapacitation is often prolonged and the turns out of the prison with a little thought, or because he beat the rap altogether? Such variability does nothing to promote lawful behavior through fear of a long prison term. Finally, the ineffectiveness of rehabilitation is amply illustrated by the well known fact that the recidivism rate in New York State has been higher than 80 percent for years.

NOW, THESE FACTS are not seriously disputed by any one, and it is easy enough to get people to admit the failure of each of the three areas individually; but for some reason, no one is willing to take the bull by the horns and admit the obvious conclusion: through all the centuries when we progressed from handwriting to printing to radio to satellite television communication; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to space ships; from horse-drawn vehicles to automobiles to airplanes to spacecrafts; it is the belief in anesthetics to antihistamines to heart transplants; during all those years, we have made virtually no changes in our penal system. When a man is convicted of a crime, we segregate him from the community for a length of time, cross our fingers, and send him home. We ought to be able to do better than that.

I do not pretend to have the final solution, but I think we ought to be willing to wipe the slate clean and start fresh.

SUPPOSE there were no such thing as prisons. How might we, using modern knowledge and understanding, deal with people who commit crimes? Here's one idea: Suppose

FILE FOR DRAFTSMAN, 19 OTHER STATE PROMOTIONS, BY DEC. 31

Promotion to drafterman, with the State Dept. of Transportation, is one of 20 opportunities now open to state employees for filing before Dec. 31.

To be eligible for the drafterman (cartographic) position, candidates must have served at least one year with the Dept. of Transportation in a drafting or engineering position, or a combination of such positions at the G-3 level or higher. This exam is no. 35-419 and pays at $23,636.

For applications for any of these promotional exams, contact the State Dept. of Civil Service at any of the addresses listed under "Where to Apply." All applications are due by Dec. 31 and written exams will be held Feb. 9, unless otherwise noted.

It seems to me that the year offers a good opportunity to take a fresh view of things. As 1974 approaches, I have been thinking, as a professional law enforcement officer, of ways in which the lives of my fellow New Yorkers could be made safer and more secure in the coming year. In following that line of thought to its logical conclusion, I came to realize something with overwhelming impact, something that desperately needs to be weighed. The failure of each of the three areas individually; but for them — one of them — will sooner or later have to be

WNYC 89.9 FM
Oswego's President, Miller, Appreciated As Citizen Of Year

OSWEGO — More than 100 members and guests turned out last week to honor Francis G. Miller, president of Oswego County chapter, Civil Service Employees Assn., as the chapter's "Citizen of the Year."

Mr. Miller, a 16-year member of the chapter, won the designation for his contributions to the civic affairs of Fulton and Oswego counties, plus his efforts for the CSEA chapter, locally and in the state.

Among his many accomplishments cited during the dinner in Lakeview Lanes, Fulton, were:

Promoting harmonious relations between employees and employers in the public sector; disaster, 23 years, including service as scoutmaster and chairman of the committee that established the first Cub Scout pack in the Fulton area, active member of Rotary and president of

Costs Zoom, St. Lawrence Hikes Follow

CANTON — With the cost of living in sharp rise, pay boosts have been granted to an estimated 450 St. Lawrence County employees effective Jan. 1. Flora Jane Brust, president of the county chapter, Civil Service Employees Assn., reported.

The Board of Supervisors approved a new two-year contract. It calls for $400, plus increment, first year and $100, plus increment, in the second year. Increments range from $100 to $300 for each year, according to county officials. Board Clerk Charles V. Fox estimated the contract represents $875,000 in pay hikes.

Negotiations between the St. Lawrence County CSEA, represented by Neil Carlson, and the Board of Supervisors began in August. Supervisor Ralph Greco, chief negotiator for the supervisors, noted that the cost-of-living increase, which jumped 7.5 percent, was "largest single increase in 25 years." In addition to the pay boosts, the contract calls for a 10-cent-a-mile car use allowance, up one cent.

The Fulton chapter in 1948-49. Also, active in the Forward with Fulton group, the YMCA, and in the Elks' youth program, although not an Elk. This latter work earned him the group's recognition. And during World War II, Mr. Miller headed a musical variety troop which entertained in military camps and hospitals, for which he was later cited by Gen. Marshall McCallum.

In CSEA, Mr. Miller has served several terms as president of the chapter and is now president of the County Workshop of the Syracuse Region 5. He also has served on the county executive committee, state charter committee and state board of directors.

Attending the dinner to honor Mr. Miller were: Dr. Theodore C. Wercr, CSEA state president; Jack Galler, state treasurer; Eileen Bartke, third vice-president; and Earl P. Boyle, central area CSEA attorney.

