BENEFITS OF POLITICAL ACTION — At recent meeting of CSEA's Rockland-Westchester & Section chapter, Assemblymen Eugene Levy (R-C, Suffern), left, and State Senator John Flanagan (R-C, Yonkers), right, heard chapter members' views on various benefits needed for retired civil service employees. Here chapter president Mary Bianchini and political action chairman George Celantano get a receptive hearing on a 3 percent cost-of-living increase and increased benefits for dependents. They also made the point that pensions should not be tied in with social security benefits. More than 100 people attended the meeting at the Holiday Inn in Orangeburg.

Nassau Negotiators Press Demands On Dental Improvements, Mileage

MINEOLA — Nassau County CSEA negotiators were to meet this week with county officials to press demands for an immediate boost in mileage reimbursement and the use of an almost $400,000 dental insurance dividend to improve coverage.

Nassau chapter president Irving Flumenbaum said that both issues were being presented to the joint labor-management committee provided under the latest CSEA contract.

The huge dental insurance dividend came at the end of the second year of the current three-year group dental insurance provided by contractual obligation.

"That's Our Money" Mr. Flumenbaum declared. "It can be used to provide orthodontia and reduce the employee share of dental bills to 20 percent, if explained. The current dental insurance covers all, but 30 percent of the dental bills.

The mileage question, raised earlier by Mr. Flumenbaum, was also on the agenda for the labor-management committee.

Mr. Flumenbaum said CSEA negotiators could show that the cost of operating the average automobile had reached 18.5 cents a mile before the recent spiral of machine and maintenance costs.

He asked for an immediate raise of the 12-cent allowance to 15 cents a mile pending study of an equitable figure.

To Renegotiate

The labor-management committee was established by the contract to renegotiate on problems arising during the life of the agreement.

Representing CSEA on the (Continued on Page 14)

Orangecrest Cited On Pay Violations

ORANGETOWN — An improper practice charge has been filed against the Town of Orangetown, Rockland County, by the Civil Service Employees Asn.

The CSEA, in papers filed late last month with the New York State Public Employment Relations Board, charges that Orangecrest has violated its contract by failing to pay the employees normal and longevity increments due on June 1, 1973.

CSEA further charges that Orangecrest has also failed to pay appropriate salaries to employees in certain titles which were reallocated on Jan. 1, 1973.

John Mauro, president of the chapter and of the Town unit, stated, "The action of the Town Board violates our contract and CSEA will do everything in its power to have the terms of the contract complied with and to protect our members."

Mr. Mauro said it was strange and more than mere coincidence that the "lame-duck" Town Board which was totally defeated in last November's election should engage in such action, which he called a breach of good faith.

Mr. Mauro continued, to be an attempt to embarrass the new Town Board, in office from Jan. 1.

The Orangecrest employees are being represented by William Voiles and Mauro, CSEA regional attorneys.

Supporters Lash Creedmoor Critic On 'Unfair' Attack

QUEENS — Problems at the sprawling complex of Creedmoor State Hospital in New York City's easternmost borough, were spotlighted in a burst of attention by the press last week in the wake of published charges by State Senator Frank Padavan about crime and violence there, including allegations against hospital employees.

The Pedavan attack drew sharp response from Civil Service Employees Asn. officials, particularly among the employees themselves, who felt victimized in the press.

Senator Padavan, in his charges and request for greater security measures at the hospital were contained in a letter to Dr. Alan D. Miller, State Commissioniner of Mental Hygiene in Albany. The Commissioner directed his staff to investigate the validity of the charges and the current situation at Creedmoor regarding crime and security measures.

Senator Padavan's letter said in part: "The current incidence of crime at Creedmoor has, in my judgment, reached epidemic proportions. Inquiries by my office prompted by individual complaints, as well as testimony offered during recent hearings held at Creedmoor, have uncovered the following summary of numerous acts of violence and criminality, as reported to your office during the past twenty months:"

One hundred and thirty (130) break-ins and thefts, including 19 automobiles (one of which was State owned), 20 typewriters, thousands of dollars worth of meat and other foods, patients' possessions.

