Civil Service Leader

America's Largest Newspaper for Public Employees

Vol. XXXIV, No. 39 Tuesday, December 25, 1973 Price 15 Cents

Three Success Stories

IN THE KNOW — Periodically at Central Islip State Hospital, the Civil Service Employees Assn. chapter there sponsors an all-day information session at which chapter officers and service representatives are on hand to answer questions about employee benefits and problems. From left above, chapter president Joseph Kapler, Claire Hofmann and Ranen Green get a better understanding of Medi-Screen Center's program from Clark Fisher. (Other photos appear on Page 3.)

Resume Talks On Food Service Career Ladder

(Bobal To The Leader)

ALBANY — A meeting, which had seemingly been stalled by the State Office of Employee Relations, between the members of the Civil Service Employees Assn. and the union, has been scheduled to be held on Jan. 7. According to Robert Guild, CSEA collective negotiating specialist, “The union is putting on a child care center is not a matter of course. A meeting of this nature can be a good way to get things moving.”

Binghamton Survey

Not A CSEA Project

BINGHAMTON — A survey currently being taken at the State University at Binghamton on a child care center is not a project of the Civil Service Employees Assn., according to Emanuel Korchak, president of CSEA's Binghamton chapter.

There has been confusion about the Association's involvement in the project, because of Mrs. Korchak's position as chapter president.

The survey is being handled by an independent member of the University staff, with Mrs. Korchak's office being used for a mailing center as a matter of convenience.

Scor Research List

ALBANY — A total of 196

Ed Planning Sup List

ALBANY — An eligible list

Demand Nassau Mileage Rate Hike

MINOLOA — The Nassau chapter of the Civil Service Employees Assn. has demanded that the county negotiate a "realistic" mileage allowance for hundreds of county employees who use their cars on the job as regular necessity.

Chapter president Irving Flaumbebaum told CSEA that the allowance should be increased to 15 cents per mile immediately and a realistic figure established on a permanent basis through negotiations. He declared that the county is up to 12 cents per mile currently.

Flaumbebaum asserted that the allowance should be increased to 15 cents per mile immediately and a realistic figure established on a permanent basis through negotiations.

Inside The Leader

CSEA Calendar

— See Page 3

County Chairman

Flies Own Plane

— See Page 14

Latest State Eligibles

— See Page 15

Agreements Reached

In Newburgh, Cattaraugus

— See Page 16

(Continued on Page 6)

BANK EXAMINER PAY HIKE WON IN FOUR TITLES

(Special To The Leader)

ALBANY — One-grade salary reallocations for the over 300 state employees in four bank examiner job titles, pending formal fiscal approval by the Division of the Budget, will profit bank examiners $79 a year, senior bank examiners $88 a year, principal bank examiners $1,300 a year, and supervisors bank examiners $1,405 a year.

According to William Bloom, director of research for the Civil Service Employees Assn., the upgradings are especially gratifying to CSEA because the initial request for the change was denied by the State Civil Service Department's director of classification and compensation. This decision was appealed to the Civil Service Commission and the reallocations were secured.

The original request for reallocations and the appeal, which were filed by Henry Altman, superintendent of the State Banking Department, were strongly supported by CSEA.

In a letter to Mr. Bloom, president of the New York State Civil Service Employees Assn., back up Mr. Altman's appeal, Mr. Bloom wrote: "The Civil Service Employees Assn. hereupon wishes to express a reaffirmation of its previous contention that the bank examiner job titles should be reallocated upward as requested.

Mr. Bloom concluded a detailed case justifying the original request.

(Continued on Page 5)

Hectic Legislative Session Foreseen

When the Legislature convenes on Jan. 9, it will open its session under circumstances so unusual that it is likely to be one of the most hectic in years.

The Legislature as an institution will be feeling its way test—test—test (Continued on Page 6)

They’d Rather Switch & Fight

MEDINA — Nearly all the 22 public works employees of this Orleans County village have informed the village board they were dissatisfied with their former union and switched to representation by the Civil Service Employees Assn.

James Stewart, of Niagara Falls, CSEA field representative, told the board 21 of the 23 workers joined the CSEA. They formerly belonged to the American Federation of State, County & Municipal Employees.

The workers were granted a 15-cent hourly increase by
Mayor Beame this week announced the re-appointment of John T. O'Hagan as fire commissioner.

Naturally, I am most interested to know who the other appointees will be. Until those announcements are made, I prefer to play the part of interested observer. In appointing Police Commissioner Codd, an appointment was greeted with joy by the cop on the beat, the announcements are made, I preannounced the re-appointment was greeted with joy to play the part of interest.

Commissioner Codd, who's appointment was at an all time low.

The mayor-elect mentioned that high morale was extremely important in all departments. I like to believe that he will, through further appointments, make it possible to do something along these lines for the Fire Department. The morale of its members is at an all time low.

For courage and dedication, I should like to offer my congratulations to Commissioner O’Hagan upon his reappointment with best wishes for the many difficult tasks which face him in the new year.