John Squires, chapter second vice-president and chairman of the awards committee, presented Mr. Miller with a certificate certifying his 16 years of participation in CSEA activities.

 nightly To Talk

ALBANY — Alfred W. Haight, first deputy comptroller of New York, will be the guest speaker at the Dec. 9 meeting of the Capital District Retirees chapter, Civil Service Employees Assn., Members will meet at CSEA headquarters, 33 Elk Street.

Greedmoor Party

NEW YORK — The Greedmoor State Hospital chapter of Queens will hold a meeting and holiday party Dec. 11 at 5:30 p.m. The event will take place in the hospital’s social room.

The health of Lorraine Bonelli and her fellow parkway toll collectors is of prime concern because of auto pollution worries, and she stands here with Civil Service Employees Assn. officials who helped arrange for medical checks by the St. Vincent’s Hospital mobile unit.

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MEETING OF THE N.Y. STATE COUNCIL OF
SCHOOL DISTRICT ADMINISTRATORS
(NYCSDA)
PART VI

Editor’s Note: In this concluding series article, Dr. Bloomfield reports on the conference speech of Dr. Daniel Klepak, Special Assistant To The Governor and Director of Education Performance and Review, during the May 5th meeting of the New York State Council of School Administrators (NYCSDA).

Daniel Klepak, left, being interviewed by Dr. Bloomfield.

"First, to make it clear that my office is independent from any and all political, public and private interest groups that abound in the world of education, very kind of unique objectivity that we're trying to inject into our look at critical questions involving how and why our schools do what they do has subjected my office to the indignation of almost everyone who plays the education game."

"Now I know what Leo Durocher meant when he said, 'never change a winning team.' I've quickly learned that education is complicated and we're trying to inject into our look at critical issues involving how and why our schools do what they do."

"That's why it's so important that before we stem we know what we're talking about."

"And that's why he wants communication with his office to be open — so all voices will be heard."

Insurers Examine Oppose Favorism

The Association of New York State School District Administrators (NYCSDA) had a full agenda of topics in opposition to the proposed state examination or surveillance that would favor very large insurance companies. Dr. Daniel Klepak, Special Assistant To The Governor and Director of Education Performance and Review, was invited to address the concerns of the NYCSDA.

"Secondly, to enroll one of the largest and most influential organizations of educators in New York State to get their 'best friend' on a first-hand basis; and

"Third, to enroll all of you in an educational fitness program designed to trim fat, limber hips and exercise the common sense of the education establishment!"

"Yet I Don't Expect To Make Many Friends. He says, 'My office is in business for only three months, and already we're seeing early signs that what we're up to is going to make

"When I say we're reviewing reading, existence. When I say we're reviewing transportation, everyone inside thinks he's playing terrific ball."
This Week's City Eligible Lists

EXAM 2580
PROM TO BUYER
This list of 25 eligibles, established Nov. 28, resulted from Sept. 19 oral testing for which 18 candidates filed. All 18 were called and 15 appeared. Salary $11,750.

EXAM 2777
PROM TO SR TRAFFIC CNTRL
JOSEPH T. O'PLAHERTY
This list of 23 eligibles, established Nov. 28, resulted from Sept. 19 and Oct. 3 oral testing for which 49 candidates filed. More were called and 29 appeared. Salary $18,750.

EXAM 2576
PROM TO ASST AIR POLLUT CNTRL
PAUL T. CORNELIUS
This list of 22 eligibles, established Nov. 28, resulted from Sept. 19 oral testing for which 12 candidates filed. Eight were called and five appeared. Salary $11,750.

EXAM 2574
PROM TO ASST ARCHITECT
DONALD A. SCHWARTZ
This list of 21 eligibles, established Nov. 28, resulted from Sept. 19 oral testing for which 10 candidates filed. All 10 were called and 7 appeared. Salary $10,000.

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Maintenance Man 5.00
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Maintenance Helper Group B 5.00
Management and Administration Ques. 5.00
Mechanical Technician 5.00
Motor Vehicle License Examiner 5.00
Notary Public 5.00
O.N.T. (Pension, etc.) 5.00
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Park, and Police Agent 5.00
Patrolman (Police Dept. Trained) 5.00
Pharmacy Aide 5.00
Pharmacist 5.00
Playground Director — Recreation Leader 5.00
Police Corporal 5.00
Police Officer 5.00
Postal Clerk 5.00
Postal Clerk 5.00
Professional Career Tests N.Y.S. 5.00
Professional Trainee Admin. Aide 5.00
Railroad Clerk 5.00
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City State
What Color Is Fire?

