Galpin Retires; Served Albany Hq. 22 Years

ALBANY — F. Henry Galpin, former assistant executive director of the Civil Service Employees Assn., retired Dec. 14 after serving more than 22 years with the union.

Mr. Galpin was appointed to the position of CSEA salary research analyst on April 30, 1951. On July 1, 1961, he was appointed assistant executive director of CSEA, the position he held until his retirement.

Before joining the staff of CSEA, Mr. Galpin worked as a time study and methods specialist, a planner, a rate setter and a unit head in credit and collection, in various private industries.

He graduated from Colgate University with a bachelor of arts degree in economics and added to his educational background by taking Cornell extension courses and courses at Albany Business College.

CSEA staff members gave Mr. Galpin retirement gifts which reflected his interest in fishing, woodworking and travel at an informal get-together Dec. 13 at CSEA Headquarters in Albany.

F. HENRY GALPIN

While Mr. Galpin said he would miss his long-time personal relationships with colleagues in the union, he admitted looking forward to the extra time he would have to enjoy his hobbies.

Mr. Galpin lives with his wife, Helene, at 118 Fairmount Ave. in Albany.

Holiday Choice

ALBANY — Civil Service Employees Assn. Headquarters members met with the districting of his giant

Charge Unfair Practice

UNION — The Town of Union unit, Civil Service Employees Assn., has filed an unfair labor practice charge against the town's two-member employees' committee.

According to unit spokesmen, the charge was prompted by the authorization of a salary increase for an individual Department of

CSERA President Views '74 As Year To Refine Union Internal Operation

ALBANY — The head of New York State's largest public employee union is looking to 1974 as a year in which his organization "must direct intensive efforts to refine our internal operations in numerous areas of activity.

Theodore C. Wenzl, president of the 200,000-member Civil Service Employees Assn., in free-ranging comments to the Leader, stressed particularly the need to beef up membership recruitment efforts, the implementation of the work of the union's many committees, improvement of staff service through measurement and evaluation and, of course, further implementation of CSEA's so-called restructured programming.

"Time Is Ripe"

'Time is ripe to work on all these things," Mr. Wenzl said, pointing out that this marks the first time in recent history that the union entered a new year without "the stagnation and energy being wholly taken up by the threats of existing or imminent crisis.

CSEA has met with considerable success in recent months in experimenting in the recruiting of new members through different approaches in the use of direct mail appeals, according to Dr. Wenzl. "Tangible results in these efforts show that we can add thousands of new members simply by investing in an, eight-cent stamp and some stationery.

'What we need to know is who and where the non-members are.

Mr. Wenzl noted on this score that CSEA is currently sending access to more computerized lists.

The union head expressed considerable interest in giving more direction and meaning to the work of the organization's state-wide committees. "We would like to see committees establish a realistic frequency for meetings and follow it. We would also want to improve the continuity and follow-up between meetings and the ultimate disposition and implementation of each committee's objectives. Too often we have seen the valuable work done by these groups dissipated because of a breakdown somewhere in the chain of command.

Initial thrust in furthering CSEA's restructuring, according to Dr. Wenzl, would aim at finalizing the setting up and staffing of all regional offices. "Most of these localized headquarters are already well underway," he noted, "but there's still much to be done in getting them staffed, establishing necessary coordination between the different staff functions, and generally getting the new machinery running smoothly."

Broome CSEA Fights For Auto-Use Fees

BINGHAMTON — A Supreme Court justice has resolved the case of the Broome County Civil Service Employees Assn. Employee who has filed suit against the county in an effort to gain total reimbursement for parking in a county-owned lot and an additional automobile insurance premium he is being forced to pay because he is required to use his own car on the job.

The employee, John Pangi, president of the Broome County CSEA unit, called for a reimbursement of $3.67 a month higher because his private automobile is used on the job. Mr. Pangi has filed suit demanding reimbursement retroactive to Aug. 1 and a court order directing that such reimbursement be continued on a month-by-month basis.

Assistant County Attorney Theodore J. Mlymacki, Jr., argued that labor contracts between the county and its employees call for a reimbursement to employees of 12 cents a mile for those who must use their own cars on the job. The plaintiff said this sum is intended to cover parking and additional insurance costs.

Mr. Mlymacki said Mr. Pangi failed to specify his actual expenses for gasoline, oil and maintenance, order to prove that the mileage allowance does not compensate him for parking and insurance costs.

The assistant county attorney contended that Mr. Pangi's brief failed to specify what his actual expenses for gasoline, oil and maintenance are, order to prove that the mileage allowance does not compensation him for parking and insurance costs.

Inside The Leader

CSEA Calendar

— See Page 2

Year In Review

— See Page 3

Latest State Eligibles

— See Pages 13, 15

Install Flammeneu

As Lt Region President

— See Page 14
Nassau Group Seeks Nomination Proposals

MINELLA — The nine-member nominating committee of the Nassau chapter, Civil Service Employees Assn., has called for proposals for candidates for the chapter elections in May.


Suggestions may be sent to the committee, which includes: Harold M. Ruddy, Virginia Beighlin, Tom Harky, Salvatore Abbey, of the county unit: Thelma Powell of the Town of Oyster Bay; Karen Pollock, of North Hempstead: Helen Natale, of Hempstead: Ed Eaton of Long Beach, and Ruth Grimmer, of the schools.

The committee announced that any member in good standing for more than one year who wishes to run may do so by filling a petition by March 28. Petitions for chapter officers require signatures of seven percent of the membership and for the board of directors, 10 percent of the unit represented.

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.