"Continued on Page 9"

Request Proposals For Correction Dept. Negotiations

ALBANY — Recommendations for proposals to be made by the Civil Service Employees Asn. in its departmental negotiations with the State Correction Department should be submitted by Jan. 20, according to Jack Weiss, Departmental Representative to the CSEA Board of Directors.

These negotiations between CSEA and the Correction Department will not include items that are covered in the existing contract.

Written recommendations should be sent to: Jack Weiss, CSEA Headquarters, 22 E. E St., Albany, N.Y. 12224.
A sincere and hearty welcome to Mayor Abe Beame upon having taken over the reins at City Hall. I have a hunch that items such as batmobiles, kids and perfectly rotten and disgraceful labor relations will now be a thing of the past. I lifted a glass to you the other night Mr. Mayor and after wishing you the best, I quietly hoped that you would do as much to help the Fire Department as your predecessor did to loathe it.

Even before the last of the results were out the door (some went out the front and a lot more out the door (some now be a thing of the past. What happened as a result is three fireboats out of service. The suggestion is estimated to save more than $7,000.

$25 — Seven clerical employees of the State Education Department's Scholarship Center who suggested a way to save more than $4,000 by eliminating paper work in family court investigation reports.

$25 — Brian J. Stack, of Nassau, Department of Motor Vehicles, who suggested a computerized system for scheduling hearings, saving an estimated $5,650 annually.

Share $150 — Two clerical employees of the Department of Taxation and Finance in New York City who shared a $150 award for their suggestion to save $3,250 a year in promoting estate tax forms.

$300 — George E. Dutcher, of Nassau, Department of Motor Vehicles, who suggested a color-coded system to speed the processing of forms and reduce errors.

Award winners:

$600 — William J. Smith, of Rensselaer, in the Department of Environmental Conservation, who devised a system to prevent plumbing damage in sub-freezing weather at the Department's Warrensburg Regional Office. The suggestion saved the state an estimated $10,000 to $12,000.

$600 — Reinald D. Ellis, of Diamond Point, in the Department of Environmental Conservation, who suggested the use of lower voltages on air monitoring equipment to extend the life of such equipment and avoid costly repairs. Net savings are estimated at more than $19,000.

$25 — Alfred E. Milligan, of New Paltz, State University at Stony Brook, in the Department of Motor Vehicles, who suggested a way to eliminate the requirement for personnel satisfaction for civil service jobs and prestige enjoyed by Stenographers.

$75 — Albert Cohen, of Troy, in the Department of Environmental Conservation, who suggested a way to eliminate the requirement for personnel satisfaction for civil service jobs and prestige enjoyed by Stenographers.

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The award: $10,000, was for suggestions which will save state an estimated $45,000, according to Mr. Jerry H. Poston, president of the Civil Service Consumer Group. Eight other employees received certificates of merit for their suggestions.

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$75 — Albert Cohen, of Troy, in the Department of Environmental Conservation, who suggested a way to eliminate the requirement for personnel satisfaction for civil service jobs and prestige enjoyed by Stenographers.
Syracuse — The fact-finder has recommended a salary increase of 5.75 percent for employees of Oneida County.

Robert J. Rabin, of Syracuse, is the fact-finder named by the State Public Employment Relations Board in a contract dispute between the County and the Civil Service Employees Assn.

Mr. Rabin recommended that the salary increase should be in addition to any increment to which the employees may be entitled. The fact-finder, however, recommended that all new employees be hired without expectation of incremental increases.

"It is plain," he said, "that the increment system is an impediment to the County in providing limited resources because of the amount needed to take care of employees on steps. The CSEA has indicated that in exchange for an adequate economic package it would be willing to abandon all incremental steps behind current employees. It is recommended that the position of CSEA be adopted, as it would ease the way for more flexible allocation of funds in the future."