The U.S. Court of Appeals had some good laughs over the questions on the New York City fireman's test. "Would a capital A and I am a train at you?" said the test writer. "I would have thought a fireman would put the matter more tersely," the court said when it reviewed the vocabulary questions on the exam. When the Appellate Court then upheld the District Court's invalidation of the exam, it cited the vocabulary and math questions and those 20 questions on civics as evidence that the exam had little to do with successful performance of the fireman's duties. Clearly it is incumbent upon the city to prepare a valid exam—one that could rest on its merits if challenged. And hopefully the court ruling can assure New Yorkers that the city will meet that responsibility.

Meanwhile, eligibles on the list must bear—through no fault of their own—the extraordinary burden shed by the city. Since the exam was found to have been prepared in a shoddy manner without a proper job-analysis, the District Court on appeal has hired a genuine of whites to "minorities" in order to redress what was termed the discriminatory nature of the selection process.

The result is unsatisfactory to all eligibles—to whites who may never be appointed because of the quota and to "minorities" who must live with the stigma of having been appointed on a basis other than merit. When a citizen takes a civil service test he does so with the legitimate belief that he will be appointed on his merit. It may be that no exam can adequately test the skills or the potential for learning the skills of a fireman. But unless a better selection process is found, the city must prepare for the same case and sense of professionalism it expects of its fire fighters.

What Test Is Fair?

Among those labor leaders calling for revision in the Merit System was the president of New York's largest public employees union in testimony last week before the State Senate Committee on Civil Service and Pensions. The testimony was head of the 23,000-member Civil Service Employees Association, said it on the line to committee members when he told them "that the bulk of competitive promotional examinations do not have a job-related content."

Dr. W. R. Davis pointed out that this lack of job-relatedness has "far too often" resulted in promotions whereby promoted employees do not perform satisfactorily at the higher level. This may be doubly disastrous to the employee whose knowledge of an operation might be greater, but who has failed the exam because most of the questions had nothing to do with either the current position or the position to which the exam was geared.

Imagine the state of morale of both parties in the situation: the person in over his head and the person capable of moving ahead.

Dr. W. R. Davis pointed out that if adequate personnel is not available to insure a wide variety of job-related competitive examinations, then the State Legislature should provide adequate funding to provide sufficient staffing.

Mr. Gaba is a member of the firm of White, Walsh and Gaba. P.C. and chairman of the Nassau County Bar Association Labor Law Committee.

The United States District Court granted petitioner's motion for summary judgment, holding that a refusal to hire because of lack of citizenship constitutes discrimination on the basis of national origin. The court in its decision reversed the United States Court of Appeals, which held that the statutory phrase "national origin" did not embrace citizenship. The case then came to the United States Supreme Court, which affirmed the Circuit Court of Appeals and dismissed the petition.

Section 703 makes it "an unlawful employment practice for an employer to fail to refuse to hire any individual...because of such individual's race, color, religion, sex, or national origin..." The fact that plain language of the statute clearly supports the result reached by the Court of Appeals.

The court examined the narrower legislative history of the statute and indicated that there were compelling reasons to believe that the Congress did not intend the term "national origin" to embrace citizenship requirements.

Since 1914, the federal government itself, through Civil Service Commission regulations, has denied to aliens the right to enter competitive examinations for federal employment, but it has never been suggested that the citizenship requirement for federal employment constitutes discrimination because of national origin. This is true even though various executive orders have been promulgated since 1943 which expressly prohibit discrimination on the basis of national origin in federal government employment.

Congress has on several occasions since 1964 passed laws that bar aliens from federal employment. In fact, the General Appropriations Act of 1973 provides that no part of any appropriation contained in it or any other act shall be used to pay compensation of any officer or employee of the United States who is not a citizen of the United States. The court sees no conflict between making discrimination on the basis of national origin illegal but at the same time permitting a policy of requiring United States citizenship as a condition of employment.

The facts of the case indicate that Sparh has approximately 96 percent of its employees of Mexican ancestry, and 97 percent of those doing the work for which Mr. Espinoza applied are of Mexican background. However, all of them are United States citizens. The court finally comes to the conclusion that discrimination on the basis of national origin involves discrimination only after a person has established his citizenship; that is, if several persons, all United States citizens, apply for a job, the employer is not to discriminate against them based on their "national origin."
Mr. Jimmy Breslin

New York City

Your beautiful plug for the efforts of Fireman Joseph Boylan was well-appreciated. At a time when the firefighting community in New York is feeling a bit thin and a great number of them are Joe Boylan's, ready to make any sacrifice to help his fellow life, just as he did last Monday, the sentiment that I've been able to cultivate, taken from official reports of heroism, would make your hair stand on end.

This space has been used for four years to honor our fireman heroes. Sometimes I wondered if anybody really cared and then suddenly Jimmy Breslin, being his own Irish self, renewed my faith. Thanks for Joe, thanks for you and thanks for everyone who tries to make our job easier. For completeness into and reservations call Frank Lomuscio at: 211-3777777.