January

12—Mercy State Hospital chapter meeting: Mayfair, Mercy.
13—Statewide Board of Directors meeting: CSEA Headquarters, 32 E St., Albany.
14—Buffalo Region No. 6 meeting: LeBard Post VFW Hall, LeBard Rd., West Seneca.
15—Albany Region No. 4 meeting: 5:30 p.m., Jack's Restaurant.
17—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Clubhouse, 76 Main St., Binghamton.

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TOUR Code: Mexico—(MEXICO)—Mrs. Mary McCarthy, 68 Farmingdale Dr., Farmingdale, N.Y. 11735. Telephone: (516) 268-4699 after 6 p.m.

ALL OTHER TOURS—Mr. Sam Emmett, 1060 E. 28 St., Brooklyn, N.Y. 11210. Telephone: (212) 253-4593 (After 5 P.M.).

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CSEA, BOX 727, TIMES SQUARE STATION NEW YORK, N.Y. 10036

CIVIL SERVICE LEADER Tuesday, January 1, 1974

HEAC CONTRACT SINGING — Representatives of CSEA's Higher Education Assistance Corporation chapter and management of the Corporation sign a new work agreement between CSEA and Corporation. Standing, left to right: Ruth Myers, Jerry Madison, Monte Howman and Dave Matlin, CSEA chapter president. Seated, left to right: Ken Harper, James Cooney, CSEA field representative; Herbert Drew, corporation personnel director, and Mary Rosano, CSEA negotiating team member.

Discounts Offered by Diamond Center

Babylon — Joseph Gambino, president of Transportation Region 10 chapter of the Civil Service Employees Assn., has announced that an understanding has been reached with the Diamond Center at Roosevelt Field, whereby employees who show their CSEA cards will be entitled to certain discounts.

Mr. Gambino said employees should see Norman Seville or Irving Duff, and mention his name. "It will be quite a saving," he said.

The Diamond Center is located at 600 Country Rd. E, Garden City. Telephone number is (516) 742-1913.

TRUSTEE FOR BLIND

Albany — Anthony O. Xyrates, of Albany, has been appointed a trustee for the New York State School for the Blind at Albany for an unexpired term ending Feb. 1, 1977.

DONOVAN APPOINTED

Babylon — Rodney Donovan, of Sands Point, has been named a member of the Board of Trustees of Nassau County Community College for a term ending June 30, 1979. There is no salary.

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JANUARY  

PERB suspends CSEA dues deduction privileges as penalty for alleged Easter '72 job action. Suspension to last three months for Operational, Administrative and Professional-Scientific-Technical Units and 10 months for Institutional Unit, because, in PERB's statement, "The impact of the strike was most substantial in the facilities staffed by members of the Institutional Unit." CSEA president Theodore C. Wenzl calls PERB penalty "unfair and arbitrary, and without foundation."

First meeting of CSEA coalition bargaining team takes place Jan. 15 with representatives of State Administration. CSEA president Wenzl heads coalition team, with first vice-president Thomas McDonough leading Administrative bargaining committee, fourth vice-president William McGowan, Operational committee; Mental Hygiene representative Ernest Strebich, Professional-Scientific-Technical committee.

Governor Rockefeller, in budget message to Legislature, requests 5,000 new state jobs, of which about 2,000 items would be earmarked for Mental Hygiene Department. In addition, another 900 jobs frozen in Mental Hygiene would be reopened for hiring.

PERB orders state to negotiate with CSEA on an arbitrary imposition of a five-dollar monthly parking fee. Ruling cites state's violation of Taylor Law in unilaterally changing condition of employment. Refunds granted employees who had been paying fee since previous September.

MARCH  

Hicksville unit CSEA turns to new head from Service Employees International Union by nearly two-to-one margin. This is part of Nassau County Educational Employees chapter.

State law limiting amount of overtime public employees may use in computing base retirement compensation is ruled unconstitutional when applied retroactively. New York City Supreme Court Justice Sidney Goldin declared law "void and unenforceable." Bill was filed by William Z. M. McGowan, president of Nassau chapter, last unorganized township in Suffolk County.

Western Conference president Samuel Grossfeld warns that uniform pension system could result in a 5 to 10 percent pay cut for public employees. "By recommending that everyone start contributing 50 percent toward his pension, the state's Permanent Commission on Public Employee Pension and Retirement Systems is saying to state employees, 'We're going to cut your pay,'" Mr. Grossfeld explains.

Legislature passes bill to extend for 90 days retirement benefits currently enjoyed by employees of counties and local government jurisdictions, as well as previously promised by Governor Rockefeller, State Senator Schermersorn, Senator Braunstein, and Assemblymen Arthur Buchiman and others to negligible state retirement fund. Nassau chapter, largest individual chapter in CSEA with nearly 25,000 members, agrees to fact-finder after talks with County and State broke down.

East Hampton, long unorganized township in Suffolk County, votes by two-to-one margin to affiliate with CSEA's Suffolk County chapter.

Landmark decision by PERB-appointed hearing officer Howard Ruchinman states that "Five contract violations that CSEA and Town Supervisor had agreed to before calling an impasse and bringing in a PERB fact-finder, must be adhered to and be included in the conditions of the final agreement." Ruling was in favor of negotiations for CSEA's Stony Point unit of Rockland County chapter.

Meeting continues on ways to save jobs of employees at Homer Folks tuberculosis sanitarium, following public announcements of Institution's closing before employees were notified.

More than thousand nurses picket on steps of State Capitol to draw attention to state's stalling tactics in negotiating a career ladder for nurses.

Nassau and Suffolk chapters sponsor meat boycott in community effort to halt spiraling meat prices. At month's end, more than 1,000 delegates statewide CSEA meeting at New York City's Waldorf-Astoria Hotel approve further restructuring charges, urge support for legislation for pending legislative bills that would provide benefits for retirees and recover because the coalition team has not completed bargaining for a new work contract with the State.