Other recommendations include:

- a third week of vacation after 6 years employment and a fourth week after 14 years;
- no change in the number of holidays;
- adoption of the 41-J retirement program offered by the County;
- joint meeting to negotiate reallocation of social service positions with joint recommendations by February 1, 1974;
- one-year contract;
- no change in shift differentials and 10 percent credit toward health insurance.

Whether To Answer MH Questionnaire?

ALBANY — The Civil Service Employees Assn. has reminded members who are employees of the State Mental Hygiene Department that they are under no obligation to fill out any card or questionnaire concerning positions they may hold in addition to their positions as state employees.

A spokesman for CSEA said that the union has been receiving reports of so-called "conflict-of-interest" forms being distributed by the Mental Hygiene Department asking for complete information on employees' present employment.

"CSEA takes the position that it is up to the individual employee whether he wants to volunteer any such information," the spokesman said. "He should be completely aware that he will not be forced to do so against his will."

BUFFALO REGION MEETS January 25-26

BUFFALO — A 3-year contract that features a total of 10 percent hikes in wages, a new fringe benefits package, and a new pay grade system was ratified by the Buffalo Region Civil Service Employees Assn.

The pact, which was signed last January, provides for a $2.00,000 raise in each of the first two years and a 2 percent raise in the third year, and a combined 6 percent wage and fringe boost in the third.

BUFFALO REGION Meets January 25-26

BUFFALO Region No. 6 of the Civil Service Employees Assn. will conduct a combined meeting/banquet at the Radisson Jan. 25 and 26 at the Lydecker Motor VFW Hall, West Seneca.

The West Seneca State Hospital chapter of the CSEA is host for the meeting, which should make the president, William D. McLean, feel right at home.

Mr. McLean works at the hospital and was once president of the chapter.

James Bourkney is the current chapter president and chairman of the two-day meeting.

The meeting includes a Friday night education session featuring the CSEA's educational specialist, Dr. Edward Diamond.

He will conduct a seminar-type program on education opportunities for CSEA members.

The general business meeting will be Saturday afternoon, following the traditional morning meeting of county chapter heads.

A dance will take place at the Radisson Sunday evening.

BUFFALO - Amsterdam Is Challenged

BUFFALO — The CSEA Region 5 unit, representing employees of the City of Amsterdam has filed an improper practice charge against the City of Amsterdam for failure to negotiate in good faith and for attempting to impose a pre-determined settlement on the CSEA unit.

According to the charge filed last week with the State Public Employment Relations Board, CSEA and the City of Amsterdam have had a contract for the period Jan. 1, 1972, through Dec. 31, 1973, with a wage and renegotiation for Jan. 1, 1973.

When CSEA entered into re-negotiation, the City took the position that CSEA was entitled to an improved pension benefit, but no wage increase.

This settlement was made in favor of the CSEA unit, and shows that the City entered into all negotiations "solely for the purpose of imposing such a pre-determined settlement on the CSEA unit," the CSEA has charged.

Mr. Thompson has decided in favor of the CSEA member at a labor-management meeting following a hearing held April 28, 1971, at Binghamton.

The County had failed to pay the TCC $3,000 a year, but has been awarded $6,586.56 in back pay in settlement of a grievance brought by the CSEA unit against the County.

Peter Wadak, director of labor relations for Erie County, has decided in favor of the CSEA member at a labor-management meeting following a hearing held April 28, 1971, at Binghamton.

The County had failed to pay the TCC $3,000 a year, but has been awarded $6,586.56 in back pay in settlement of a grievance brought by the CSEA unit against the County.

Nurse Wins In Pay Snafu

BUFFALO — A tentative two-year contract agreement has been reached by Warren County and the Warren County unit of Civil Service Employees Assn.

The agreement includes a wage increase of $400 each year plus increments for eligible employees with 15 or more years of service, and a $100 a year tool allowance for mechanics.

The agreement will be forwarded to several different departments during a short period of time.