The photo with this column was taken by this writer some years ago on Christmas morning at a fire on Eighth Avenue near 140th Street at about 1 a.m. Upon arrival, one apartment was 'going good' as the firemen say, and Fireman Jack O'Connel, hearing of two kids left alone in the apartment, pulled off a beautiful rescue.

As I passed Squad One's rig, the kids, was singing his head off. I heard somebody singing. The fireman songster was Jerry Ryan, (Jack, then attached to Ladder 42) and hundreds like them, who each day risk their lives to make rescues which are then deemed not quite worthy of recognition, actually are engaged in a Christmas program which covers 366 days of the year. Each time a rescue is made, there is the hope that the one who has helped is in a better place.

To New York Firefighters who disinterested, to all the kids, was singing his head off everything will be Just fine . . .

WHAT IS YOUR WISH? — Retired fireman Harry Garrison, who has played the role of Santa for the last 18 years with the children of widows of firemen, comes Uniformed Fire Fighters Association president Richard Vinzani on his lap at the annual party for the children in Manhattan last week.
KEEP INFORMED — At Central Islip State Hospital earlier this month, officers of the Civil Service Employees Assn. chapter and representatives of various service organizations spent the day dispensing information to employees about benefits and problems. This is the second year in which the CSEA chapter has sponsored the information sessions as a service for hospital employees. Success of the undertaking makes it worthwhile event to continue on a regular basis, according to the chapter’s president, Joseph Keppeler, who also serves as a Long Island Region 1 Mental Hygiene representative to CSEA’s statewide Board of Directors. In the first picture, Mr. Keppeler, third from right, is shown going over health insurance benefits with chapter members Barry Olsen and Joe McCarthy. Also seated at Information desk is CSEA field representative Nicholas Polichino, who discusses pension package with Jackie Letarski. In second photo, chapter first vice-president Steve Crandall holds one of the unit bargaining agreements that were distributed at the session. Checking the contract over his shoulder are, from left, Pat Damien, Joann Meadus and chapter corresponding secretary Eileen Gorski. The all-day information sessions were held in the Lounge Room of Robbins Hall on the hospital grounds, with the cooperation of CTV’s administration

Buffalo Hospital Worker Wins Reinstatement, Pay

BUFFALO — An arbitrator has overturned for lack of probable cause the suspension of a Buffalo State Hospital employee accused of abusing a patient.

The employee, Edward B. Welch, represented throughout the grievance procedure by the Civil Service Employees Assn., was ordered reinstated with back pay to his job as a mental therapy aide.

Philip Ross, the arbitrator, ruled the state failed to meet contractual obligations with the CSEA by suspending Mr. Welch Aug. 11 without properly investigating the charges against him.

Mr. Welch had been accused of physically abusing a patient at the hospital by pushing him to the floor, grabbing him by the collar and landing him in his room.

"I used enough force so he could not hurt me and not injure him," Mr. Welch testified during the arbitration proceedings.

Mr. Ross agreed and ruled:

"The most elementary considerations of due process inherent in the concepts of probable cause requires at the very least, absent extraordinary circumstances of an emergency nature not present here, more thorough investigation than occurred in this case."

His decision came after Assistant Mental Health Commissioner John J. Laarnt upheld the charges against Mr. Welch and affirmed his suspension. Mr. Laarnt ruled that Mr. Welch had used excessive force in handling the patient.

Carmen J. Pisano, a CSEA regional attorney, and Thomas J. Christy, CSEA field representative, handled the grievance.

Broome Pair Wins Day’s Leave

BINGHAMTON — The Broome County unit, Civil Service Employees Assn., has come to the aid of two county employees in their fight for justice.

The two employees, Michael Nireland and Jonathan Lovelace, of the County Department of Public Health, had requested a day of their business leave time to travel to Albany for an interview in connection with a state job vacancy. At that time the County Personnel Department approved the request.

About one month later, according to unit president Jack Herrick, the two asked for a second day of their business leave time for a similar purpose and the request was denied.

Both men elected to take a day of vacation time to keep their appointment.

Grievance committee chairman John Tucak and Mr. Herrick took the men’s complaint through channels unsuccessfully until Step 3. The unit argued that the denial of the second request was inappropriate on the grounds that the purpose of the time off requested was business oriented as specified in the contract and that such requests had been honored without opposition in the past by the county.

At Step 3, Hugh Gondech, acting in behalf of Broome County Executive Edwin L. Crawford and Assistant County Attorney Daniel Gorman, ruled in favor of the employees and directed that the time taken from their vacation leave be restored and the time off be charged against their business leave time.

Most State Employees Allowed Two Eves Off

ALBANY — Governor Wilson said at a press conference Dec. 19 that he will give most state employees two extra days off during the current holiday season: Monday, Christmas Eve day, Dec. 24, and Monday, New Year’s Eve day, Dec. 31.

Only employees in “essential” jobs, such as certain positions in correctional facilities and mental institutions, will be required to work. These employees will be given compensatory time off later.