CSBA's Suffolk chapter president William McGowan and fourth vice-president William McGowan and other members of the negotiating team. Chasing duties were thus shared at the delegates meeting by second vice-president A. Victor Costa and third vice-president Richard Tarney.

APRIL  

Series of seminars are held for leaders of five recently chartered educational chapters in Broome County, Dutchess County, Erie County, Orleans County and Suffolk County. In all, 28 seminars are attended in 23 school districts in Suffolk County vote to form Suffolk Educational Employees chapter, soon to be followed by school district employees in Nassau County. This brings total of educational chapters to 57, in counties where there are both county and educational chapters. One representative serves both chapters on the CSBA Board of Directors; for example, Erie County Educational Employees chapter president Salvatore Mogavero continues as County representative.

Negotiation deadline extended, with result that three-year pact is agreed to by Governor Rockefeller and CSEA president William Z. M. McGowan, months before new law expires four years to two years plus six percent increase in April 14, 1972, with another five percent increase effective April 15, 1973, in addition, there is provision for bargaining on new pay raise that, if reached, would be effective on April 1, 1973, and extend two years after new law expires. Agreement would result in minimum $1,685 annual salary after one year of service, and effective April 1, 1974, minimum $6,625 after
New York City Police Officer Exam

Following is the first part of the Police Officer exam given Dec. 15 to nearly 54,000 applicants. The Leader will publish the second part next week. Key answers are on Page 3 of this edition. In addition, the correct answers have been circled below. There are a number of questions that have been challenging. Candidates must file protests to the answers by Jan. 18 in writing. Leader assistant editor Kenneth Secilia took the exam and discusses some of the key answers that may be protested, based on interviews with Police Dept. employees and other test-takers. The Leader welcomes comment from candidates who wish to make their views known and will make every effort to print them before the Jan. 18 deadline.

The first five questions pertain to the photo below:

1. The boy by the dark-colored car:
   (A) had on dark glasses.
   (B) was a lookout.
   (C) had on a jacket.
   (D) wore an Afro haircut.
   (E) were talking and laughing.

2. The group of men on the sidewalk were:
   (A) facing one another.
   (B) looking at the watch repair shop.
   (C) all black.
   (D) man next to a light-colored car.
   (E) talking and laughing.

3. Nearest to the watch repair shop was a:
   (A) boy standing by a dark-colored car.
   (B) woman in a doorway.
   (C) group of men on the sidewalk.
   (D) man next to a light-colored car.
   (E) were talking and laughing.

4. The dark-colored car:
   (A) was a four-door sedan.
   (B) had New York State plates.
   (C) was headed upstairs.
   (D) was the driver's seat.
   (E) appeared to be the apartment window directly above her.

5. A woman on the sidewalk appeared to:
   (A) looking at the apartment windows directly above her.
   (B) looking toward the watch repair shop.
   (C) waiting for a bus.
   (D) talking on her cell phone.
   (E) running down the street.

In such a situation, the officer should:
   (A) try not to frighten or alarm the man.
   (B) take no action unless a doctor is present.
   (C) speak to the person.
   (D) consider the person harmless.
   (E) use as much physical force as needed to control the situation.

21. While a man is being booked at a police station for attempted robbery, his wife enters the station, fills in any necessary paperwork, and leaves.
   (A) With most criminals you must use force.
   (B) Someone may think that, but that's not the way it is.
   (C) Out of the Idiots call us pigs.
   (D) I won't talk with people of this kind in the police station.
   (E) A police officer is on foot patrol near a supermarket when a young man pushes a mother and child over in the carriage slope him. She asks him to watch her child for a few minutes while she goes to buy a couple of things. The officer should:
   (A) tell her he could be arrested for interfering with a police officer's duties.
   (B) agree to the request, since the delay will probably not amount to more than five or ten minutes.
   (C) give her a cup of coffee.
   (D) take her to a hospital.
   (E) tell the woman and continue with what they were doing.

22. A stalled car is stopped on the street by a man who wants to help the sick child. The man tells the officers that he thinks his son may be ill from an overdose of drugs. On reaching the family's apartment, the police find the son unconscious. The first thing they should do is:
   (A) place the son under arrest.
   (B) question the father about his son's use of drugs.
   (C) refuse the request, since he should continue with his patrol.
   (D) search for drugs.
   (E) call for an ambulance.

23. In the course of a barroom argument one Saturday night, Pete Smith seriously injures three police officers. Pete then agrees to go quietly into the police station and turn himself in. This is the first time that the local police have been injured by Smith. On the way to the station, the arresting officers should:
   (A) offer to let Smith go if he promises to give up fighting.
   (B) let Smith know that the police do not have the time to fix lights.
   (C) tell the woman to call Consolidated Edison.
   (D) check the fuse box as a possible source of trouble.
   (E) search for drugs.

24. A police officer is asked to talk to a neighborhood group about the use of force in making arrests. One person in the meeting says, "The problem with you pigs is that you always want to beat a man's brains out." The police officer should say:
   (A) "With most criminals you must use force.
   (B) Someone may think that, but that's not the way it is.
   (C) Out of the Idiots call us pigs.
   (D) I won't talk with people of this kind in the police station.
   (E) A police officer is on foot patrol near a supermarket when a young man pushes a mother and child over in the carriage slope him. She asks him to watch her child for a few minutes while she goes to buy a couple of things. The officer should:
   (A) tell her he could be arrested for interfering with a police officer's duties.
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   (C) give her a cup of coffee.
   (D) take her to a hospital.
   (E) tell the woman and continue with what they were doing.