When the nurse brought this matter to the attention of her union, the CSEA, it was forwarded to several different departments during a short period of time.
New York City Police Officer Exam

Following is the second half of the Police Officer exam (2014), given Dec. 15 to nearly 54,000 applicants. Key answers to the complete test are located on page 11 of this edition. In addition, the correct answers have been circled below. There are a number of questions that have been challenged. Candidates must file protests to the answers by Jan. 18 in writing. Leader assistant editor for Katherine Sorely 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.

Answer Questions 84 and 85 on the basis of the calendar shown below.

<table>
<thead>
<tr>
<th>AUGUST 1973</th>
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<td>1 2 3 4 5 6 7 8 9 10 11</td>
<td>12 13 14 15 16 17 18</td>
<td>19 20 21 22 23 24 25 26 27 28 29 30 31</td>
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56. The first day of a special duty assignment was the third Monday of August. The assignment lasted two weeks, and one day. The final day of the assignment was on
(A) September 4 (B) September 5 (C) September 6 (D) September 7

57. A man works for five days each week. Tuesday through Saturday. How many days did he work in August?
(A) 23 (B) 24 (C) 25 (D) 26

58. The diagram above shows an automobile fuel gauge. The arrow on the gauge indicates that the tank is
(A) 1/3 full (B) 2/3 full (C) 1/4 full (D) 1/8 full

59. If the time shown on the clock above represents the present time, the time in two, twenty minutes will be
(A) 2:05 (B) 4:55 (C) 3:25 (D) 5:35

60. Five pounds of uncut heroin are found by police in the trunk of a car. One ounce of heroin is enough to make approximately 500 bags which will sell for five dollars each. On the street. How many five-dollar bags could have been made from the five pounds of heroin?
(A) 8000 (B) 4000 (C) 2500 (D) 2000

66. An auto and a truck were in an accident. An inspector who tested the truck's brakes reported that they were defective. By this, he meant that
(A) the brakes were not working properly (B) they were not in good shape (C) they had been released (D) they had nothing to do with the accident.

67. When tickets to the station were sold, she had been previously arrested. She meant that she had
(A) never been arrested (B) been arrested illegally (C) not arrested for mistakes been arrested before.

68. The prisoner claimed that the night before he was in his pocket when he was arrested was his wife's. She first story was verified when
(A) the wallet was found to be empty (B) his wife's name was found on the wallet (C) his wife said she had her wallet.

69. A police officer watched a young woman cross from one side of the street to the other and was sure that she disrespected the traffic light. The officer believed that the woman
(A) looked at the light (B) stepped in the light (C) paid no attention to the light (D) responded to the light.

70. During a heavy rainstorm one night, a man went off the road and hit a pole. The police officer who investigated wrote in his report that the weather contributed to the accident. The officer meant that the weather
(A) caused the accident (B) was partly responsible for the accident (C) was the only explanation for the accident (D) had nothing to do with the accident.

71. When testifying in court, the chief responsibility of a police officer is to
(A) prepare his case ahead of time (B) make a favorable impression (C) avoid becoming confused in cross-examination (D) present factual evidence in a clear manner.

72. Which of the following statements regarding testimony by a police officer may be inferred from the passage?
(A) What he says in his testimony should make the case stronger. (B) Testimony by a police officer is important, but also he how he says it. (C) He should make sure all of the facts which he may be asked to give. (D) How much a police officer testifies to the court is more important than what he says.

According to a report on police corruption, some police officers collected "pad" payments on a regular basis. These were bribes from people whose businesses would have suffered if they or their customers had received parking tickets. For example, some bar owners paid the police to allow their customers to double- or triple-park without being ticketed. The police corruption also took the form of "scores." "Scores" were one-time payments to police officers to overlook moving traffic violations. The officers, truck drivers, and other motorists whose livelihoods depended on having a driver's license were often willing to make such payments.

13. On the basis of the information given above, which of the following statements is correct?
(A) Police corruption was supported by law-breaking citizens. (B) In eight hour "pad" payments involved less money than "scores." (C) The police would have overlooked minor violations. (D) These drivers were more likely than businessness to bribe police officers.