Theodore C. Wenzl, president of the Civil Service Employees Assn. and written to Martin H. Osterman, Jr., director of the State Office of Employee Relations, prior to Thanksgiving suggesting that State offices be closed for these two days.

Bank Examiner Reallocation

(Continued from Page 1)

quest and the appeal by stating:

"To dismiss once again an appeal for a reasonable upgrading of bank examiner positions would only tend to demonstrate to us that the Civil Service Depart-

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

27—State Insurance Fund chapter holiday party; 5 p.m., cafeteria, 199 Church St., Manhattan.

January

25-26—Buffalo Region No. 6 meeting.

28—Albany Region No. 4 meeting: 5:30 p.m., Jack’s Restaurant, State Street, Albany.

Janitor Wins Oswego Plea At 4th Step

OSWEGO — A supervising evening janitor at State University College, Oswego, has won his case in a fourth step grievance decision when he sought remeasurment to the day shift in the college residence halls.

Dale Dunham, president of the Oswego College chapter, Civil Service Employees Assn., explained that before the filing of the grievance, the individual had been a college employee for more than eight years, the last three of which he served as supervising janitor. Each of his annual performance evaluations had been rated as satisfactory.

When the college posted a supervising janitor vacancy on the day shift, he applied for it but was not appointed.

In his plea, he said there was no evidence the person appointed to the position was more qualified.
Thoughtful Cross Gifts
For All Year Round

A Gift for Her

CROSS
SINCE 1946

This Christmas give her CROSS Writing Instruments in 14 Karat Gold Filled or Sterling Silver. With attractive leather Pen Purse.
Pen or Pencil $13.00
Set $26.00

For Their Anniversary

Couples Gift by CROSS
SINCE 1946

Man’s Pen and Lady’s Pen* in 14 Kt. Gold Filled or Sterling Silver. Attractively Gift packaged.
$26.00
*WITH PEN PURSE

A Fine Gift

CROSS
Desk Sets

From $25.00 to $75.00

The perfect personal season’s greeting. Available in six styles, single or double base, with 12 Karat Gold Filled or Sterling Silver Writing Instruments.

Fifth Ave. Fountain Pen Shop
208 Fifth Avenue, New York City
UNEQUAL SACRIFICE

Fifteen cents a mile for company reimbursement of travel expenses for employees who used their automobiles to seem like one of those something-extra-on-the-side schemes that company executives used to pad their income.

It's all changed now.

Some figures now show that 15-cents-a-mile expenses would mean operating at a loss when gasoline, tire wear, insurance, depreciation and general maintenance are considered. A spokesman for the Automobile Association of America admits that their figures from last spring are most likely outdated, since the numerous price hikes for gasoline were not included. Another way puts the figure currently between 15.6 and 17.8 cents a mile.

Strong rumblings on the subject are being heard from various union leaders whose members are required to use their own cars for official business.

On Long Island, Irving Flasenberg, president of the Civil Service Employees Association Region 1, has asked Nassau County Executive Ralph Caso for an immediate increase of the mileage allowance to 15 cents, with a realistic figure to be established on a permanent basis through negotiations.

Mr. Flasenberg, who has been working on this problem for the past two months, has pointed out that this is a grass-roots issue. A petition containing 750 names of Nassau Social Services Department personnel has been turned in, he has said, and other petitions are currently being circulated in the Probation and Health departments.

The situation is not just important to county employees either.

At a November meeting of CSEA's Albany Region, delegates voted to go on record in favor of more realistic mileage reimbursements.

In an official letter to CSEA Headquarters, Albany Region 4 president Joseph McDermott also hit at the need for increased subsistence rates, as well as mileage. The cost of food and lodging has increased beyond the established reimbursement, he pointed out.

For those people who remember the good-old days when pennies and nickels had some real purchasing power, it is difficult to realize that their chief value today is the sales tax on items of less than a dollar.

And, speaking of taxes in these times when everyone is being asked to make sacrifices to get us through the various crunches, it is important to remember that public employees are taxpayers, too, and are already sharing in the general belt-tightening.

It strikes us as unethical and immoral for certain segments to have to additionally subsidize the governments because they are not being adequately reimbursed for their own out-of-pocket expenditures.

We wish Mr. Flasenberg and Mr. McDermott well in their efforts to resolve these issues. And to them and to everyone else we extend our hopes that the shocking economic realities of 1973 can somehow be resolved in that Happy New Year of 1974.
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.

EDWARD MORRISON

Mr. Morrison has served since 1970 as Mayor Lindsay's representative to the Board of Estimate and the City Council. In April, 1972, the Mayor appointed him as Deputy-Mayor-City Administrator, where he administered 10 mayoral agencies, and retained his representative responsibilities at the same time.

Mr. Morrison, chairman of the New York County Liberal Party and vice-chairman of the New York State Liberal Party, serves on several city boards, aside from being honorary chairman of the New York Acupuncture Society.