25. A police officer Is on foot patrol near a supermarket when a young man pushes a mother and child over in the carriage slope him. She asks him to watch her child for a few minutes while she goes to buy a couple of things. The officer should:
   (A) offer to let Smith go if he promises to give up fighting.
   (B) let Smith know that the police do not have the time to fix lights.
   (C) tell the woman to call Consolidated Edison.
   (D) check the fuse box as a possible source of trouble.
   (E) search for drugs.

While on foot-patrol, you receive a call on your portable police radio that a robbery may be in progress.
Nostalgia And Hope

ROCKEFELLER, Fuld, Lindsay, Hogan: now they are, or soon will be, just plain Mister after many years of dominating New York and even national headlines.

Whatever your political views of these men, their policies and decisions, they all have shared a vitality and commitment that has kept New York in the forefront of national leadership.

These days we may have given up their high elective offices—for the time being, at least, as rumors circulate of other national leadership.

As the New York is run in this year, though, there will be a mixture of nostalgia mingled with hope for the future. They are sure rough times mixed with the glory, but they have been times that we all have shared and we've come through to begin again.

New Hampshire Says No

NEW YORK isn't the only state currently embroiled in the controversy over ethnic and racial coding of state employees.

And New Hampshire, that state's Gov. Meldrim Thomson has stated that as far as he is concerned the employees are "all Americans," and if the Federal Equal Employment Opportunity Commission doesn't like the brush-off it can sue him.

In New York State, the EEOC request for data has been used as an excuse to code employees' personnel records at the State Civil Service Department.

An official protest by the president of the Civil Service Employees Assn., Theodore C. Wenzl, has been sent to Civil Service chairman Ersa Poston, asking for immediate cessation of the coding and the destruction of all ethnic and racial information so far gathered by the state's agencies.

We hope that New York, the Empire State, will follow the lead of New Hampshire, the Granite State, whose motto is "Live Free or Die." We think this is an issue of basic American freedom.

The Massachusetts Appeals Court recently had the occasion to pass on three lawsuits arising out of a refusal by the City of Taunton to pay increases in wages for the year 1972 for firemen. The collective bargaining agreement executed by the City of Taunton in 1971 with the Firemen's Union and the Police Association. The cases were submitted to the lower court on an agreed statement of facts that a precedent was set in the case by declaring that the collective bargaining agreements were in direct conflict with certain ordinances which permitted to wages.

The court in question negotiated in 1971 contained detailed provisions governing wages, hours and working conditions. The parties agreed to new wage schedules for the years 1971 and 1972 which reflected wage increases for 1971 over those predicated in effect as well as additional increases for 1972.

On Sept. 18, 1971, a supplemental appropriation was passed by the city legislature for the purpose of funding the 1971 increases. The city, however, refused to pay the increases adopted by the city legislature which purported to place the lower wage schedule previously in effect with the new wage schedules for 1971 and 1972. The ordinance also was to repeal all other ordinances inconsistent with it.

In 1971, the increases for that year were paid retroactive to January 1. The 1972 budget submitted by the new mayor who did not negotiate the collective bargaining agreement since 1971 was rejected. An appropriation for firemen's wages sufficient to implement the 1972 wage increases. The budget was passed by the city legislature and approved by the mayor.

The city, however, refused to pay the 1972 increases, contending that neither the collective bargaining agreement nor the September 1971 ordinance could provide increases for the following year since they would be in conflict with certain other restrictive city ordinances. The only difference between the two issues is that the police's case is that in the police case the new mayor refused to include the 1972 increases in the budget.

The restrictive ordinance in question provided that no ordinance providing for an increase in the salaries or wages of municipal officers or employees shall be enacted unless it is to take effect during the financial year in which it is passed. The dispute, therefore, was as to the validity of any of the ordinances adopted in 1971, which purported to grant additional pay increases that were not to go into effect until Jan. 1, 1972.

The court said that the purpose of the three-month requirement was to prevent the city legislature from imposing in one year upon the taxpayers of later years the burden of salary increases which were not to take effect until those later years. To achieve the statutory purpose, the court construed that ordinance to require that both the ordinance and all pay increases provided therein must be in effect for more than three months during the fiscal year in which the ordinance was passed. It followed, therefore, that the additions increases, which were not to take effect until 1972 and which were passed by the outgoing 1971 legislature, were invalid.
Politics Played With City government.

Dear Editor:

Enclosed are copies of letters sent to various people in a vain attempt to amend a grave injustice taking place presently in New York City government.

An Administrative Assistant Clerk/Stenographer Examination 9595 was given June 1970. The list is good for a minimum of two years and a maximum of four years. The four years will be up June 1974. Eventually, the Board of Education has appointed all but 10 A.A. Stenographers on their list, but has not completely appointed their A.A. Clerk list, whereas, at Department of Social Services, it's just the reverse. Social Services has not only completely appointed and exhausted their A.A. Clerk list but they have made numerous additional provisional A.A. Clerks besides. But, not one A.A. Stenographer from Social Services list has been appointed, despite the fact that there are countless provisional A.A. Stenographers employed throughout Central Offices at Church Street. All these provisional stenographer titles were actually changed because we were urging them to appoint qualified eligible stenographers from the list. Isn't this illegal and against Civil Service Rules and Regulations?

The Board of Education petitioned that the Departmental Promotional Lists be made into a city-wide list so that excess A.A.'s from each individual department would be transferred and absorbed into other agencies such as Department of Social Services (where they are desperately needed). Finance, Housing, Transit, Hospitals, etc. or any other City Agency where their particular skill is needed. The city adamantly refused to comply. Previously all examinations were Departmental Promotional and city-wide. This is the first time an examination was given only Department Promotional, not city-wide and results prove disastrous.