Good luck, Chief, and thanks for your encouragement over the years. I'll never forget your letter of September 9, 1960, when I needed a friend as badly as I needed breath to live. I'll always remember your gesture with deep appreciation. The best of everything to you sir.

Sincerely
Paul Thyay

On Dec. 11 at Astorner Mansion. a testimonial dinner will be given in honor of Assistant Chief C. Edward de Agostini. Contractors at 9. Dinner at 9. I've known the room for ten years and found him to be yet another of those rare and wonderful people who could work and regulate the same as in earlier days, always remembering that they were there for everyone. For completeness into and reservations call Frank Lomuscio at: 211-3777777.

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On Dec. 11 at Astorner Mansion. a testimonial dinner will be given in honor of Assistant Chief C. Edward de Agostini. Contractors at 9. Dinner at 9. I've known the room for ten years and found him to be yet another of those rare and wonderful people who could work and regulate the same as in earlier days, always remembering that they were there for everyone. For completeness into and reservations call Frank Lomuscio at: 211-3777777.

Good luck, Chief, and thanks for your encouragement over the years. I'll never forget your letter of September 9, 1960, when I needed a friend as badly as I needed breath to live. I'll always remember your gesture with deep appreciation. The best of everything to you sir.

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Dr. Theodore C. Wenzl, left, president of the Civil Service Employees Association, and William L. Bloom, CSEA director of research, sit in the union's seats at a hearing of the Senate committee on civil service pensions.

CIVIL SERVICE LEADER Tuesday, December 4, 1973

(Continued from Page 1) held to a minimum, and that the others be discarded in favor of appointments in strict rank order.

Dr. Wenzl's speech, which is reprinted below in full, affords some of what he views as current abuses of the Merit System.

TEXT OF WENZL TESTIMONY

"Mr. Chairman and members of the Senate Standing Committee on Civil Service and Pension, I am here today as President of the Civil Service Employees Association to discuss some of the problems and inequities encountered as a result of present civil service procedures and practices which, on the surface, appear to be in accord with the Merit System. Due to the limited time limitation placed on me by the chair, I will not be able to present here all the comments and legislative recommendations the CSEA wishes to make on behalf of its 300,000 public employee members with whom I have been in contact or with whom I have submitted in writing to your honorable body additional procedural problems which will receive proper consideration.

"Let me direct your attention for a moment to the underlying concept of the Merit System: namely, the recruitment and retention of qualified public servants based on merit and fitness. It appears to us that this concept has not been adhered to over the years through practices and procedures which have been widely accepted, but which are illegal, but have evolved in attempts to meet specific needs and have resulted in preferential treatment of individuals and groups. I would classify such procedures and practices as abuses of the Merit System which should be eliminated immediately in the interest of the welfare of our career public servants in the eye of our citizenry. I am sure you are aware of the skepticism on the part of the general public today regarding government, and you can be assured that the mood of the electorate is such that improvements there will receive proper consideration.

"I recommend that appropriate action be taken to eliminate these abuses of the Merit System which are not in accord with the concept of the Merit System. I am sure you will wish to give due consideration to this recommendation as it affects the test of your work.

"The Civil Service Law contains many more sections aimed at eliminating delays and improving the efficiency of the Civil Service Commission. In every instance, the review of the examination results is an indication of what should be permitted to have an oral hearing as to the results of the examination. Only under these conditions can it be considered that an oral hearing has been granted, and only under these conditions can the examination results be considered reasonable.

"If the Division of Examination and Staffing Services within the State employments wherein the concept of the Merit System is circumvented. Such raids are an indication that the interest of the Merit System since this is the prime procedure for determining positions. I refer to the Civil Service Commission for final approval after consultation with the elected employee bargaining agent for the bargaining unit to which such positions are designated.

"Appointments made from outside the state service when appropriate competitive examinations are not available.

"In many instances, promotional opportunities for career state employees are eliminated because of the absence of personnel in the state service even when appropriate examination eligible lists are available. In many instances, employees whose names are not on a promotional eligible list are requested to appointing authorities to refuse to accept their names. In fact, this is necessary in order to fast-track the list may be reduced to fewer than three candidates willing to accept such promotion—thereby permitting the list to be legally disregarded. In such instances, appointments are then made from outside of the state service from among persons who have not been properly certified for the position which they were selected.

"The four abuses which I have just mentioned can be classified as methods for speeding up the Civil Service System. If each of them results in the elimination of competitive examinations, the competitive examination procedure is circumvented. Such raids should be made only if we are to maintain a high caliber of designated civil service positions in the state service. It is imperative that the State Legislature provide adequate staffing within that agency to accomplish this end.