Sabbath Observer
EXAM 2015
TRACKMAN
City Transit Auth
Test Held Dec. 7, 1973

Of the 21 candidates called to this exam 20 appeared. Candidates who wish to file protests against these proposed key answers have until Jan. 8, 1974, to submit their protests, in writing, together with the evidence upon which such protests are based.


Deputy Mayor Joins Law Firm

Deputy Mayor-City Administrator Edward A. Morrison is going into private law practice with Sheldon, Tarnoff, Morrison and Murphy, effective Jan. 1 when the Lindsay Administration disbands.

Dugan Judge

ALBANY — Frederick D. Dugan, of Penn Yan, has been named county court judge of Yates County to succeed Judge Lyman H. Smith who had been appointed to the State Supreme Court. Judge Dugan's term runs to Dec. 31, 1974.

EDWARD MORRISON

Mr. Morrison has served since 1970 as Mayor Lindsay's representative to the Board of Estimate and the City Council. In April, 1972, the Mayor appointed him as Deputy-Mayor-City Administrator, where he administered 10 mayoral agencies, and retained his representative responsibilities at the same time.

Mr. Morrison, chairman of the New York County Liberal Party and vice-chairman of the New York State Liberal Party, serves on several city boards, aside from being honorary chairman of the New York Acupuncture Society.

Recess Appointment

Blue Cross
Blue Shield

Blue Cross and Blue Shield Plans of New York State
Equal Opportunity Employers.
Three Queens, Nassau or Suffolk residents who missed the New York City Police Department's recent examinations may apply from now to Jan. 18 as an officer in the Nassau County Police Department. Starting salary ranges from $9,847 to $11,447 with the Nassau Police Dept. 

Candidates must have a state driver's license, be a U.S. citizen and residence of Franklin County for at least one year prior to the examination date. Candidates must be between the ages of 20 and 29. Eligible candidates must be between the ages of 20 and 29. Eligible candidates must be available for employment any time during the year. 

Candidates who have served in the military may take the test after six months of active duty. 

Those interested must submit their applications to the Office of Personnel and Administration, Nassau County Police Department, 75 Austin Blvd., Mineola, or from local police precincts. Applications will be accepted from now to Jan. 18.

Applicants will be required to undergo a formal exam and position title. Completed applications must be submitted in accordance with the application requirements and position title. 

The New York State Education Department (E. N. A. M. I. N. S.) will conduct the test at the Nassau County Police Department's testing center. The test will include a written exam, a physical exam, and an interview. 

Candidates who pass the test will be ranked in order of their total scores. The top 100 candidates will be invited to the interview. The interview will consist of a panel of police officers and a representative from the Nassau County Police Department. 

The interview will be conducted in a group setting and will last for about 30 minutes. The interview will consist of questions related to their previous work experience and their ability to work well with others. 

Candidates who pass both the written and physical exams and the interview will be ranked in order of their total scores. The top 20 candidates will be invited to the final selection process. 

The final selection process will consist of a background check, a medical examination, and a polygraph test. Candidates who pass all the tests will be offered a position as a New York City Police Department officer.
THE IDEAL GIFT FOR ALL OCCASIONS

SHEAFFER
the proud craftsmen

The
"Vintage"
Gift.

Impress someone with
the "Vintage" gift
by Sheaffer.

In a vintage year, everything must be "just
right". Rarely has a writing instrument been
designed so completely right as "Vintage" by
Sheaffer. Solid sterling silver or 12K gold-
filled. Superbly designed antique-tipped fin-
ish. Sheaffer "Vintage" ballpoint. $12.50.
With pencil. $25.00. Gift-packaged.

COME IN AND SAVE

Designed
by nature,
150 million
years ago.

Rare prehistoric
crystal. matching
black White Dot pen
and ballpoint.
$55.00, gift-packaged.

Sheaffer • the proud craftsmen

Timeless
styling!

Sleek desk
set of glossy jet
crystal. matching
black White Dot pen
and ballpoint.
$55.00, gift-packaged.

Sheaffer • the proud craftsmen

Come In And BROWSE AROUND and SAVE!

F.P.H. OFFICE SUPPLY
Division of Fountain Pen Hospital
18 Vesey Street, New York City
964-0580
(Bet. B'way & Church St.)
This Week’s New York City Eligible Lists

Clerk-Typist, Mabsto.

This list of 121 eligibles, established Dec. 10, resulted from Nov. 17 walk-in testing for which 296 candidates appeared. Salary is $113.34 per week.

No. 1

No. 21
21 John Darby, Maria Tezido, Chrystal Egger, Carmen Arna, France M Devlin, Carlos Cabrera, Chibs Silva, Claudia D James, Constance Savage, Marcella India Peyer, Julia C Lee, Ada P. Hernandez, Cheryl Boon, Della Gomor, Debbie A Jacobs, Serra Snapec, Janet Washington, Joyce Cynthia Boyd, Cecilia D Newman, Valerie Harris.

