McGowan Seeks Grassroots Input
As Buffalo Region Charts Policy

BUFFALO—In an effort to develop greater grassroots participation by rank-and-file members of the Buffalo Region No. 6 of the Civil Service Employees Assn., a questionnaire has been sent out by Region president William McGowan to chapter leaders within his jurisdiction.

The questionnaire, according to Mr. McGowan, is intended to help him determine in what areas the regional organization can be of most benefit to its members, and to begin new thinking into the organization.

"It is necessary for a president to make the decisions that affect everyone," Mr. McGowan explained, "and, if need be, I am prepared to make these decisions. But I would hope to have the advice of the various chapter leaders and of the general membership, so that I can determine the priorities that are most in the minds of our membership."

The questionnaire’s first section is for identification of the chapter and its offices, as well as their mailing addresses and telephone numbers.

The second section poses nine questions that Mr. McGowan believes will help him determine the future course of regional activities. The questions are:

1. How can CSEA best serve you and your members?
2. How can the Western Region be of greatest benefit to you and your members?
3. When was the last time you attended a regional meeting?
4. If there were a variety of educational programs, etc., at regional meetings, would you attend?
5. Would you like to attend any of the regional offices at any chapter meetings?

Goshen School Pact Is Signed

GOSHEN—Final signing of the contract between the Board of Education and the Goshen Central School Non-Instructional Employees Unit, Civil Service Employees Assn., took place Nov. 14.

The two groups were represented by CSEA unit president Harold B. White Jr. and superintendents Lawrence P. Bartlett.

From July 1 the two sides continued in a gentleman’s agreement on the contract until final

Wenzl Charges Promotion
Prohibition Would Change
Condition Of Employment

Tells Governor It Would Violate Contract

ALBANY—Theodore C. Wenzl, president of the CSEA Employees Assn., has written to Governor Rockefeller asking him not to approve a rule before the Civil Service Commission amending Subdivisions (e) and (d) of Section 4.5 of the Rules for the Classified Service. The Commission’s proposal called for a mandatory 12-week probationary period to be imposed on interdepartmental promotions.

In past civil service practice, employees who received promotions within their own department did not serve probationary periods in most cases.

Dr. Wenzl charged this proposal would substantially impose a change in a condition of employment, affecting a long-standing promotional procedure, thus violating CSEA’s contract with the state.

This is the text of Dr. Wenzl’s letter to the Governor:

On July 30, 1973, the State Civil Service Commission by resolution amended Subdivisions (c) and (d) of Section 4.5 of the Rules for the Classified Service. These amendments are now pending your approval.

“We consider the Commission’s action a most flagrant disregard for current employment and the basic concept of sound employment-employer relations.

“Whether or not the Civil Service Commission has a statutory obligation to prescribe and amend such rules is not germane to the fact that it has, by the above amendment, a change in a condition of employment and, therefore, has the duty to obtain a legally prescribed change from the State Commission.

“This is a change in future employment.”

The letter continues: “It is a most flagrant disregard of a contract which has been in effect for over ten years, the CSEA and the Governor have agreed that the CSEA is to have the right to seek a change in a condition of employment and the Governor has the duty to seek a change in a condition of employment.”

The letter concludes:

“Professor Wenzl’s letter to the Governor is too long to be quoted in its entirety. It is available at the Minutes of the CSEA.”

Rensselaer Dinner — Theodore C. Wenzl, left, CSEA president, attends the CSEA Rensselear County Chapter’s annual dinner held recently at Michael’s Banquet House in East Greenbush. With him are Larry Pfeiffer, chapter first vice president, and Robert Canfield, chapter president.

Thousands Of Applicants Still Waiting
For Grade 3, 5 Clerk Exams To Be Set

BUFFALO—In an effort to develop greater grassroots participation by rank-and-file members of the Buffalo Region No. 6 of the Civil Service Employees Assn., a questionnaire has been sent out by Region president William McGowan to chapter leaders within his jurisdiction.

The questionnaire, according to Mr. McGowan, is intended to help him determine in what areas the regional organization can be of most benefit to its members, and to begin new thinking into the organization.

"It is necessary for a president to make the decisions that affect everyone," Mr. McGowan explained, "and, if need be, I am prepared to make those decisions. But I would hope to have the advice of the various chapter leaders and of the general membership, so that I can determine the priorities that are most in the minds of our membership."

The questionnaire’s first section is for identification of the chapter and its offices, as well as their mailing addresses and telephone numbers.

Previously the Grade 3 and the Grade 5 exams were to be given as test one, with three Grade 3 employees already employed by the state having to take the test if they were competing for the Grade 5 positions.

After protests that were led by CSEA executive vice-president Thomas McDonald, acting in his capacity as chairman of the Administrative negotiating unit, an understanding was reached with the state. Under the agreement, Grade 3 would be an open competitive exam, but Grade 5 would be divided into promotion to and open competitive, with those current employees who were competing on the promotion list having preference over those eligibles who would be hired as new employees.

Comments on the continued confusion over the Grade 3 and 5 examinations, Mr. McDonald, chairman of the CSEA committee to study work performance and ratings, said that he hoped that people responsible for scheduling the exams would expedite matters.