If the city is indeed so anxious to save money and because of the tremendous death of stenographers in civil service wouldn't it be more economical and more beneficial for all concerned if the city were to change the lists to a city-wide list and extend the deadline date instead of going to the expense again of establishing another examination, hiring proctors, examiners, giving course, marking and processing a new examination while there are still competent qualified eligible willing, eager and anxious to accept appointments on #6859. Is this the way for the city to save money? Who should we, the innocent victims of this dilemma be put through the unnecessary trouble and expense of going back to the Department, Eastern or other schools to brush up for another examination while we are still on the eligible #6859 list and before the list dies June 1974. Isn't this a violation of Civil Service Law?

As for help from the unions, we are caught between a rock and a hard place. The Grade 4 union claims they cannot help us because the A.A. Title is a Grade 5 and out of their jurisdiction. The Grade 3 Communications Union of America claims they can't help us because we are not yet Grade 5 and therefore not eligible to join their union for benefits. Therefore, we, the unfortunate eligible A.A.'s who passed, through no fault of our own are being burned and time is running out for us.

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This Week's New York City Eligible Lists

[Continued on Page 9]
The following named persons were recommended for the office of police officer on probation effective Oct. 29, 1972.

(Continued From Last Week)

Frederick, Arthur L.

Golden, Michael Gomez, Jr.

Gernper, John P.

Hartnett, Kenneth


(Continued From Last Week)

Eva P Jacobs, Fannie M James, James A. Geraghty, Martin J. 5301 Mariana Velez, Jessie L Jordan.

City Eligible Lists

(Kluded From Page 8)


City Eligible Lists

(Kluded From Page 8)


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City Eligible Lists

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City Eligible Lists

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City Eligible Lists

(Kluded From Page 8)

35. Late one night, an officer on foot patrol observes a young man in the window of a jewelry store. The next morning the tenant of the painted window shows him the front window of a jewelry store and disappears into a crowd at the end of the block. The best course of action for the officer to take is to (A) request help by radio and remain near the broken window to prevent burglary. (B) yell to nearby pedestrians to help in the escape. (C) arrest the two men and ask for an explanation. (D) make it plain that the man is under suspicion.

38. A police officer sees a woman at the store and report what he has been told to his own superior.

41. A child calls the police emergency number to report that her father is beating her mother. The officers find that the fight is over. The woman is unharmed and the man is charged against her husband, who is present. The officers should (A) offer their assistance and, if it is not acceptable, take the wife to the police station. (B) arrest the husband and take the wife to the police station to sign a complaint against her husband. (C) warn the manager about offering bribes to police officers. (D) accept his offer, but insist on paying for their lunch.

44. While on duty in a neighborhood bar, a police officer overhears a man who had been drinking and was threatening to break a chair over some other person's head. If the man who is drunk pickpockets the police officer, the police should (A) warn the man not to break the chair. (B) make it plain that the man has no business there. (C) point out that the shop owner is friendly to the local police. (D) arrest the man in order to prevent him from being friendly to the local police.

47. Two police officers stop a truck which is being driven at night without lights. The driver of the truck is young and slightly drunk. He climbs down from the truck cab and goes home. The police officers promptly respond to the call and find a young man under suspicion. The officers should (A) tell the manager to have the driver's reach until he could stop the truckdriver's attack. (B) warn the man not to break the chair. (C) ask the driver to identify himself as a police officer. (D) call for assistance by radio.

50. A small store has been broken into and the money has been stolen from the cash register. The owner of the store tells one of the shoplifting police officers that an employee forgot to turn on the burglar alarm. The next night the crime occurred. The officer should (A) warn the forgetful employee he fired. (B) point out that the store is responsible for the loss. (C) search the store for suspicion of being involved. (D) arrest the employee on suspicion of being involved.

51. A patrol car stops a truck which is being driven at night without lights. The driver of the truck is a large, powerfully-built man who is slightly drunk. He climbs down from the truck cab and waits as the two police officers approach. Suddenly, he gets up and walks away. The officers should (A) warn the manager about offering bribes to police officers. (B) tell the man he is under arrest and let him go if he knows where he is being taken. (C) do not interfere in the matter and leave. (D) make it clear that they will not press the charge against the two men.

52. A man calls the police emergency number to report that his wife is in a supermarket. He is worried because several of his new neighbors tell him that she is afraid her teenage daughter will run away while she is in the hospital. She asks the police officer to help. He should (A) take the daughter into protective custody. (B) tell the man to be present when she is taken into custody. (C) explain to the woman that this is not a police matter. (D) tell the tenant to discuss the matter with the police officer and ask him to come back.

34. One evening, a patrol car is stopped by a man who is carrying supplies from an unfinished building to a police station. The officers should (A) avoid interfering in the matter. (B) make it clear that they will not arrest the man. (C) arrest the two men and ask for an explanation. (D) mention that "Inside Ellicott's" is not a police number.

36. A police officer takes a suspect burglary down a street which is crowded with people and cars. Suddenly, the suspect turns and flees. The officer should (A) continue the chase with caution. (B) stop the chase before someone gets hurt. (C) shoot back before the suspect gets away. (D) fire a warning shot over the suspect's head.

37. Patrolman Thompson, who is stationed in a Manhattan neighborhood where most of the people speak Spanish, tells a woman that she will have to speak Spanish to the officer. She tells the officer that there may be a bomb in the theater. The officer tells her that he has been told to the theater and finds a young soldier in uniform standing outside the theater. From inside the theater Thompson is able to speak Spanish to the officer. The officer should (A) identify himself as a police officer. (B) warn the manager about offering bribes to police officers. (C) make it clear that the man has no business being in the theater. (D) search the theater and find a young soldier in uniform standing outside the theater.
File By Jan. 7 For Social Worker, Draftsman Jobs

New York State has 16 different job categories now open with several vacancies in each. These positions are open to the general public for filing until Jan. 7. Candidates must then take civil service tests in order to qualify for the jobs, and after the tests are corrected and an eligible list is established, the jobs will be filled from the lists. A $200 annual salary differential will be given to those employed in the New York City metropolitan area.