No. 41
41 Isabel Oliver, Patrons Nelson, Francisca A Melendez, Gayle Ashamala, Claire A Cattina, Janina Wong, Maribel Torre, Corinna Bennett, Catherine Washington, Rosa L Piresc, Joyce L Donovan, Patricia Land, Shirley A Walker, Judith Johnson, Yvonne Floresca, Genesis Smith, Jeneva Belgrave, Cynthia A Salada, Gwendolyn D Gues, Alice Lantimer.

No. 101
101 Carmen Velas, Haydee Avila, Margarita Hernandez, Vivian L Hudson, Censm Smith, Venita Richardson, Gloria Solis, Betty J Evans, Virginia Gandara, Joyce M Donald, Silvia Delapan, Rubi Jean Fenster, Mary Bottom, Dorothy Banks, Carolyn L Selby, Sherry Sichtman, Joyce Carden, Jean Smith, Gloria A Branch, Barbara Lee, Norma Robinson, Andrea Poulter.

No. 131
131 Thelma Foster.

Exam 5600
Purchase Inspector-School Bus Service
This list of seven eligibles, established Dec. 10, resulted from evaluation of 37 candidates. Salary is $12,500.

No. 1
110.0%

Exam 5160
Senior Building Custodian
This list of four eligibles, established Dec. 10, resulted from evaluation of 126 candidates. Salary is $11,025.

No. 1
84.8%
1 William H Hill, Daniel Parrow, William J Wolfe, Jose M Rivera.

Exam 6085
Assistant Area Manager of School Maintenance
This list of 21 eligibles, established Dec. 10, resulted from evaluation of 11 candidates. Salary is $12,500.

No. 1
110.0%

This Week’s New York City Eligible Lists

Clerk-Typist, Mabsto.

This list of 121 eligibles, established Dec. 10, resulted from Nov. 17 walk-in testing for which 296 candidates appeared. Salary is $113.34 per week.

No. 1

No. 21
21 John Darby, Maria Tezido, Chrystal Egger, Carmen Arna, France M Devlin, Carlos Cabrera, Chibs Silva, Claudia D James, Constance Savage, Marcella India Peyer, Julia C Lee, Ada P. Hernandez, Cheryl Boon, Della Gomor, Debbie A Jacobs, Serra Snapec, Janet Washington, Joyce Cynthia Boyd, Cecilia D Newman, Valerie Harris.

No. 41
41 Isabel Oliver, Patrons Nelson, Francisca A Melendez, Gayle Ashamala, Claire A Cattina, Janina Wong, Maribel Torre, Corinna Bennett, Catherine Washington, Rosa L Piresc, Joyce L Donovan, Patricia Land, Shirley A Walker, Judith Johnson, Yvonne Floresca, Genesis Smith, Jeneva Belgrave, Cynthia A Salada, Gwendolyn D Gues, Alice Lantimer.

No. 101
101 Carmen Velas, Haydee Avila, Margarita Hernandez, Vivian L Hudson, Censm Smith, Venita Richardson, Gloria Solis, Betty J Evans, Virginia Gandara, Joyce M Donald, Silvia Delapan, Rubi Jean Fenster, Mary Bottom, Dorothy Banks, Carolyn L Selby, Sherry Sichtman, Joyce Carden, Jean Smith, Gloria A Branch, Barbara Lee, Norma Robinson, Andrea Poulter.

No. 131
131 Thelma Foster.

Exam 5600
Purchase Inspector-School Bus Service
This list of seven eligibles, established Dec. 10, resulted from evaluation of 37 candidates. Salary is $12,500.

No. 1
110.0%

Exam 5160
Senior Building Custodian
This list of four eligibles, established Dec. 10, resulted from evaluation of 126 candidates. Salary is $11,025.

No. 1
84.8%
1 William H Hill, Daniel Parrow, William J Wolfe, Jose M Rivera.

Exam 6085
Assistant Area Manager of School Maintenance
This list of 21 eligibles, established Dec. 10, resulted from evaluation of 11 candidates. Salary is $12,500.

No. 1
110.0%
This Week's New York City Eligible Lists

(Continued from Page 11) Sept. 12 written testing for which four candidates filed and three were called. Salary is $17,683.

No. 1 — 85.875%
1 William J Witter, Emilio Santoro, Vincent T Aquila.

EXAM 2975 PROM. TO SUPERVISOR — STRUCTURES TRST AUTH.

This list of six eligibles resulted from written testing for which six candidates filed and three appeared. Salary is $17,583.

No. 1 — 84.650%

EXAM 2758 PROM. FROM ABD — MARINE ENGINEER — UNIFORMED FIRE DEPARTMENT

This list of nine eligibles, established Dec. 18, resulted from oral testing for which 12 candidates filed, nine were called and nine appeared. Salary is $13,080.

No. 1 — 97.960%

EXAM 2765 PROM. FROM SENIOR PLUMMER INSPECTOR HDRA

This list of 33 eligibles, established Dec. 19, resulted from Sept. 11 written testing for which 38 candidates filed, 35 were called and 35 appeared. Salary is $11,730.