“There are many people who are anxiously awaiting their examination results...many who are on the list having preference over those eligibles who would be hired as new employees.

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Federal News

Unused Sick Leave

Congressmen soon will act on a bill that would give federal employees a significant cash break for unused sick leave at retirement time. The measure, HR 1294, would permit lump sum payments at retirement for annual leave accumulated under the present setup, employees (except in rare cases) to leave in excess of 30 days carried over from one year to the next. When they retire, they will be paid for unused leave earned, or carried over, into the year they retire.

Another feature would permit employees to earn, rather than lose, leave any year when they were barred from using it because of illness, administrative error, or press of governmental business.

Selective Service

Even though there is no draft, young men are still required to register with Selective Service within a 60-day period, beginning 30 days prior to their 18th birthday. The annual lottery will still be held in order for the Selective Service System to maintain an available manpower pool, as prescribed by law.

Young men must notify their local boards of change of address and they must carry their selective service cards with them until they reach age 26. Failure to register carries a punishment of five years in prison or a $10,000 fine. Selective Service System headquarters are located at the Federal Building, 26 Federal Plaza, Manhattan.

Aliens Address

All aliens in the United States must report their addresses to the Selective Service during January. Forms will be available during January at all post offices and must be postmarked by Jan. 15.

Federal Worker Awards

Five federal workers last week received the Rockste.

Adler Awards

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CSEA calendar

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

December
11—Greensboro State Hospital chapter, holiday meeting and party, 7 p.m. at Greenboro State Hospital, 204-208 South Street, Greensboro.
12—Long Island Armory Employees chapter meeting and Christmas party, 7 p.m. at Veterans of Foreign War Post 3270, 345 Main Street, Patchogue.
16—Metropolitan armory chapter holidays meeting and party, 10 p.m., Peking and the Market, 1550 Avenue of the Americas, New York City.
18—County Executive Committee meeting, 7 p.m. at Gershon's, 111 West 42nd Street, New York City.
24—State Insurance Fund employees chapter meeting and party, 7 p.m., Gershon's, 111 West 42nd Street, New York City.
26—State Education Fund chapter holiday party, 7 p.m., Gershon's, 111 West 42nd Street, New York City.

Taxes The imagination, Too

Saratoga Springs—Edward Wilson, chairman of the Saratoga County Civil Service Employees Association, reports that the Saratoga County Supervisors have voted themselves a 22 percent salary increase retroactive to April 1, 1974.

Wilson commented: "Continuously during our negotiations with the county, the supervisors have indicated that the reason for county tax increases is the burden of county employees. When they paid CSEA in the past, they made the members out of the increase of county taxes. We will certainly fight to win everything we can. The administration can no longer justify concessions."

SAVE A WATT

Save a Watt

'Superlative' New Pact Is Ratified By NYHEAC

NEW YORK—The New York Higher Education Assistance Corp. chapter, Civil Service Employees Assn., has concluded negotiations and ratified a three-year contract with the N.Y.U., CSEA.

David Maloof, chapter president, praised the negotiations team, which included 11.5 percent as a "superlative contract." Ken Stroebel and Mary Pizzitelli, members of the negotiating team, called the pact "the only one we're happy with."" Mr. Stroebel added: "We have no alternative but to accept the contract." He said that the CSEA will certainly fight to win everything it can. The administration can no longer justify concessions.

Health Committee Studies Attendants Career Ladder

ALBANY The Civil Service Employees Assn.'s Health Department labor-management committee met recently in Albany to discuss matters of vital concern to CSEA Health Department chapter members, according to Mr. Stroebel. The committee is a part of CSEA's statewide Board of Directors.

The major topic of discussion at the meeting was the lack of implementation of the Health Department. Although a career ladder was proposed by the committee, it was not implemented due to the absence of a complete state report on the subject.

The committee discussed various issues that CSEA can now take to bring the career ladder to fruition. It was recommended that a complete state report be submitted to the Board of Directors and the Health Department. The committee agreed to draft a letter to the Board of Directors and the Health Department, requesting their cooperation in implementing the career ladder.

NYC Region Voices Support For Reopening Salary Negotiations

Mr. D'Antoni, recently named chairman of the Workers' Compensation Board, is also a former vice-president of the CSEA chapter, one of the 15 chapters included within New York City region.

Among his first actions as Regional President, Mr. D'Antoni appointed chairman for several key regional committees.

Chairmen Named

The committee meeting was held at the State Office Building in Queens. Other state-wide members in attendance, besides Mr. D'Antoni, included: Mr. Wilcox, political action; James Lazen, financial director; Samuel Emmett, state-wide office; Connie Minardi, membership; and Salvatore Bistri, ad hoc committee to study proposals for Association expansion.

Among his first actions as Regional President, Mr. D'Antoni appointed chairman for several key regional committees.

The installation meeting was held at the State Office Building in Queens. Other state-wide members in attendance, besides Mr. D'Antoni, included: Mr. Wilcox, political action; James Lazen, financial director; Samuel Emmett, state-wide office; Connie Minardi, membership; and Salvatore Bistri, ad hoc committee to study proposals for Association expansion.