"Secondly, a more adequate review of competitive examinations should be provided upon receipt of an appeal by an examination candidate. Present procedures tend to frustrate examination candidates since they are not provided with copies of the key answers; their own answers, and the examination questions simultaneously upon review. In comparing key answers a candidate must be able to recall the questions and the possible answers provided on the original test. If he cannot do this, all his appeal for review results is an indication as to which questions he answered incorrectly. Such a review is not constructive in that the candidate does not have the opportunity to review the examination questions; the correct answer, and his answer; thereby enabling him to determine where he made his errors. All pertinent documents should be provided to a candidate in as accurate and succinct a review as possible. In every instance, the review of the examination results should be reasonable.

"Finally, due to time limitations, let me direct your attention to a situation that has been most frustrating and demoralizing to thousands of state employees. I refer to the Civil Service Law provisions which grant the appointing authority his choice of the three top candidates in a promotional eligible list. It is the feeling of our Association that appointments from a certified eligible list should be made in strict rank order which would eliminate the inequity of one employee with a
We believe that seniority recognition in terms of seniority points for each year of service to a candidate's passing score in order to determine his final score is appropriate recognition of seniority and should be mandated as standard usage in this respect.

5. Examination monitors should be active trained.

When examination monitors are used, who are not employees of the Civil Service Department, they should be determined in the rules and conditions under which examinations are conducted. At many examination centers, confusion and irrevocable treatment of candidates results from the lack of standardized instructions given by the examination monitor. Examination applicants should be explained to the candidates at the time of the scheduled exam, most often are not clearly understood by the monitors. This results in variations in starting times, the candidate not being made aware of the completion of forms for review, etc. — all of which leads to the confusion of candidates and the creation of problems resulting from the use of a present examination procedure by inadequately trained monitors.

6. There should be no limit on the number of qualified candidates permitted to take a competitive civil service examination.

Recently a Beginning Office Worker examination was held in the Albany area, admission to which was limited to the first 3,000 qualified candidates applying. We do not feel that it is in the best interest of the Merit System to limit the number of qualified candidates admitted to an examination since all candidates are not qualified to the same degree and would not receive comparable scores. Therefore, some highly qualified candidates would be eliminated from competition by virtue of the fact that they did not file an application early enough.

7. Statistical provisions governing the length of existence of an eligible list should provide for extension of such lists beyond the present 4-year maximum under certain circumstances.

When the State imposes a freeze on the filling of positions because of economic or other factors, it is reasonable to extend existing eligible lists for a period of time equal to the duration of such freeze. If such extension requires lists to be in existence longer than the 4-year maximum.

There should be a more adequate distribution of examination announcements.

In many instances, employees qualified for promotional and open-competitive examinations are unaware of the existence of such examinations due to a lack of adequate distribution of announcements. Employees who do not file a late application which is not accepted after finding out about the exam, or make no attempt to compete.

QUALIFIED candidates should be permitted to compete for positions regardless of the title of the position they currently hold.

In many instances, examination applications are discovered by the candidate not having the required title. When the general areas of duties and responsibilities can be defined in the experience required, the title of a candidate's current position should not 'in itself disqualify him from competition.

FIRST INSTALLATION — Joseph McDermitl, left, newly elected president of the new Albany Region of the Civil Service Employees Assn., presides at his first installation of unit officers. He swears in, from left, Robert Tucker, vice-president; Mary Kuchner, treasurer; Lucille LaBelle, secretary, and Charles Luch, president, as officers of the Stillwater Central School unit. Mr. Luch is also president of the Saratoga Co. Educational Employees chapter of CSEA. The installation was held at the Seel-Mar, Restaurant, Watervliet.

State OC Lists

Est. This Week

Because most of our state readers are already employed in the civil service, The Leader reprint this week only lists of eligibles established from promotional examinations only. However, as a service to employees who may have taken open-competitive examinations for personal reasons, we present the same number of open competitive lists established by the state. This week's eligible list includes:

Senior Building Structural Engineer, Exam 23027, held Sept. 15, 1973.
This Week's New York City Eligible Lists

(Continued from Page 5)
agencies, resulted from evaluation and Sept. 24 oral testing for which eight candidates filed, seven were called and seven appeared. Salary is $13,300.

Bd of Ed
No. 1 — 82.18%
1 Joseph J Giaconpolo.
Ed Warr Spply, Design
No. 1 — 78.41%
1 Anthony J Chiello.

Commuter Coi
No. 1 — 71.14%
1 Till S Wendel.
Musle Serv Adm
No. 1 — 76.31%
1 Marino Petroni.

TA, Enusing
No. 1 — 83.915%
1 Edward C Smith, Timothy P Werhezen.

Spot Clerk
This list of 413 eligibles, established Nov. 28, resulted from March 3 written testing for which 2,449 candidates filed. 3,469 were called and 1,186 appeared. Salary is $7,800.