No. 1 — 88.018%

EXAM 2753 PROM. TO ASSISTANT MECHANICAL ENGINEER

This list of 22 eligibles established Dec. 19, for use by six city agencies, resulted from an oral examination and a subsequent oral test for which 27 candidates filed and 25 were called. Salary is $13,200.

Ed of Education
No. 1 — 81.410%
1 Matthew A Battista, Gerald E Moniz, Michael A Ambrone, Dennis J Nanascielli, Patsy Loelli, Philip Pantendotta.

BD of Wat Sup, Dessen
No. 1 — 76.645%
1 Bhuradwaj Bhai.

Envi Prot Adm No. 1 — 71.166%
1 William J Simonino, Robert W Sacharski.

Fire Dept.
No. 1 — 88.614%
1 Alfred A Howe, Joseph Bolmaschita.

NOTICE

The only National Guard Band in NY State has openings for instrumentalists, a female, or non-male, price or non-price service. Join our additional income and build a pension. You complete your service for retirement purposes: (1) $637.75 or write Band Commander, ANG Recruiting, NY 11375.

Help Wanted M F

WANTED — REPRESENTATIVES TO LEARN TRAVEL INDUSTRY — to experience, commission plus much benefits, full or part time, call for appointment between 3:00 PM and 6:00 PM.

212 350 1000 or 350 872 3111

Farms, Country Homes New York State
WINTER COUNTRY of Half of Real Estate & Realty 1460 County Line Road, New York, N.Y. 11375.

CAMBRIA HTS $35,500 BRK SHINGLE COLONIAL
If you want, 6 by 8 room, 2 baths in home. Garage. Large living room. Must be seen.

Queens Homes Sales, Inc. 511 E 78 St New York, N.Y. 10021.

GOURMET'S GUIDE
MANHATTAN
PERGIAN — ITALIAN

Teheran
45 WEST 44TH ST. M. 24048

BROOKLYN
SEAFOOD
BAY RIDGE SEAFOOD CENTER
6810-25-27 4TH AVE.

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

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Order your subscription now.

The subscription is $7.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose $7.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below:

NAME:

ADDRESS:

ZIP Code:

STORE-WIDE SEMI-ANNUAL SALE NOW ON

621 RIVER STREET, TROY
Tel. AS 2-2222
OPEN TUES, THURS & FRI NITES UNTIL 9 * CLOTHED MINDS

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

Here is the newspaper that tells you about what is happening in civil service what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Order your subscription now.

The subscription is $7.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose $7.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below:

NAME:

ADDRESS:

ZIP Code:

TROY'S FAMOUS FACTORY STORE
Men's & Young Men's Fine Clothes

WRITE SOUTHERN TRANSFER AND STORAGE CO., INC.
Tel (212) 822-4242

HIGHLAND MEADOWS
Offers you the good way of life.
Thoughtful Cross Gifts
For All Year Round

A Gift for Her

CROSS®
SINCE 1846
This Christmas give her CROSS Writing Instruments in 14 Karat Gold Filled or Sterling Silver. With attractive leather Pen Purse.

Pen or Pencil $13.00
Set $26.00

From $25.00 to $75.00
The perfect personal season’s greeting. Available in six styles single or double base, with 12 Karat Gold Filled or Sterling Silver Writing Instruments.

For Their Anniversary

Couples’ Gift

CROSS®
SINCE 1846
Man’s Pen and Lady’s Pen* in 14 Kt. Gold Filled or Sterling Silver. Attractively Gift packaged.

$26.00
*With Pen Purse

A Fine Gift From $27.50 to $75.00
Single or double bases with 12 Kt. Gold Filled or Sterling Silver Writing Instruments.

Fifth Ave. Fountain Pen Shop
298 Fifth Avenue, New York City
By HERBERT GELLER

IF CSEA had its own fleet of airplanes, County Executive Committee Chairman Arthur Bolton would be qualified to be its chief pilot.

As his friends call him, he has been a licensed pilot for 10 years and has more than 400 hours of flying time so he has a lot of experience in flying through the wild blue yonder.

He pilots a four-passenger Cessna plane to CSEA meetings all over the state and he says this certainly beats driving. He intends to use this method of transportation wherever possible in his statewide CSEA duties, that is if he can get the fuel to fly the plane.

The plane belongs to Meadowbrook Aviation, an organization devoted to private flying, of which Art is a member and treasurer.

Mr. Bolton flies in style.

The plane is 18 miles from Massena, near the Canadian border, and his plane has range enough to fly to any other CSEA functions in New York State.

Meadowbrook Aviation has about 18 active pilots, of whom six are officers of the group and 12 are affiliates. The purpose of the organization is to promote private flying.

Mr. Bolton began flying 10 years ago when he was a student at the University of Oklahoma majoring in political science. Besides flying on CSEA business, he takes his wife Sandra and two sons for pleasure flights of up to three hours in duration which “will take you a good long way from home when you go by air,” he said.