Among his first actions as Regional President, Mr. D'Antoni appointed chairman for several key regional committees.
each floor are far out of range of the speakers.

Among the employees on any floor, fire wardens, deputy fire wardens, and aides are designated — on paper, anyway — and they must begin seeing to the immediate evacuation of the floor prior to the arrival of Port Authority police help and the subsequent arrival of New York City firemen.

There are three stairwells in the building, designated as A, B, and C, and evacuees are to use the two stairwells from the reported fire to descend three floors below the floor with the fire alert. No elevators can be used.

Inspection revealed that the stairwell exits are marked by quite visible signboards projecting into the corridor and are marked "Exit." However, whether it is stairwell A, B or C can not be determined until you go to the door itself to see a designated letter. And not all stairwells bear letters on the door.

Tests Begun

George Thompson, fire safety director for the Trade Center, agreed that the speaker system as presently constituted is inadequate, but emphasized that the total fire alert and fire response procedure does not rely just on this system. He said, engineering tests are being conducted to determine expansion or reorientation of the speaker system, and that letters will be placed on stairwells to be visible from door to hallway.

But CSEA vice-president Solomon Benfield, president of both the New York City Region and New York City chapter, who has been concerned with fire safety matters at the Trade Center since it opened, stated emphatically the speaker and the Region's position: "We will not be satisfied with half-way measures to correct these deficiencies. If it costs a lot of money to put in a proper system, they must do it. We're talking about the safety of human beings, and the first few minutes of a fire outbreak are vital."

To follow and reverse the situation, Mr. Benfield noted a CSEA World Trade Center committee comprising, among others, Mr. Scherker. CSEA field representative, and Jerry Cohen, Evelyn Glenn and Martin Brohan.

Warning Given

Following the incident of the fire drill, Mr. Scherker sent a letter to Mr. Benfield, the Empire Relations in Albany, outlining the inadequate speaker system. He warned that "These conditions create an extremely serious fire hazard and, therefore, it is in the best interest of the State of New York to take whatever steps are necessary to prevent serious in an initial fire and effective remedial action."

In a separate letter to the New York City Fire Commissioner, John T. O'Haygan, Mr. Benfield said in part:

"The recent fire drill on Sept. 6, many employees remained at their work stations because of an inability to hear these fire horns and never even realized there was a fire drill.

I, therefore, believe that the present existing conditions would create an extremely serious public address system to the occupants not served by the speakers.

2. Telephone notifications from the Fire Safety Director's office to the occupants of these areas.

"Surveillance is to be maintained with this condition is resolved to the satisfaction of this Department."

"Thank you for your interest in Fire Safety."

"Not Enough"

Discarding the letter, Mr. Palumbo commented, "We are pleased to see they agree with us about conditions. But it appears that they are just assigning a few more officers to respond to a fire. After all, it can't be asking 200 or 500 people to respond to a fire from down below, and what happens in the meantime?"

"We feel very vulnerable here, and their back-up procedure to the speaker system is very much open to question. There's supposed to be a back-up phone call to the agency of record, but what if that telephone or an alternative is busy? What if the workers are rushed away from his desk, and the same for the deputy? Who goes about giving instructions while working?

"There are many offices here where people are constantly moving about, and they may not be immediately available. We can't wait for police to come up from down below.

"The best answer is an audible warning system that every one can hear. We requested this. We don't know anything about fire alarm preparations. After this was brought out, fire drills were suspended, and we were discussed with the dining area staff.

In a letter written by Mr. Palumbo, the fire safety director acknowledged the deficiencies of the present speaker system and said that the necessary knowledge of fire alarm preparations had been informed.

CSEA requested the new speaker system to be immediately available, followed by several other procedures.

"We emphasized, though, that we have determined that the fire safety director acknowledged the deficiencies of the present speaker system and that in the meantime, the speaker system would be totally inadequate, but followed by several other procedures.

"CSEA concern about fire procedures and safeguards at the World Trade Center is not new. In this photo in August 1971, Solomon Bendet, right, as president of the New York City chapter, CSEA, discusses fire safety precautions with Frank Palumbo, vice-president of the International Association of Fire Fighters.

Looking back — CSEA concerned about fire procedures and safeguards at the World Trade Center is not new. This photo of August 1971, Solomon Bendet, right, as president of the New York City chapter, CSEA, discusses fire safety precautions with Frank Palumbo, vice-president of the International Association of Fire Fighters.

Placement Problem

He said there should be maximum alerting through speakers, and whether an audible warning system would be broadcast in conjunction with announcements in being studied. Another task to be said, is placement of speakers so that if a new tenant rearranges offices, the speaker configuration would not be rendered more ineffective.

Among the fire warden set-up, said procedures are discussed with each new tenant, and that in the meantime, the speaker system would be totally inadequate, but followed by several other procedures.

(Continued on Page 5)
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Civil Service
Law & You

By RICHARD GABA

Don't Repeat This!

Continued from Page 11

W hen in the course of human events it becomes necessary to eat and house a family, and heat that house and commute to work, what does the poor working man do to make ends meet?