74. According to the passage, "pad" payments and "scores" both involved
(A) unlicensed drivers (B) payoffs which were made on a regular basis (C) police officers who were given bribes (D) seasonal city traffic conditions.

As a rule, police officers arriving at the scene of an automobile accident should first care for victims who need immediate medical treatment. If necessary, the officers should attempt to help warn approaching cars and keep traffic moving. People should be kept out of the traffic lane as far as any distance from the damaged cars. This will help to avoid further accidents at the scene, and will allow faster movement of emergency vehicles. Such action is proven to evidence which might be important later.

75. Among the following actions which police officers might carry out at the scene of an accident, which one should be taken?
(A) The first thing that police officers do when they get to the scene of an accident is to
(B) take care of the injured who need immediate help. (C) warn oncoming cars and keep traffic moving. (D) protect evidence which shows how the accident occurred.

76. An important reason for keeping people out of the traffic lanes is to
(A) prevent ambulances to get through. (B) allow photographers to get a picture of the accident. (C) keep crowds from forming. (D) keep souvenir hunters away from the scene.

Many factors must be considered when a police officer is deciding whether to make an arrest. If an arrest is not considered, legal, it could mean that some one will not be allowed to court. At other times, an arrest may tip off a suspect before enough evidence can be found. In all cases, an arrest takes away from a person the very important right to liberty. It is very upsetting to a person, causing him worry and possibly (at times) criminal punishment. On the other hand, an arrest must also realize that if an arrest is delayed too long, the suspect may run away or the evidence may be destroyed.

77. A judge may refuse to accept evidence of a crime if
(A) it interfered with the suspect's right to liberty. (B) was found after the suspect was tipped off. (C) the nature of the evidence was such that it would be able to get away. (D) it was collected during an illegal arrest.

78. In deciding whether to make an arrest, a police officer should
(A) consider whether the suspect is a known criminal. (B) realize that an innocent person does not have to be very upset by being arrested. (C) not delay evidence which can be found later. (D) not worry about the innocent person because the courts will free him.

The sergeant in command of a police station assigns officers on special assignments save extra instructions only to the inexperienced officers. Each of the experienced officers was to guard one of the four exits from the traffic area. Each of the sergeants led the remaining three men through the front door.

80. The plan to be followed was to give the participation of all members of the team.
(A) a standard operating procedure. (B) not known to the experienced police officers. (C) did not require the sergeant to take part. (Continued on Page 10)
Fire Officers Split Over New Contract

The executive board of the Uniformed Fire Officers Assn. is split five-to-four against ratification of their union's contract with the city. The contract, while awarding the same percentage pay boost to officers as was won by the firemen, calls for the two ranking officers at units counted Jan. 16.

uniformed fire officers assn.

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American Legion Meet

The Jan. 23 meeting of the American Legion, Dept. of Sanitation, Post 1110, will begin at 6 p.m. at St. Andrews Church, 20 Manhattan. The pay for officers would be $20,163.

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To The Point

A BRAHAM Beame scored a lot of points with civil service workers on his first day as Mayor of New York City when he issued an executive order reinstating the rule that appointments and promotions be made in strict order-of-rank from eligible lists.

The City's 104th Mayor went to the top of the list with his statement that the Merit System must be preserved from favoritism and unjust discrimination.

The City has been able to name in precise sequence as they placed in competitive examinations should cease the suspicion that surrounds, rightly or wrongly, the option of choosing from among the three top candidates.

Under the one-in-three rule, it is possible for the two top scorers to be indefinitely bypassed.

The state, however, still retains the one-in-three rule. As recently as last November, Theodore C. Wenzl, president of the State Employer's Association, testified before the New York State Senate Standing Committee on Civil Service and Pensions:

"It is the feeling of our Association that appointments from among eligibles should be made in strict final order, which would eliminate the inequity of an employee with a lower final score on a promotional examination being promoted, while an employee with a higher final score is given no reason why he was not selected for promotion. An amendment to the Civil Service Law, such as I am given no reason why he was not selected for promotion.