Applications for all jobs may be obtained from the State Dept. of Civil Service as any of the addresses listed under “Where to Apply” on Page 15 of The Leader. Forms must be returned by Jan. 7.

Following are the job titles, exam numbers, salaries, minimum requirements and test dates:

**Assistant Health Facilities Planner, Exam 27-277 ($15,530)** — bachelor’s degree plus three years experience in administration of hospital or medical care or planning programs. No test. Candidates will be evaluated on their training and experience.

**Assistant Property Manager, Exam 23-941 ($10,155)** — two years’ experience in administration of hospital or medical care or planning programs. No test. Candidates will be evaluated on their training and experience.

**Bridge Maintenance Supervisor, Exam 24-655 ($15,475)** — three years’ experience in bridge construction or maintenance, including either one year in supervisory capacity or two years as journeyman performing carpentry, welding or masonry, plus three additional years in either bridge or highway construction. Written test Feb. 9.

**Bridge Repairman, III, Exam 25-988 ($10,155)** — same as above, but with one additional year in bridge or highway construction. Written test Feb. 9.

**Civil Engineer, Exam 25-987 ($11,530)** — three years in bridge construction or maintenance, including either one year in supervisory capacity or two years as journeyman. Written test Feb. 9.

**Draftsman (cartographic), Exam 23-981 ($7,319)** — 18 months’ drafting experience, six of which must have been on cartographic work. Written test Feb. 9.

**Senior Draftsman (cartographic), Exam 23-991 ($8,559)** — 20 months’ drafting experience, six of which must have been on cartographic work. Written test Feb. 9.

**Principal Draftsman (cartographic), Exam 23-993 ($10,740)** — five years’ drafting experience, one year of which must have been on cartographic work. Written test Feb. 9.

**Mental Hospital Rehabilitation Services: Director, Exam 27-380 ($16,480); Assistant Director, Exam 27-279 ($9,255)** — bachelor’s degree plus two years’ administrative experience, plus one year in supervisory capacity in mental health, including three in rehabilitation. Assistant: master’s degree in rehabilitation administration, and four years in rehabilitation. Oral test for both during Feb.

**Psychiatric Social Work Assistant, Exam 21-000 ($11,415); Assistant III, Exam 24-501 ($11,536)** — one year experience in social work. Written test Feb. 9.

**Psychology Assistant II, Exam 23-955 ($10,155); Assistant III, Exam 23-957 ($11,359)** — bachelor’s degree plus either one or two years’ experience in psychology. Written test Feb. 9.

**Supervisor of Cartographic Services, Exam 23-956 ($10,155)** — one position in Atomic and Space Development Authority’s office in New York City. Bachelor’s degree in cartography, graphics, etc., plus three years in cartography. No exam. Training and experience will be evaluated.

Police Test Answers: Released

Mail In Protests By January 18

**By KATHARINE SEELYE**

Protests to the proposed key answers for the police officer exam must be submitted to the city by Jan. 18.

The protest against each question must be written on a separate sheet of paper, with the evidence upon which the protest is based, and each sheet must include the candidate’s signature and address.

All protests may be mailed in one envelope to the Dept. of Personnel, 55 Thomas St., New York, N.Y. 10012. The left lower corner of the envelope should say: “Key Protest, Exam 2014, Patrolman-Policewoman.”

In order to give candidates an idea of how to go about protesting an answer, The Leader conducted interviews with knowledgeable Police Dept. employees. The Leader also interviewed candidates in order to gauge reaction to certain questions.

The Dept. of Personnel will review “final key answers” after considering the protests. A department spokesman said there was no way of knowing what the final key would be released since it depends on how many yes answers are given. The Leader will print the final answers when they are available.

The eligible list — may be ready for hiring purposes by early summer, once proposed answers are finalized and all 14,900 test papers are corrected and candidates are ranked. The entire list of names will appear in The Leader since each candidate will receive only his score and not his rank on the list from the Dept. of Personnel.

After the list is established, eligibles will be “certified” for appointment as they are needed by the Police Dept., and will be called to take the physical test. If successful on the physical, candidates undergo an extensive medical evaluation and a complete character investigation.

The Leader analysis concerns six of the judgmental questions.

Questions are reprinted here, beginning on Page 4. Questions 1 through 5 concern the police officer’s office, with the candidate’s recall of details in a street scene. Some candidates felt this portion of the test was unfair since the picture appeared to be blurry, however the candidate was asked to project his protest since everyone would have been subjected to the same amount of blurriness.

Questions 16 through 20 were “Judgment in Police Situation” questions. Numbers 24, 31, 37, 50 and 55 are discussed below.

**Rule of Thumb**

A basic rule of thumb in a police situation is to remember to use the minimum amount of force necessary, never the maximum amount.

"You apply the use of deadly force only when you are confronted with a deadly force," said Sergeant Louis Torellinis of the Police Dept.’s recruitment bureau.

A number of questions had a "wrong" answer as the possible answer. Such a choice was never the correct answer to the alternative. Therefore, the more reasonable interpretation of the test-taker was not aware of Police Commissioner Donald C. O’Connor’s statement Aug. 25 that police officers should keep the warning shot as too dangerous.