If he is a member of the Uniformed Firefighters Assn., he might go on strike. But, on the other hand, the UPA president has just been arrested for having called the strike.

If he is a state employee, he might have participated in a job action by members of the Civil Service Employees Assn. But that union is still being penalized by loss of dues check-off for many of its members.

If he is a county employee, such as in Columbia County, he might resort to strike, or an impassioned pilgrimage, when the County refused to recognize union demands to bring wages in line with the 7.9 percent increase in the October CPI.

There are those who might say "a contract is a contract," as the opening of Steingut-for-Senate, Stratton won despite many political leaders under- estimating his capacity.

We do feel it would be worthwhile for the State to agree to a dialogue with CSEA, and let the best brains of both parties seek to find some way to accommodate themselves to this nationwide crisis.

After all, talk is cheap. It's paying the food bill that's expensive.

Questions and Answers

Q. I've been getting social security disability payments for over 3 years. I'be 1 hour 18 times Medicare coverage starting next month. What will my Medicare insurance cost me?

A. Because you are disabled, you won't pay a monthly premium for your hospital insurance. Medical insurance your premium will be deducted from your monthly social security check starting the month you pension begins.

Probationary Term Questioned

A woman psychiatric social worker employed for a number of years by the County refused to participate in an open competitive examination for the position of Psychiatric Social Work Supervisor II or III.

She passed the examination, was found qualified, and was assigned to a new position on November 26, 1970, in the Psychiatric Social Work Supervisor II of the Brooklyn State Hospital. After a 26-week probationary period, the petitioner was advised in writing that she would be dismissed effective May 1, 1971.

The reason that her performance was deemed unsatisfactory.

Following this, she was restored to her prior permanent title as Psychiatric Social Worker. The petitioner then instituted a judicial action to Article 71 of the Civil Practice Law and Rules within four months of her dismissal from the position of Psychiatric Social Work Supervisor II.

SHE SOUGHT reinstatement to that position, and urged the court at Special Term that since she was subjected to a probationary period of only 12 weeks rather than 26 weeks and since she was retained upon the 12-week period, her position becomes permanent pursuant to the rules of the Civil Service Commission.

The court at Special Term did not address itself to that issue it held that petitioner, having received an inter-institutional promotion was subject only to a 12-week probationary period of permanent employment, having passed the 12-week period without incident.

The Appellate Division, Third Department, in reviewing that decision, held that the court in Special Term was in error.

In its opinion, the court pointed out that rules define an inter-institutional promotion as a promotion from one institution to a position in another state institution in the same department. However, before one can determine whether the definition applies at all, one must also determine that the employee has in fact received a promotion rather than an original appointment.

ON THE RECORD of this case, no such finding could be made. The petitioner admitted in her papers before the court that he did not receive a competitive examination—rather than a promotional examination. In order to have qualified for a promotion, petitioner would have been required to have served one year as a Supervisor I, and the record seems quite clear that she had no prior service in the supervisory capacity.

The petitioner argued that her assignment must be deemed to have been a promotion under Section 52(9) of the Civil Service Law, since she received a salary increase. The court rejected this contention stating that the purpose of Section 52(9) is to prevent favored or unqualified employees from receiving salary increases without having received proper examinations. The court held that petitioner's performance and the classification of this position made it ineligible for a promotion.

The court concluded, therefore, that the petitioner had received an appointment from an open competitive list and was therefore subject to a probationary term of not less than eight weeks. More than 26 weeks from the due dates, the appointment becomes permanent upon completion of the eight-week period.

IN THIS CASE, however, prior to the last day of the eight week period, petitioner was given a copy of a probation report indicating that her probationary period was to be continued. This was deemed sufficient compliance with the notice requirement, and therefore the record remained under the 26-week probationary requirement.

While Special Term did not examine into the issue of good faith, the Appellate Court did examine the probate record and stated in its opinion that the record in support of petitioner's contention that she was discriminated against and, therefore, that her dismissal was arbitrary and capricious was insufficient evidence to support that petitioner's performance was less than satisfactory, and therefore, her dismissal upon that basis cannot be said to have been made in bad faith. In the Matter of Matus v. Volckel, 318 NYS 2d 222.
Promotion to draftsman 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 draftsman's (cartographer) position, candidates must have served at least one year with the Dept. of Transportation in a drafting or engineering position allocated at the G-5 level or higher. This exam is no. 38-430 and pays at the G-8 level.

For applications for any of these promotional examinations with the State Dept. of Civil Service at any of the addresses listed under "U.S. Civil Service" on Page 18 of The Leader. All applications are due by Dec. 31 and written exams will be held Feb. 11, unless otherwise noted.

Following is a listing of all state promotions open until Dec. 31, with examination, starting rate, time or minimum experience required to take the test. Positions are organized by the state departments in which there are openings. The first is interdepartmental. In addition, there may be made within a department or to any other applicable department.