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A City of New York, with its police officer exam, has been unable to defend its exams in the courts against charges of discrimination and irrelevance. To construct a valid test for police candidates was the City's highest priority. And, if anything, the general reaction was that the test was "too easy."

The exam was not controversial in terms of content, but this is not to say that a candidate scores 100 he will be a good cop. On the other hand, when you have 4,000 citizens who want a job, you have to distinguish them somehow in a test that is not a test of ability, but a test of whether you are suitable to be a cop. And, if you have only 10,000 positions to fill, you want to make sure that the candidates you are choosing are good enough to be police officers.

We wonder where the City - and the civil service system - is going. Did the City sacrifice anything with this exam? Will it be able to "avoid the whole issue"? Will the Department be of lower caliber than present employees?

If an exceptionally high percentage of those who took the exam has it, it would seem the process is not working.

The City was under pressure to ensure that this exam would give an equal opportunity to blacks, Hispanics and women who are underrepresented in the police department. With that pressure off the moment, the City has a breathing spell during which it can evaluate its testing procedure. As we have indicated previously, it may be that no written exam can really test the skills required for the police position. We hope the City will be honest and candid as it evaluates apostates from this exam, and will shape its future exams accordingly.

TOUSSD, JANUARY 8, 1974

Job-Related Test

The city of New York, with its police officer exam, managed to produce an unquestionably job-related test - a test of no small importance to a City that in the past has been unable to defend its exams in the courts charges of discrimination and irrelevance.

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(Continued from Page 1)
Beame Order Kills 1-In-3 Hiring Code: It's Back To Merit

In one of his first official acts as Mayor, Abraham Beame fulfilled a campaign promise by eliminating the controversial "one-in-three" practice instituted by the Lindsay administration. The "one-in-three" rule allowed city service agencies to appoint to a civil service job any one of the top three candidates on a list resulting from a civil service test.

Executive Order No. 4, issued Jan. 16 between City Hall, requires commissioners to take only the top person, and eliminates the previous option in order to "preserve the Civil Service merit system and to avoid favoritism and improper and unjust discriminations."

The order applies only to New York City civil service jobs. To date, the "one-in-three" practice will continue in New York State jobs.

Mr. Lindsay had defended the practice to give commissioners greater "flexibility," yet critics said it created a civil service merit system that system maintains that a citizen who passes a state examination can be appointed in rank order of his standing on the eligible list resulting from the exam: that is, on his merit.

The one-in-three rule may be invoked, according to the executive order, only with the Mayoral written approval. The commissioner has proven "good and sufficient" cause for so doing. Executive Order No. 4 states: "In order to carry out and protect the principles which underlie the provisions of Article V, section 6 of the constitution, to preserve the Civil Service merit system, and to avoid favoritism and improper and unjust discrimination, all heads of City agencies are requested to make appointments and promotions from eligible lists promulgating the above provisions and nominations only in the order in which the names of available candidates appear on such list except with the written approval of the Mayor upon good and sufficient cause being shown."

(Continued from Page 3)

A week ago Saturday night my brother and his friends were called to 338 East 106th Street in Harlem where a fire had just started. When they arrived there decided that they had to be a roof rope job. That's just what it turned out to be, and just as my brother was busy marking accounting for the Torres family, all five of them. As I have said for years and years, it's easy to get to be first grade. The real trick is to get to be first class. You've got it, Willie baby!

Talking about fireboats, on December 23, 1913 at 3:23 p.m. the Fireboat Diana responded to an alarm from lie berth at the roof of West 42nd Street Old Manhattan Bridge 72k at West End Avenue and 98th Street was lit but this one was a little different. At 2:53 p.m. the Diana was back at berth having been notified by telegraph that the box was a false alarm. The officer in command was Lieutenant Meenan who received a congratulatory message from Commissioner Joseph Skenand. Said, Meenan in reply, "The wireless idea is excellent and will save the burning of vast amounts of useless run.