Question 26. In lieu of the above, although Smith has "seriously injured" three police officers, and has done so previously, a "warning shot" would be "silly. Although the correct answer was C, the other choices were "reasonable" answers when they are available. Some police officers thought there was no reason for Thompson to stay away from the scene since all information in the story was based on hearsay, and that C matched logic. The local police authorities "must bring the suspect to book as fast as possible," according to one source, and so A would be "reasonable.

50. According to a police officer, the best answer — question 4 was — was given. Arrests are not made on "suspicion," and the
criminals have a legal right to a trial and to enter the property of another owner’s immediate problem. The call was an anonymous call, and the sound was faint, a few police officers suggested C would be an acceptable answer, especially since no other complaints were registered.

Free Preparation Classes for Bridge & Tunnel Spec., Office Clerk Test

For more information contact Neighborhood Manpower Service Centers throughout the city or call 777-4444.

The exam for bridge and tunnel officer will be held Feb. 1, 2, 3, 5 and 7 from 9 a.m. to 12:30 p.m. The exam closed Dec. 26 for both positions.

Examinations are held continuously for the clerk positions, which include the post of federal office assistant on the federal level and beginning office worker on the state level.

There are no education or experience requirements for beginning office worker positions and candidates must also register.

CIVIL SERVICE LEADER"
New York City Police Officer Exam

(Continued from Page 10)

(B) tell the soldier to move along or they will arrest him.
(C) ask the soldier his name

and what he is doing there.

(D) ignore the soldier and tell the owner he should not be so nervous.

54. (Continued)

Police Officer Helen Murphy is directing traffic at a busy intersection when she sees two men fighting on the sidewalk about half a block away. A crowd is already beginning to gather. She hurries to the scene of the fight and finds one of the men lying unconscious with blood on his face. The second man, a six-footer, brushes off his jacket and turns to leave. Officer Murphy, who is 5'3" tall, tells him to stay where he is. He turns, stops, stares at her, and says, "No lady cop can tell me what to do!"

The first thing which Officer Murphy should do is:
(A) tend to the injured person and not allow the second man to leave if he wants to.
(B) place the second man under arrest.
(C) draw her gun and tell the second man she will shoot if he refuses to obey her.
(D) ask some of the bystanders to grab the second man and help her keep him from leaving.

55. Late one night, the police receive a telephone call from a man who complains that a loud party in his apartment building is disturbing the peace. The man will not give his name. When two officers arrive at the address given, the street is quiet except for the faint sound of drums coming from another apartment. The officers should:
(A) locate the source of the drums and arrest the tenant for disturbing the peace.
(B) knock on several doors and ask whether the drums are disturbing anyone in the apartment building.
(C) continue to patrol without taking any action regarding the drums.
(D) tell the occupant of the drum to move elsewhere.

(Continued Next Week)

In Wrong Order

Names of participants in the Central Islip State Hospital chapter of the Civil Service Employees Assn. Information session were listed in reverse order under the photograph on page 1 of the Leader's Dec. 25 issue. The caption should have read "from right".

On Hospital Board

ALBANY — Ruth Silverfine, of Levittown, has been appointed an unpaid member of the Board of Visitors of Northern Nassau Psychiatric Hospital for a term ending Dec. 31, 1974.

Innovative Ed Planning List

ALBANY — An eligible list containing seven names was established Dec. 11 by the state Dept. of Civil Service from open competitive exams 27-239, coordinator of innovative education planning.

GOURMET'S GUIDE

MANHATTAN

PERSIAN - ITALIAN

TEHRAN

11 Warrick St.

(Continued on Page 12)
Late State and County Eligible Lists

ADVISOR, RESEARCH, AND STATISTICAL SERVICES

EXAM 35215
SKIN MEDICINE TEST

EXAM 35228
ASSOCIATE MEDICAL LAND ENS

EXAM 35235
BUPPY HOPPSTYND INVITATION

EXAM 35245
PRINCIPAL ORGANIZATION COUNCIL

EXAM 35260
ENGINE TECH STACK TESTING

EXAM 35270
ASSISTANT COURT CLERK, FAMILY COURT, ROCKLAND COUNTY

EXAM 35276
FRINGE STEN

EXAM 35281
SEFFUCK COUNTY

EXAM 35283
PHOTOGRAPHER 2

EXAM 35289
PRINCIPAL TAX INVEST

EXAM 35294
PRIN ADMIN ANALYST

EXAM 35315
ASSISTANT COURT CLERK, OPEN COMPETITIVE

EXAM 35330
MARCH 2

EXAM 35504
EXAM 35506

EXAM 35528
SUPVC TAX COMPLANT AGENT

EXAM 35541
BUPVC TAX COMPLANT AGENT

EXAM 35544

EXAM 35547
CIVIL SERVICE COMMISSION

13

1974

1974
Cite 7 Park Retirees At Olean Installation

OLEAN — Retiring Allegany State Park Commission employees were honored and officers of the Southwestern chapter, Civil Service Employees Assn., were installed at a chapter dinner and dance.

Dr. Theodore H. Wenzl, state-wide CSEA president, officiated at the installation ceremonies in the Olean Holiday Inn.

Sworn into office were: Mary A. Converse, president; Gerald Bromley, first vice-president; Alice Wright, secretary, and James Turner, treasurer.

Seven retirees were honored, William A. Taylor, chairman of the State Council of Parks and the Allegany State Park Commission, presented gifts and plaques to:

Henry Mox of Salamanca, retired carpenter foreman with 13 years' service; Karol Klonowski of Salamanca, retired forester with 14 years' service; Marvin Hubbard of Salamanca, retired master with 27 years' service; and Louis Zentz of Mayville, formerly a park patrolman for 25 years.

Unable to attend were:

Alfred Fuller of Steamburg, retired laborer with 10 years' service; Carl Backwell of Steamburg, Ariz., retired carpenter with 35 years' service; and Thomas Mansell, retired laborer at Lake Erie State Park for 28 years.