Interdepartmental

<table>
<thead>
<tr>
<th>Position</th>
<th>Exam No.</th>
<th>Pay Level</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution Steward</td>
<td>35-490</td>
<td>G-30</td>
<td>up to 1 year</td>
</tr>
<tr>
<td>Senior Municipal Research Assistant</td>
<td>35-491</td>
<td>G-20</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Associate Municipal Research Assistant</td>
<td>35-492</td>
<td>G-15</td>
<td>up to 3 years</td>
</tr>
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</table>

Audit and Control

<table>
<thead>
<tr>
<th>Position</th>
<th>Exam No.</th>
<th>Pay Level</th>
<th>Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property Manager</td>
<td>35-500</td>
<td>G-30</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Accountant (Designated)</td>
<td>35-500</td>
<td>G-30</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Accountant (Non-designated)</td>
<td>35-501</td>
<td>G-27</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Accountant (Principal)</td>
<td>35-502</td>
<td>G-23</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Accountant (Head)</td>
<td>35-503</td>
<td>G-20</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Accountant (Assistant)</td>
<td>35-504</td>
<td>G-15</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Accountant (Junior)</td>
<td>35-505</td>
<td>G-11</td>
<td>up to 2 years</td>
</tr>
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Mental Hygiene

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</tr>
</thead>
<tbody>
<tr>
<td>Associate Librarian (Medicine)</td>
<td>35-494</td>
<td>G-30</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Associate Librarian (Nursing)</td>
<td>35-495</td>
<td>G-27</td>
<td>up to 2 years</td>
</tr>
<tr>
<td>Associate Librarian (Social Work)</td>
<td>35-496</td>
<td>G-20</td>
<td>up to 2 years</td>
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<td>Associate Librarian (Psychology)</td>
<td>35-497</td>
<td>G-15</td>
<td>up to 2 years</td>
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State Thruway Auth.

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<th>Position</th>
<th>Exam No.</th>
<th>Pay Level</th>
<th>Experience Required</th>
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<td>35-498</td>
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<td>up to 2 years</td>
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<td>35-499</td>
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<td>35-502</td>
<td>G-11</td>
<td>up to 2 years</td>
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Letters to The Editor

Editor, The Leader:

I recently was hospitalized at Mid-Island Hospital at Bellport. I was in Emergency Room Hallway M-15, CUC (Measles) and 54, Ward 21. The hospital is unbelievable. I didn't want to like it but I did, especially the CUC unit. They really have some nice people, and the N.R.N.'s are real nice people. There are a lot of nice people around.

FRANK D. DOMENICO
Nassau Cty. Comptroller's Office.

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ADDRESS...
CITY... STATE...

Would you like a sample room plan?
Monroe Slate Sworn In

ROCHESTER — Martin R. Koenig headed the slate of officers of the Monroe County chapter, Civil Service Employees Assn., installed recently at a dinner-dance at Legler's Party House here.

CSSEA president Theodore C. Wendt, left, appears in the officers of Monroe County chapter, from left: Frank Salamone, sergeant-at-arms; Martin R. Koenig, president; Lucille Gysel, treasurer; Fred Moriarty (behind her), first vice-president; James Mangano, third vice-president; James Ross, second vice-president; and Jean Kantz, secretary.

CSSEA president Theodore C. Wendt installed the others. Mr. Koenig had been re-elected to his second 2-year term as president. He is senior probation officer with the Monroe County Family Court.

Others installed were: first vice-president Fred W. Moriarty, first assistant deputy county clerk; second vice-president, James V. Rossi, Monroe Committeemen and Social Services Building, and receptionist at County Health Department.

105 Names On NYC Delegates' Roster

NEW YORK — The New York City chapter, Civil Service Employees Assn., has announced a roster of 105 delegates.

The list, released by chapter president Solomon Bender, is as follows:

- Agriculture and Markets: Abe Libow, Alcoholic Beverage Control, Anthony M. Papa, Banking Department, Victor Pessl, Department of Correction, Henry Kasl Figes Victim Compensation Board, Ralph Sasatian
- Education Department: Domestic Medical Center, Albert Davis; and Robert Reeder and Helen Kacouzit
- Vocational Rehabilitation: Jack Schuppe, Stanley Hart and Roy Lester, Professional, Condos, Steve Turco, Maritime College, Edwin Fitts, Office of General Services, Anthony J. Verriello, Health Department.
- Marvin Rebo, State Commission for Human Rights, Sal Garmucio and Lawrence Rosenthal, Insurance Department, Gertrude Chiravacasa and Joseph Doctor, Legal Department, Lionel Furtado, Office of Local Government, Herman Donnell
- Department of Labor, Norman Blattberg, Edward McCallon, Louis Cahnbus, Connie Indrinza and John Filly, Labor Relations Board, downtown
- Education Department — Domestic Medical Center, Albert Davis; and Robert Reeder and Helen Kacouzit
- Vocational Rehabilitation: Jack Schuppe, Stanley Hart and Roy Lester, Professional, Condos, Steve Turco, Maritime College, Edwin Fitts, Office of General Services, Anthony J. Verriello, Health Department.
- Marvin Rebo, State Commission for Human Rights, Sal Garmucio and Lawrence Rosenthal, Insurance Department, Gertrude Chiravacasa and Joseph Doctor, Legal Department, Lionel Furtado, Office of Local Government, Herman Donnell
- Department of Labor, Norman Blattberg, Edward McCallon, Louis Cahnbus, Connie Indrinza and John Filly, Labor Relations Board, downtown
- Mental Hygiene Department: Melvin Kaplan, Kenneth McNaughton

James M. Mangano, Family Court probation officer; sergeant-at-arms, Frank T. Salamone, mechanic at the County Maintenance Center; Lucille Gysel, receptionist at County Health and Social Services Building; and secretary Jean C. Kantz, authorization clerk at the Department of Social Services.