The idea had to be given up eventually because not enough full-time telegraphers could be found to man each boat around the clock. First, telephones were placed in the hands of certain piers where boats en route would check in by phone with the dispatcher, thus giving rise to the term 'call me on the land line' which one still hears today from time to time. The latest step was the introduction of radio communications.

The rest is history. Sometimes after a shake of the head, one wonders how on earth we ever did without radio. However, looking at the tower ladders and the Super Pumper system etc., I think of the days when we thought motorized steamers and Christy frame drive ladder trucks were the cats whiskers but then comes the true wonderment . . . they put out fires with them!

Well, they dropped in their tracks doing it, but they tried and thus, was the birth of the fireboat. What we thought was the tradition we follow today!

Would you believe that the Brooklyn Dispatchers handled and transmitted 107,749 alarms of fire in 1977? Just think about it.

Congratulations gentlemen. I hope the folks in Brooklyn really appreciate the genius of that great engine on Empire Boulevard.

Before John Lindsay left office he allowed four bills granting increased for accident, disability to certain police and fire retirees, to become law without my signature.

The one-in-three rule may be invoked, according to the executive order, only with the Mayoral written approval. The commissioner has proven "good and sufficient" cause for so doing. Executive Order No. 4 states: "In order to carry out and protect the principles which underlie the provisions of Article V, section 6 of the constitution, to preserve the Civil Service merit system, and to avoid favoritism and improper and unjust discrimination, all heads of City agencies are requested to make appointments and promotions from eligible lists promulgating the above provisions and nominations only in the order in which the names of available candidates appear on such list except with the written approval of the Mayor upon good and sufficient cause being shown."

Oral Tests To Be Held In February Or March

Traffic and Park Captain $21,000 - $24,000 Employment Security Supervisor $23,000 - $26,000

Application Accepted To March 4; Oral Test In March

Chief State Accounts Auditor - 031 - 35417

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the State Dept. of Civil Service. Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10048, 688-6248; State Office Campus, Albany, N.Y., 1226; and Suite 750, 1 W. Genesee St., Buffalo, 14222. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

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MAY
Court of Appeals affirms order of Appellate Division sustaining constitutionality of the section of Taylor Law concerning confidential and managerial employees. Although state has reduced affected employees from time high of 7,600, many CSEA leaders still remain on list of employees to be denied union representation. Overwhelming membership support given to rank-and-file members ratify CSEA contract in mail ballot. Mail balloting is out for direct payment of union dues during period of suspension of payroll dues checkoff through state has reduced affected employees from one-third of CSEA’s state membership. The agreement negotiated by CSEA.

Fair Share Membership campaign begins, with appeal to non-members to pay their “fair share” for the benefits negotiated by CSEA.

Mental Hygiene president agrees to plan to evenly distribute additional 10 seats awarded Mental Hygiene on CSEA Board of Directors. This gives Mental Hygiene 14 of 40 seats on the expanded State Executive Committee, whereas they previously had only 4 of 29 seats although Mental Hygiene accounts for approximately one-third of CSEA’s state membership. The agreement was reached at the annual MH Workshop at the Prlear Tuck Inn in Catskill.

Also due to pick up seats in the expanded State Executive Committee are Executive, Labor, Transportation, Tax and Universities.

Nassau chapter agrees to fast-finder’s report that grants 11½ percent pay increase over two years, but needs approval by Federal Wage Price Board.

Legislature passes salary provisions of CSEA contract, but postpones action on pensions. Governor Rockefeller threatens special session of Legislature unless action taken on some measure of pension reform.

JUNE
Governor Rockefeller signs bill for state employees pay raise and fringe benefits. Legislature also continues all pension benefits currently in effect for incumbent state employees who are members of New York State Retirement System. One-year extension granted on current pension benefits for employees in political subdivisions. Special committee set up to report to Governor and to Legislature by July 15 on pension reform.

Special group life insurance plan, which does not require medical examination, made available to local government employees during this month.

Members of restructuring committee honored at New York City chapter Workshop at Concord Hotel. Individual plaques given to restructuring chairman as a Victor Costa and to each of the other 10 committee members.