“Flying is only one of the many things that keeps Art Bolton busy. He is also principal welfare examiner for Sullivan County and in his hometown of Eldred, he is chairman of the Eldred Central School District Advisory Committee.”

A very important activity is, of course, CSEA. Here Art has the job of representing county CSEA chapters on the statewide Board of Directors.

He is now serving his fourth two-year term as a member of the Board and as a representative of Sullivan County. He was County Executive Committee vice-chairman before being elected chairman last August.

“Art is very interested in the progress of county CSEA chapters, and he said one of his main purposes in office is "to try to see that the county chapters get the recognition and services they deserve."

He has also done many other things for CSEA. He served as third vice-president of the old Southern Conference and was a candidate for president of the new Southern Region in the October election.

By Herbert Gellner

Arthur Bolton flies to Massena for Syracuse Region meeting.

ARTHUR BOLTON: CSEA’s Space-Age County Executive Committee Chairman

Nassau Medical Center Elects; Kasner Leader

MINOULA — The Nassau County Medical Center unit of the Nassau chapter of the Civil Service Employees Assn. has drawn a resolution on the need for prompt action on the food service career ladder question and are asking the help of the local chapter, Civil Service Employees Assn. and the CSEA state headquarters.

Anthony L. Zerboine headed the workers in their presentation to the CSEA executive committee on their resolution for consideration. It states in part:

“We, the Food Service Workers of Nassau Medical School by virtue of the following citation, hereby petition the Civil Service Employees Assn., to immediately render its all out effort to remove the apparent delay in the creation of a true Food Service Career ladder.

Many Days

“We receive comprehensive instructions in the servicing of foods and render service with technical and human knowledge whereby our residents are provided with the services they desire. It fulfills their nutritional needs of the day. This we do by our understanding and interpretation of the daily dietary thereby enabling us to serve not only general and/or regular diets, but special diets, mechanical, puréed, calculated diabetic and reduction, modified sodium diet, etc. as we can.

“Many residents, we feel, are dependent on our care not only on how they feel, but the nutritional compositions exposed to them as well. Our housekeeping procedures provide both nutrition in dining room and in a clean and healthy environment. We serve them meals employing sanitary methods of food tableware and utensil handling. Our dishtowels and utensil cleaning is geared to prescribed sanitary methods whereby the risk of contamination is minimized. We provide for self-help.

“Are we dedicated to the goal of enabling the resident to plan his own life in society whereby he may become self-supporting and contribute to his own self-progress.

“The changing technology employed in the production of dining habits has further amplified our role in direct service to the patient. We have become a part of the team involved in the feeding programs whereby we assist our residents in the proper usage of tableware, utensils and help them to develop good eating habits. Our effort in their self-improvement has enabled us to present them with buffet style luncheon and dinner service, and we are proud to acknowledge that those exposed to such are doing very well.

“Many of our residents, and hopefully more, have been gainfully employed in various communities. This, in part, comes from submitting training programs whereby the resident trainee is assigned and instructed by us in the performance of dining room tasks.

“We are also involved in the progression of young citizens involved with the Youth Opportunities Program. Our efforts in this program have allowed many of them trained by us to become gainfully employed.

Table Stated

“Whereas negotiations, indicative of a forthcoming Food Service Career ladder, between the Civil Service Employees Assn. and the State of New York are at an apparent impasse; whereas, as of the apparent impasse, the morale of Food Service Workers has reached a low.

“Be it resolved that the good people of CSEA hereby be recognized as an asset to the over-all end results of service to our residents and to the public as well.

“Be it further resolved that the establishment of a bona fide Food Service Career ladder will not only raise the morale of Food Service Workers, but their dignity in relation to the service they render as well.

“Be it specifically resolved that the Civil Service Employees Assn. take immediate and/or any necessary action deemed necessary to break this present impasse and produce positive results.”

Votto Earns Senior State Veteran Post

ALBANY—Frank V. Votto, State Director of Veterans’ Affairs, has announced the appointment of State Veteran Counselor John P. Nelligan, Jr., of Amherst, to the position of Senior State Veteran Counselor.

The appointment was made as a result of a statewide civil service examination.

Until this promotion, Mr. Nelligan served as a State Veteran Counselor in Erie and Niagara counties.

A Marine combat veteran of the Korean War, Mr. Nelligan is a service officer of the Erie County Council of Disabled American Veterans, a member of American Legion Post 416, FVP; American Legion Post 62; Gen. William J. Donovan Chapter 13, Disabled American Veterans, Catholic War Veterans and Marine Corps League. He is a graduate of Canisius College, class of 1954.

The Sixth Veteran District veterans counseling center in Lockport, where counselor Nelligan will supervise will include the counties of Cattaraugus, Chautauqua, Cattaraugus, Erie, Franklin, Niagara, Orleans, Oswego, Schuyler, Steuben, Tioga, Tompkins, Wayne and Yates in which are located Division of Veterans’ Affairs counseling centers.