No. 1 — 107.50%

No. 2 — 93.34%

No. 41 — 93.80%

No. 61 — 93.20%

No. 81 — 93.00%

No. 101 — 88.80%

No. 121 — 88.80%
121 Jeannette Sintel, Irving Levita, Herbert A Elliot, Carl Rishahber, Chester Gist, Richard Gibbons, James A Alfano, John Peckhena, Robert E Adams, John Caldwell, Eric L Seeck, Constatin Moraitis, Michael J.
This Week's New York City Eligible Lists

(Continued from Page 10)

Three St. John a.m. • Thurs. 2-9

No. 421 — 70.0%

No. 321 — 77.50%

No. 381 — 72.50%

No. 1 — 85.125%

No. 1 — 89.625%

No. 1 — 87.625%

No. 1 — 89.375%

No. 1 — 81.05%

No. 1 — 87.25%

Curtain time dinner. After theatre cocktails. Parties of 400. — Luncheon —

Merrick, Edward R. Kelly, Michael A. CiafTa.

A Goodkin, Robert C. Davis.


No. 1 — 71.75%

No. 311 Philip J. Ula Jr, Michael A. Dalmato, Eugene Peterson, William D. Petit, Mario A. Braza, Michael J. Horan, Louis J. Piacentini, Elizabeth Calcitro, Yvonne J. Moore, Philip P. Chin, Carol A. Brumery, Fraser Smith, Gladys R. Caulley, Maurice Martin, Jose P. Santiago, Edelina, V. Feaster, John Wright, Robert M. Mollet, Dolores Neff, Margearet Carco.

No. 341 — 76.30%


No. 281 — 81.30%

No. 261 — 81.30%

No. 261 — 89.375%

No. 261 — 93.375%

No. 261 — 94.05%

No. 1 — 93.375%

No. 1 — 90.375%

No. 1 — 83.825%

No. 1 — 85.625%

No. 1 — 88.625%

No. 1 — 88.375%

No. 1 — 82.50%

No. 1 — 89.95%

No. 1 — 73.50%

No. 1 — 87.50%

No. 1 — 89.625%

No. 1 — 92.875%

No. 1 — 94.05%

No. 1 — 95.00%

No. 1 — 90.00%

No. 1 — 90.00%

No. 1 — 92.875%

No. 1 — 93.375%

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No. 1 — 85.69%
No. 3 — 92.58%
No. 1 — 85.95%
No. 1 — 80.72%
No. 21 — 78.70%
No. 1 — 85.56%
No. 21 — 76.91%
No. 1 — 83.06%
No. 41 — 77.50%
No. 41 — 77.80%
No. 41 — 77.765%
L. I. Installation Rescheduled Dec. 22

The installation of officers for the Island-wide CSEA Holiday regions has been rescheduled to coincide with the annual Island-wide CSEA Holiday dinner-dance, it was announced by regional president Irving Flaumenbaum.

State president Dr. Theodore Wenzl is expected to swear in the slate. The event will be held Dec. 21 at the Holiday Manor, Bethpage. Tickets are $7.50 each.

Wenda Announces Four Prom Exams

Piling for promotion examinations with the Judicial Conference for the titles of principal clerk, principal stenographer (two exams) and senior law stenographer opened last week, announced the Administrative Board. All exams are scheduled for Jan. 10 and filing will extend until Dec. 17.

The four exams are: no. 53-384, principal clerk, city-paid courts and court-related agencies; no. 53-386, principal stenographer, city-paid courts and court-related agencies; no. 53-398, senior law stenographer, Office of the State Administrator, Office of the Director of Administration, Juvenile Justice Department, and the Court of Claims; and no. 53-393, senior law stenographer, Unified Court System, New York City.

To qualify for these exams, candidates must, by Dec. 17, have current, permanent, competitive class status in a qualifying title, in a court or agency specified on the examination announcements.

Applications and copies of the exam announcements may be obtained in the courts and agencies where the candidates are employed.

Clerk Cert Pool

A total of 660 clerk eligibles from exam 2063 have been called to a certification pool this week by the city Dept. of Personnel. Biographies where the candidates are employed.

CIVIL SERVICE LEADER, Tuesday, December 4, 1973

PO Sets Up Four Holiday Booths

Four temporary postal installations — in the form of giant post boxes — are being made available to the public during the Christmas season. The boxes will be in operation from 8 a.m. to 4 p.m. from now to Dec. 14, Monday through Friday for stamps and information.

The location of the boxes: Three of Life Building, northwest corner of 60th St. and Avenue of the Americas; Chase Manhattan Bank, New York 8, entrance of One Chase Manhattan Plaza; Wall and Nassau Streets, sidewalk at northeast corner; A.T.&T. Building, 195 Broadway at Dey St.