Joseph Dolan, director of local governmental affairs at CSEA headquarters in Albany, was master of ceremonies.

More than 500 members, CSEA and government officials, relatives and friends attended.

The chapter represents 4,000 county employees.

The nominations committee, above, of the Dutchess County chapter, CSEA, met at the Southern Region's new Fishkill office and picked two candidates for each seat on the slate. The following are the names of the candidates:

- CSEA president: Theodore C. Wendt, left, appears in the officers of Monroe County chapter, from left: Frank Salamone, sergeant-at-arms; Martin R. Koenig, president; Lucille Gysel, treasurer; Fred Moriarty (behind her), first vice-president; James Mangano, third vice-president; James Ross, second vice-president; and Jean Kantz, secretary.

- Ducks from the Dutchess County chapter, CSEA, at a dinner-dance at Legler's Party House here.

- James M. Mangano, Family Court probation officer; sergeant-at-arms, Frank T. Salamone, mechanic at the County Maintenance Center; Lucille Gysel, receptionist at County Health and Social Services Building; and secretary Jean C. Kantz, authorization clerk at the Department of Social Services.

- Joseph Dolan, director of local governmental affairs at CSEA headquarters in Albany, was master of ceremonies.

- More than 500 members, CSEA and government officials, relatives and friends attended.

- The chapter represents 4,000 county employees.

DUTCHESS NOMINATIONS — The nominations committee, above, of the Dutchess County chapter and Dutchess Education chapter, CSEA, met at the Southern Region's new Fishkill office and picked two candidates for each seat on the slate. The following are the names of the candidates:

- Ducks from the Dutchess County chapter, CSEA, at a dinner-dance at Legler's Party House here.

- James M. Mangano, Family Court probation officer; sergeant-at-arms, Frank T. Salamone, mechanic at the County Maintenance Center; Lucille Gysel, receptionist at County Health and Social Services Building; and secretary Jean C. Kantz, authorization clerk at the Department of Social Services.

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- More than 500 members, CSEA and government officials, relatives and friends attended.

- The chapter represents 4,000 county employees.

- Ducks from the Dutchess County chapter, CSEA, at a dinner-dance at Legler's Party House here.

- James M. Mangano, Family Court probation officer; sergeant-at-arms, Frank T. Salamone, mechanic at the County Maintenance Center; Lucille Gysel, receptionist at County Health and Social Services Building; and secretary Jean C. Kantz, authorization clerk at the Department of Social Services.

- Joseph Dolan, director of local governmental affairs at CSEA headquarters in Albany, was master of ceremonies.

- More than 500 members, CSEA and government officials, relatives and friends attended.

- The chapter represents 4,000 county employees.

Niagara Area Offers Labor Relations Class

SANDBORN — A six-session evening course in labor relations for Civil Service Employees Assn. presidents and other local officials will begin here Jan. 10 at Niagara Community College.

William Doyle, president of the Niagara chapter, CSEA, is handling registration, which is limited to 30 participants on a first-come basis.

Objective of the weekly course is to develop skills in the areas of steward responsibilities, the art of negotiation, contract interpretation, Taylor Act implications, history of collective negotiation in New York State, mediation, fact-finding and arbitration.

Donald P. Goodman is the instructor. The course is offered by the Western District Extension Division, Cornell University.

Classes will meet from 7 to 9 p.m. at a room to be assigned. Dates are Wednesdays, Jan. 10, 17, 24, 31, Feb. 7 and 14.

Chanukah Party

The Jewish State Employees Assn. of New York has finalized plans for its 21st annual Chanukah party on Dec. 23 at 12:30 p.m. at the CSEA's Club 198, Norford and Delaware Streets, Manhattan. 

Launched, announced association president Sylvia Miller. The party, chaired by Morris J. Solomon, will feature food, music and dance.

ALBANY — The Governor has named 11 of the 12 appointed members of the New York State Advisory Committee on Mental Retardation. At a length meeting selected Thomas A. Couglin, III, of Evans Mills, as chairman.

Under the recodified Mental Hygiene Law created in 1972, the new advisory committee was established in the Department of Mental Hygiene to empower the Governor to consider any matter relating to the improvement of the State mental retardation program and to advise the Commissioner of Mental Hygiene All members serve without salary.

Named, in addition to Mr. Couglin—all for terms ending Dec. 31, 1977—are: C. Dorcas Bannister, Yorktown Heights; John J. Gibbons, Brooklyn; Edwin L. Hunger, Poughkeepsie; Mrs. Helen Kaplan, Nassau County; Dr. Bernie M. Ripper, Syracuse; Judge William Linneman, Riverville; Dr. Norman E. Moore, Ithaca; Thomas J. Price, Staten Island; C. Scott, Pittsford; and Mrs. Tommannie T. Walker, Queens.