Mr. Nelligan resides at 274
Member Drive In Troy

(Special To The Leader)
TROY — A drive to increase the collective bargaining strength of public employees in Rensselaer County and in the City of Troy by increasing membership in the union that represents most of these workers will soon get under way, according to a spokesman for the Civil Service Employees Union.

An initial meeting of CSEA local officials and headquarters staff members was held last week in Albany to formulate plans for a membership campaign to be launched in the coming weeks. According to the spokesman, the general purpose of the drive is to convince non-members that they should "do their share" in supporting the union that negotiates salary increases, fringe benefits and other job improvements and that comes to their aid if a job problem develops.

"Besides the obvious concept of an employee paying his way to better his employment," the spokesman said, "by paying dues and actively participating in CSEA activities, the actual visible size of the membership in the union that sits down at the bargaining table to face management representatives signifies a lot of weight in getting good, solid improvements."

Present at this first planning session were Joseph Pastore, president of the Rensselaer County employees unit of CSEA; Susan Sanchez, who has been serving as an assistant to County Executive Martin, and Henry J. Dolan, CSEA director of local government affairs, and Edward C. Diamond, CSEA director of education.

Sanchez Appointed

ALBANY — Dr. Nelson D. Sanchez, who has been serving as acting director of Marcy State Hospital since January, has been appointed director at an annual salary of $41,548. He succeeds Dr. Newton Bigelow, retired.

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

Ulster's Sheriff Told By PERB: Deal With CSEA

(KINGSTON — The State Public Employment Relations Board has reversed an earlier decision by one of its hearing examiners and has ordered that the Sheriff of Ulster County execute a contract with the Civil Service Employees Assn. covering the deputy sheriffs of Ulster County.

In so doing, PERB has upheld CSEA's contention that Ulster County Sheriff Martin, who was appointed to his post by Ulster County Executive Martin, had failed to negotiate in good faith with CSEA as the duly designated bargaining agent for the deputy sheriffs.

"PERB held that throughout the course of negotiations, the conduct of the Sheriff was such as to warrant the conclusion that he did not discharge his obligation as a public employer to negotiate in good faith as required by the State Taylor Law and Civil Service Law," a CSEA spokesman said.

CSEA Certified

"The Sheriff was present for only one of the first four negotiating sessions," the spokesman said, "and at that session challenged CSEA's right to represent the unit of deputy sheriffs.

"CSEA had been certified as the appropriate representative of the bargaining unit five months prior to the Sheriff's challenge. PERB upheld CSEA's position in this matter."

The Sheriff's presence at subsequent sessions was a result of a previous improper charge filed against him by CSEA. This charge was rejected without a formal PERB hearing.

According to the CSEA spokesman, the Sheriff was not a member of the caucus groups that actually conducted the negotiations, but permitted negotiations to be handled by the negotiator for the County. (CSEA also represents Ulster County's public employees.)

"The Sheriff submitted one written proposal through the County negotiator and never deferred the implication that the Deputy Sheriff negotiator was his negotiator," the union spokesman explained.

On Three Occasions

On Dec. 12, 1972, CSEA and the negotiator reached an agreement and signed a memorandum of agreement reflecting the terms and conditions of the contract. However, when the memorandum of agreement was sent to the Sheriff for his signature he stated that he would have it reviewed by his lawyer.

On three occasions in December and January, Danny Jinks, CSEA collective negotiating specialist, submitted the collective bargaining agreement for the Sheriff to sign. On Jan. 25, 1973, Mr. Jinks left two copies of the memorandum with a final request that the Sheriff sign and return the memorandum by Jan. 31.

On Jan. 31, Sheriff Martin requested a separate contract for the deputy sheriff unit. CSEA submitted a separate agreement and again the Sheriff refused to sign.

In March 1973, CSEA filed an improper practice charge against Sheriff Martine on this matter. After four separate hearings, a PERB hearing officer held that the Sheriff did not have to sign the contract because of his failure to negotiate in good faith with the Sheriff and CSEA.

CSEA appealed this decision to the full PERB Board and the full Board has found in CSEA's favor and ordered the Sheriff to sign the agreement.

Cattaraugus Pay Up 5%

LITTLE VALLEY — Cattaraugus County employees represented by the Civil Service Employees Assn. have agreed to a 3-year contract with the county.

The pact calls for 5 percent pay hikes across the board for the first two years, with a wage reopener for wage scales in 1976.

Also included are "no-pain" prescription and dental treatments added to the basic Blue Shield-Blue Cross plans now in effect.

Millage allowances were upped from 13 cents per mile to 15, 14 and 15 cents per mile over the three years.

Eva Kilmartin Heads East Greenbush Unit

PROSPECT HEIGHTS — Eva Kilmartin was installed recently as president of the East Greenbush School unit of CSEA's Rensselaer County chapter.

Meetings are held in the Valley School.