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CSEA's Board Protests Ethnic Coding By State

(Continued from Page 1)
been spearheaded by New York City chapter president Solomon Bendet since objection to the coding was raised more than a month ago at a meeting of the chapter's executive committee. Mr. Bendet, who is probably a 60, received strong backing from Willowbrook State Hospital chapter president Ronnie Smith, who is probably a 91. Mr. Bendet is also president of New York City Region 2, and Mr. Smith is first vice-president of the Region.

Support was also forthcoming from other areas of the state. Among key CSEA leaders who commented on the situation were: William McGowan, president of Buffalo Region 6: "West Genesee chapter at its recent meeting had unanimously voted that this should be stopped. People should be hired and promoted on their ability to do the job. It should have nothing to do with their ethnic grouping."

James Lemmon, president of Southern Region: "Anything that relegates people to ethnic niches is bad for the Association and is bad for the country. I don't like to see quotas or any ethnic system. Each man should be judged on his merit and ability."

Richard Cleeary, president of Syracuse Region: "I am against the Comptroller and the Civil Service Department soliciting this information. There seem to be no safeguards against this information being used in ways that could violate civil rights acts as passed by Congress and the State Legislature."

Victor Fendt, chairman of the State Executives Committee: "Ethnic origin can be used either for or against a person. In other words, the civil service system is one in which the Merit System should be used - not the ethnic background. Anything that could cast suspicions on the Merit System is unconscionable. People should be hired on merit. We want to know what they can do for the State of New York."

Chall enge Insurance Departmental Actions

(Continued from Page 1) A decision on such action is forthcoming either from the Commttee or from any Court which may be called upon to rule on the issue.

Threatens CSEA

The union contends that by trying to structure CSEA to stifle its opposition to the Department's action, the State was actually threatening CSEA and its members and was thereby interfering with union functions.

The CSEA spokesman said that because the position of the Department represents "harassment and interference" with the activities of CSEA, the improper practice charge is now being filed with PERB.

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## Latest State And County Eligible Lists

| EXAM 35064 | PROM TO POS 6-COMM CLAIMS AUDITOR | Ten Held Mar. 24, 1973 |
| EXAM 35241 | PROM TO POS 6-COMM INSPECT | Ten Held June 16, 1973 |
| EXAM 23425 | PROM TO POS 6-PERSONAL INSPECT | Ten Held June 16, 1973 |
| EXAM 23426 | PROM TO POS 6-PERSONAL TECH | Ten Held June 16, 1973 |
| EXAM 23427 | PROM TO POS 6-CHEF ELECTRIC COMP | Ten Held June 16, 1973 |

### Eligible Lists

**NEW YORK CITY — Persons seeking jobs with the City should contact the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 8 a.m. and 5 p.m. 8:30 a.m. to 5:30 p.m. on Thursdays.**

**Contact: Department of Civil Service.**

**TO APPLY**

- Applications for jobs by mail must include a stamped, self-addressed envelope, to be received at the Department at least five days before the deadline. Announcements are available online at [NYC Job List](http://www1.nyc.gov/site/civilservice/announcements.page).

**By subway,** applicants can reach the filing office via the IND (Chambers St.), BMT (City Hall), IND (Chambers St.), BMT (City Hall, Chambers St.), IND (Chambers St.), BMT (City Hall, Chambers St.).

**For advance Information:** Call 212-639-3650. For weekly lists, call 212-639-3703. For veterans lists, call toll-free at (800) 522-7407.

**City and State and Federal Jobs.**

- For information on N.Y. City and State and Federal Jobs, contact the [Civil Service](http://www1.nyc.gov/site/civilservice/). For veterans lists, call toll-free at (800) 522-7407.

**TRANSPORTATION**

- **New York State Thruway:** For information on N.Y. State Thruway personnel, call 518-274-5024.

**GET YOUR CEE FRIENDS**

**ALBANY**

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**City and State and Federal Jobs.**

- For information on N.Y. City and State and Federal Jobs, contact the [Civil Service](http://www1.nyc.gov/site/civilservice/). For veterans lists, call toll-free at (800) 522-7407.
New U.S. Income Plan To Begin

SSI Scale Of Aid For Aged, Infirm

(Editor's Note: Effective Jan. 1, the federal government will put into effect a new guaranteed annual income program for the elderly, blind and disabled. It is called Supplemental Security Income and is to be administered through the Social Security Administration. An individual's eligibility for monthly SSI payments will be determined according to a formula that sets qualification levels for both unearned and earned income. Because of the importance of this program to many CSEA retirees, The Leader publishes the following questions and answers as a public service.)

WHAT IS SUPPLEMENTAL SECURITY INCOME (SSI)?