Ms. Force was a health service nurse of the New York State Employee Health Service of the Department of Motor Vehicles, and Thomas H. McDonough, center, Civil Service Employees Assn., executive vice-president and DMV chapter president, present certificate of meritorious service to three retiring Motor Vehicles Department employees. They are, from left, Geraldine Wright, Edna Cross and Emma Dieringer, honored at a luncheon at the Ambassador Restaurant in Albany.

FOLK FROM SUFFOLK — Officers of the Suffolk Area Retirees chapter, Civil Service Employees Assn., were honored recently at a dinner and dance. From left to right, toastmaster Leigh J. Batterman, retires Karol Klonowski, Henry Meek, Marvin Hubbard and Louis Zentz, State Council of Parks Chairman William A. Taylor, CSEA president Theodore C. Wenzl and Allegany State Park Administrator Roland A. Block. All the retirees worked for the Allegany State Park Commission.

PARK RETIREES — Retired members of the Southwestern chapter, Civil Service Employees Assn., were honored recently at a dinner and dance. From left to right, toastmaster Leigh J. Batterman, retired Karol Klonowski, Henry Meek, Marvin Hubbard and Louis Zentz, State Council of Parks Chairman William A. Taylor, CSEA president Theodore C. Wenzl and Allegany State Park Administrator Roland A. Block. All the retirees worked for the Allegany State Park Commission.

NYERS RETIREE HONORED — Frank E. Simon, second from left, director of member services for the New York State Employees' Retirement System, and his wife receive congratulations on his retirement from state service from William L. Malloch, right.

Anne Force, Nurse, Honored In Albany

ALBANY — Almost 80 employees of the New York State Department of Social Services honored the Department nurse, Anne C. Force, with a retirement luncheon at the Tom Sawyer Motor Inn.

Ms. Force was a health service nurse of the New York State Employee Health Service of the Department of Social Services, employed at the Kingston Hospital School of Nursing and the Grace Hospital School of Anesthesia in Detroit.

After her husband, Alden, completed his Navy career in 1969, they moved to Albany. Ms. Force served at the Albany Medical Center Hospital in several areas, as staff nurse and as a staff nurse in the critical care unit of the state hospital, and served in several agencies until the fall of 1969, when she was assigned to Social Services.

She is a member of the American Nurses Assn., the New York State Nurses Assn., and the New York State Department of Social Services. She plans eventually to do volunteer work.
New York City — Persons interested in applying for jobs with the city should file at the Department of Personnel, 40 Thomas St., New York City, between 9 a.m. and 5 p.m. Special days when applications are available only during the filing period.

By subway, applicants can reach the filing office via the IND 4 train, making a stop at 14 St. (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on calls, call 560-7000.

Several city agencies do their own recruiting and hiring. They include: Board of Education (teaching only), 85 Court St., Brooklyn 11201, phone: 506-8006; NYC Transit Authority, 370 Broadway, Brooklyn 11201, phone: 852-3000.

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

State — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 5th floor, New York, 10048, (phone: 488-1248); State Office Campus, Albany, 12226; Suite 700, 1 W. Genessee St., Buffalo 14302. Applicants may call to make an appointment, either in person or by sending a stamped, self-addressed envelope with their request.

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 484-6141. All inquiries to John Beach should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

Federal — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 28 Federal Plaza, New York 10007. Hours are 8:30 a.m. to 4:30 p.m., weekdays only. Telephone 264-0422.

Federal entrance examination tests (North or Domestic Competence) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse, 13202. Written and oral tests may be made to (800) 822-7407. Federal titles have no deadline under otherwise required.

Intergovernmental — The Intergovernmental Job Information and Training Center supplies information on all jobs available in New York City and State and Federal jobs. It is located at 90-04 101st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 3 p.m. weekdays. The phone number is 720-7000.

WHERE TO APPLY FOR PUBLIC JOBS
FLAUMENBAUM INSTALLED AS LI REGION 1 PRESIDENT

Statewide CSEA president Theodore C. Wenzl, left, installs leader of Long Island Region No. 1. From Dr. Wenzl's left are Region president Irving Flaumenbaum, first vice-president Edward Perrott, second vice-president Nicholas Abbatiello, third vice-president Ralph Natale, fourth vice-president David Silberman, secretary Dorothy Goetz and treasurer Samuel Plucitelli.

David Silberman, right, accepts plaque presented to him for services as the fifth and last president of the Long Island Conference. Presentation is made by Long Island Region president Irving Flaumenbaum.

Felix Livingston, right, presents plaque to Irving Flaumenbaum in recognition of his election as the first president of CSEA's Long Island Region.

Members of Long Island social committee gather for group photo at annual year-end party at Holiday Manor in Bethpage. Front row, from left, are David Silberman, Carol Craig, Sylvia Weinstock, Ruth Braverman, Dorothy Goetz, Ida McDaniel, Libby Lorio and William Kempey. In back are Anthony Giannetti, Jack Gehrig, Felix Livingston, Barney Pendola, Albert Varacchi, Joseph Gambino and Lou Mannellino. Missing from the picture are Eileen Gorski and Virginia Beyel.

Dinner-dance chairmen Anthony Giannetti, center, and Joseph Gambino, right, hand out one of the many door prizes distributed at the festivities. Lucky winner here is Richard Watkins, of SUNY at Old Westbury chapter.

Long Island Region's second business session was held in late November at the Regional office in North Amityville. Among the delegates were, from left, Ruth Brauman, of Nassau chapter; Lou Mannellino and Artie Allan, both of DOT Region 10 chapter.

Presiding over business session is Irving Flaumenbaum. At left is Region second vice-pres-