Columbia County Talks In Impasse Over Economies

HUDSON — The Columbia County chapter of the Civil Service Employees Assn. has declared an impasse in contract negotiations with Columbia County and has formally requested that the State Public Employment Relations Board appoint a mediator to assist in resolving the impasse.

According to CSEA field representative Rex Trobridge, the impasse is over unresolved economic issues and stems primarily from the county's apparent unwillingness to seriously consider CSEA's proposals for a reasonable salary increase to keep pace with the "skyrocketing" cost of living, reflected by a jump of 7.9 percent in the Consumer Price Index. Mr. Trobridge said, 'We expect to meet with the PERB mediator and hope to be still hopeful of reaching an accord prior to the expiration of the current agreement.'

Rich Provost

ALBANY — James C. Rich Jr., of Rockville, Md., has been named to a post at the National Institutes of Health sciences in the State University at New York at an annual salary of $13,119. The new appointee has been serving as assistant vice-president for medical affairs at the Georgetown University, Washington.
Will Accept Applications Until Dec 26
For Employee Benefits Training Courses

ALBANY—Employee Benefits Training Courses will begin in various State Mental Hygiene schools and hospitals, and other educational facilities during the week of Jan. 21, 1974, and at community colleges during the week of Jan. 28, according to the announcement of the director of education, Civil Service Employees Assn. Inc.

These courses are supported by training and development funds negotiated between CSEA and the State for use during the existing contract period.

A list of courses is available to state employees who are members of the following negotiating units:

Administrative Services
Institutional Services
Operational Services
Professional, Scientific, and Technical Services


Many new courses and several new locations have been added to CSEA. New schools and colleges have been added so that some of the programs between work locations and instruction centers have been reduced.

It is anticipated that there will be a heavy demand for these programs and, because of limited classroom space and availability of funds, not every program in the area that is in the same work location and funds as last year (40 percent reimbursement of tuition) and up to a maximum of $500 in a state fiscal year. Application forms are available from the Personnel-Training Office in each office and must be submitted by the employee prior to the close of the date of the course or training activity. Tuition support is available for courses in technology and correspondence, as well as public and private college tuition courses for state employees limited to, and people interested in the Tuition Support Program are encouraged to apply early.

The High School Equivalency Training Program is still continuing and enrollment may be made at any time during the year. Application forms are available from the Personnel-Training Office in each office and must be submitted by the employee prior to the close of the date of the course or training activity. Tuition support is available for courses in technology and correspondence, as well as public and private college tuition courses for state employees limited to, and people interested in the Tuition Support Program are encouraged to apply early.

Regional Attorneys To Exchange Views

ALBANY—The 18 Civil Service Employees Assn. regional attorneys have met here with members of the CSEA legal staff, Department of Labor, Albany, to discuss ways of improving communications among the lawyers concerning current CSEA legal cases.

Each of the regional attorneys is responsible for servicing the legal problems of state and local government workers represented by CSEA in a different geographical area of New York State. As part of CSEA's legal assistance programs, next week's session will also review the new CSEA State contract and grievance procedures. Besides members of counsel, CSEA officials also will be participating in the meeting, including Theodore C. Wenzl, president; Joseph D. Leiter; director, and Edward C. Diamond, director of education.

TACONIC OFFICIALS — Southern Region president James G. Lannon signs article of installation for officers of the Taconic State Parkway chapter, CSEA. Shown are Henry Lynch, president, seated next to him; Robert McIlvene, seated, vice-president; Jim Oulton, standing, left; secretary, and William Pilling, alternate delegate.

Erie Executive Vetoes Upgrading For Officers

BUFFALO—Erie County Executive Edward Regan has rejected proposed upgrades for probation and correction officers in Erie County. The proposal had been brought about through the efforts of the Civil Service Employees Assn. and had been approved by the Erie County Legislature.

Regan gave his reason for the veto on the grounds that this upgrading would cause a "domino effect," resulting in all county positions seeking a similar upgrading.

CSEA has already filed an improper practice charge with the State Public Employment Relations Board, claiming that the county did not conduct a "fair-minded" study of the situation.

According to a CSEA spokesman, the union is also seeking legal opinions on whether the County Executive can lawfully veto such an upgrading, which was the result of legislative hearings held under the requirements of the State's Taylor Law.

CSEA maintains that the Taylor Law gives final authority in such matters to the County Legislature and that its joint decision, therefore, cannot be overturned by the County Executive.

Warner At SUNY

ALBANY—Dean W. Warner, chairman of the Council of SUNY at Buffalo, has been named to the State Public Employment Relations Board for a term ending May 31, 1973. He will receive $200 per day for time spent on PERB business.

Regional Attorneys To Exchange Views

ALBANY—The 18 Civil Service Employees Assn. regional attorneys have met here with members of the CSEA legal staff, Department of Labor, Albany, to discuss ways of improving communications among the lawyers concerning current CSEA legal cases.