Supplemental Security Income (SSI) is a new federal program of each assistance for the aged, and for the blind and disabled of any age, with limited income or resources. It guarantees a base cash income for those who are eligible. It will begin Jan. 1, 1974.

SSI checks will be sent to eligible persons once a month by the Social Security Administration. SSI is not the same as Social Security. If you now receive Social Security you may also be eligible for SSI.

WHO CAN QUALIFY?

You qualify if you are a single person, 65 or over, with a total income of less than $227 a month; or less than $393 a month if you are working.

You qualify if you are blind or disabled of any age with a total income of less than $237 a month; or less than $393 a month if you are working.

You qualify if you are a couple who are both either 65 or over; or blind or disabled with a total income of less than $315 a month; or $250 if either of you are working.

If you qualify you should apply now.

You still qualify:
(a) if you own a car valued at $1,200 or less;
(b) if you own a house valued at $29,000 or less;
(c) if you have a bank account, stocks, etc. the combined value of which is $1,500 or less ($2,500 for a couple); or
(d) if you have insurance policies with a total face value of $1,500 or less.

If you are now receiving aid to the aged, disabled or blind from the Department of Social Services you will automatically be transferred to the new Federal SSI program. Before Jan. 1, you will be notified by mail of your transferral. After Jan. 1, you will automatically receive your check from the Social Security Administration. You do not have to apply.

WHAT HAPPENS WITH MEDICAID?

If you are accepted for SSI you will automatically receive Medicaid. You will not have to apply for Medicaid.

WHAT HAPPENS WITH FOOD STAMPS?

The cost value of food stamps will be included in the SSI payment. If you are accepted for SSI you will no longer be eligible for food stamps.

HOW MUCH CAN YOU RECEIVE FROM SSI?

If you are now receiving aid to the aged, blind or disabled from the Department of Social Services you will continue to receive at least as much SSI.

The most you may receive from SSI, if you are an individual living alone, will be $206.85 a month.

The most you may receive from SSI, if you are an individual living in someone else's household will be $110.65 a month.

The most you may receive from SSI, if you are a couple living in your own household will be $294.93 a month.

The most you may receive from SSI, if you are a couple living in someone else's household will be $180.93 a month.

These figures might be lowered depending on your income. Only a Social Security worker can determine that.

WHERE AND HOW SHOULD YOU APPLY FOR SSI?

Apply at your local Social Security office. If you now receive aid you are listed in the phone book under "United States Government - Health, Education and Welfare, Department Of." Before you go, telephone the office to find out what papers you should bring with you.

Do not apply if you now receive public assistance.

DO YOU HAVE QUESTIONS?

Telephone your local Social Security office if you have any questions or think you might qualify for SSI.

RETIREMENT HONOR — Mae Crowe, third from right, beams as she is honored on retirement after 39 years of service with the Civil Service Employees Asn. Shown from left are Rose Bied, Shirley Jack- dcaw, Polly Tortello, Mary Sgamblore, Ms. Crowe, Edward J. Welch, supervisor of data processing, Edith Tabachneck, Harold Kasper, director of the Division of Unemployment Insurance, and Phyllis Casella.

Woman Now Heads Rochester Retirees

ROCHESTER — Rochester Area Retirees chapter, CSEA, is the only one in this area with a women president. She's Ruth McFee, a retired county social services caseworker, and vice president.

She's been a serving president since Oct. 15, when Claudia Rowell, the chapter's first and only president, was forced to give up the post after suffering a heart attack. She's resting at home now.

Mrs. McFee, who's a reluctant acting president, is attempting to carry on and head the chapter in the direction its 453 members from eight counties want to take.

She says the first order of business is to work for an increase in the state pension supplement. Because of the way the cost of living has been skyrocketing, "the last cost of living raise for pensions was in 1968, so we're a long way from keeping up," she said.

Mrs. McFee and other chapter members were near the front row this week, when State Comptroller Arthur Lewis came to town to make a speech.

"He'd like to make the state supplement permanent so the legislature doesn't have to re-tackle it each year," she noted. "He also advocates an imme-

SYRACUSE MEETING — The Syracuse Area Retirees chapter, Civil Service Employees Asn., will meet Dec. 11 at 2 p.m. at Rinfandel's Restaurant in Auburn. John Travis, the president, named Hazel C. Ranger, of Syracuse, as secretary and Andrew Anderson, of Fulton, as treasurer. They filled the unexpired terms of two officers leaving the state.

CHAUTAUQUA DINNER — The Chautauqua County chapter, Civil Service Employees Asn., held its 25th annual retirement dinner at Inn-on-the-Lake, Glenville, to honor recent retirees from county service. Pictured to right are: Russell Certo, president of the Chautauqua County chapter, CSEA; Theodore C. Wendt, state-