Each of the regional attorneys is responsible for servicing the legal problems of state and local government workers represented
This Week's New York City Eligible Lists

We believe a healthy smile is everyone's right.

Don't you agree?

If you work for a town, county, village, city or school district covered by Blue Cross and Blue Shield, you already 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.

Blue Cross Blue Shield
Blue Cross and Blue Shield Plans of New York State

Equal Opportunity Employers

EXAM 1216 CUSTODIAL ASST.
This list of 5,421 eligibles, established Nov. 7, resulted from testing for which 9,777 candidates filed. Salary is $6,700.
(Continued from last week)
No. 3281 — 90.80%
No. 3281 — 90.80%
3301 Rosalind F Tucker, Ann Robinson, William E Tribble, Aduins Williams, Danessa Anderson, Roger S Saito, James Fraizer, Hamid A Diaz, Carmen Otter, Kenneth J Morcenna, Pedro Barber, Glin Thompson, Craig C Williams, Sam Neal, Joe Her.
(Continued on page 11)

CIVIL SERVICE LEADER, Tuesday, December 11, 1973
SUNY NEGOTIATORS MEET — The State University of New York departmental negotiating teams of the Civil Service Employees Assn. meets at CSER headquarters in Albany to prepare demands for upcoming departmental negotiations. Pictured clockwise from the head of the table are: Barbara Chapman, State University College at Buffalo; Eleanor Koczur, SUNY at Buffalo; James Boyce, SUNY at Stony Brook; Edward Dubin, SUNY at Buffalo; Raymond Dann, SUNY at Albany; Edith Edlin, Maritime College; Dorothy Rubin, SUNY at Old Westbury; Frank Gilder, SUNY at Albany; Virginia Colgan, SUNY at Farmingdale; and Marym Lozano, SUNY at Polytechnic.

File Grievance At Green Haven
As Lice Infestation Gets Worse

FISHKILL — A serious outbreak of what are reportedly lice in the administrative section in the state prison here has reached the 100 percent membership mark. The unit, which was formed recently, achieved the distinction in the past and had called in exterminators. Mr. Senesi said that the extermination efforts had resulted in moving the problem ground, not eliminating it.

Police Amadio, CSERA field representative, inspected the involved area recently and talked to 35 of the employees. At that time, three women had gone home because of the problem and another woman was under the care of a dermatologist.

The employees interviewed by Amadio found the situation intolerable. Mr. Amadio said that they were not only concerned about themselves but also about the very real problem of transmission of the parasite to others.

The prison hospital doctor had been giving a prescribed treatment to employees, but this procedure, known as the Quell treatment, apparently has not been effective. The Quell treatment involves using a lotion on the entire body after bathing and then being careful of what is touched.

Mr. Amadio said that until the problem is eliminated, he feels that Green Haven officials should make provisions for the approximate 60 employees in the affected area to work outside the area. He suggested that the state superintendent Dr. James Collins authorize such an arrangement.

The Full Delegation

FULL DELEGATION — At recent meeting of CSEAs Albany Region, a seven-member delegation represented the South Glenn Falls unit of Saratoga Educational Chapter. Seated, from left, are Ethel Deehan, unit negotiating team member; Janet Waskinish, treasurer, and Joyce Durkam. Standing are Clifford Green, vice-president; Suna Paterson, unit president; Walter Ducharme, unit president and chairman of chapter board of directors, and Ann Powers, negotiating team chairman. Officers were installed by Albany Region president Joseph McDermott.
BENDET INSTALLED AS NY CITY REGION 2 PRESIDENT

Beaming after their installation as the first executive council for New York City Region No. 2 are, from left, treasurer Rocco D'Onofrio, secretary Dorothy King, third vice-president William Cunningham, president Solomon Bendet, second vice-president Vincent Rubano and first vice-president Ronnie Smith. In background is statewide president Theodore C. Wenzl, who has just completed his duties as the installing officer.

Edna Percoco, former secretary of Metropolitan Conference, has her hands free now from minute-keeping, but she uses them effectively as Willowbrook delegate.

Named to head NYC Region committees are, from left, Salvatore Butero, ad hoc committee to study proposals for CSEA expansion; Jack Weiss and Cleo Ransom, grievance; John LaMonaco, retirees; Samuel Emmett, membership, and Martha Owens, political action. Also named was Connie Minardi, membership co-chairman.

Delegation from Waterfront Commission chapter was on hand to present their case for official recognition by Waterfront Commission of New York Harbor. From left are chapter president Harold Krangle, treasurer Nick Franciosa and vice-president Lawrence McPherson.

Two members of NYC Region social committee appointed at meeting look over floral arrangement. Irene Hillis, left, and Terry Dawson will also be joined by Miriam Levy as the social triumvirate.

Leonard Kapelman, delegate from the State Insurance Fund chapter, makes an emphatic gesture during heated discussion on cost-of-living, which led to delegates' reaffirmation of their desire for reopening of state contract for salary improvements.

Eugenia Chester, second vice-president of Wards Island State Hospital chapter, was spirited participant during discussion on contract.