Monroe County chapter wins first arbitration case it ever requested. Chapter president Martin Keong holds “landmark” decision that prevents County from charging fee for parking on grounds of hospital and social services complex.

Delegates to County Workshop at Prlear Tuck demand strong stand on pensions to protect the privileges they have bargained for over what, in many cases, amounts to decades of effort. Many of these benefits have been renewed on a temporary basis from year to year, and some of these jeopardized benefits extend back to pre-World War II times. Their loss would have a devastating effect on local government employees.

State Executive Committee representatives. Three-time president Theodore C. Wenzl is renominated, but his original opponent, Thomas D. Patalese, submits letter asking his name be withdrawn. Ralph Natale agrees to support the nomination of Mr. Wenzl.

Nassau chapter participates in first national project.

The Middle Months, Learning To Live With The Legislature

JULY
Career ladder for nurses agreed to, provides permanent civil service status for state nurses currently permitted classified as non-competitive. New ladder calls for 10 new titles in the nursing series, and advances the practical nurse, on the basis of reclassification, to the level of practiced profession. Bill, which also applies to city and state workers, forbids civil servants to run for political office, solicits campaign funds, mantains a campaign or alert list. Law does not forbid public employees unions to endorse political candidates. Law is interpreted to mean that civil service employees may participate in political situations that are non-partisan and on employee’s own time.

State postpones ban on union membership for some 7,600 employees in management/confidential class until September, because of state’s failure to come up with an insurance plan equal to what these state employees receive with their membership in CSEA.

Thomas Collins joins CSEA as first comptroller in charge of planning and directing the organization’s financial operations.

Capital District Conference announces 25th anniversary of its founding, honors past presidents at banquet at Lake Luzerne resort. Conference president Ernest Wagner also presents plaque to The Leader’s Marvin Bailey for services rendered to the Capital District.

Nominations for statewide and regional officers and State Executive Committee representatives. Three-time president Theodore C. Wenzl is renominated, but his original opponent, Thomas D. Patalese, submits letter asking his name be withdrawn. Ralph Natale agrees to support the nomination of Mr. Wenzl.

Arthur Bolton is elected chairman of CSEA’s County Executive Committee, with Salvatore Migliore as vice-chairman.

Rochester State Hospital chapter president Patrick Hoonen charges unofficial and unsubsidized fees on hiring of employees at that facility.
Have Long Requested More Creedmoor Security, Say CSEA Leaders

(Continued from Page 1)

clothing, several TV sets, drugs and paraphernalia. Even the Community Store, established for patient use and rehabilitation, was broken into on separate occasions with thousands of dollars in merchandise removed.

"Three (3) Rapes of Patients by Employees have occurred at Creedmoor in the time period studied.

"Twenty-two (22) Assaults have been reported.

"Sixteen (16) Incidents of Muggings, Molesting, Vandalism and other disturbances have occurred.

"Fifty-two (52) Fires with Arson suspected in many cases. "Six (6) Patients have committed suicide."

In addition to the above there has been a shooting, a riot and an attempted murder involving employees and a visitor. Two (2) patients were found dead, one by exposure in a wooded area behind Bldg. 85 and the other in bed. Also one patient set another patient on fire."

In a sharp reaction, CSEA vice-president William McGowan, the Association's highest ranking officer employed by Mental Hygiene, commented: "I strongly resent Senator Padavan's charges, which reflect unjustly not only on legal employees at Creedmoor, but also on dedicated employees at other institutions throughout the state. "It is unfortunate for the senator to choose this way to build his image in the media at the expense of innocent people. "If he has any proof, he should give it to the district attorney, and not resort to sensationalism in the press."

"Our employees at state institutions are excellent and hard-working people, often doing far beyond what they are being paid to do. To blame them with unfounded charges is highly improper."

Dr. William Werner, Creedmoor's director, acknowledged that there are incidents of crime within its confines, but only on a scale comparable to the area in which it is located and with other institutions. He thought the Padavan figures "somewhat exaggerated." Regarding the charge of rape of patients by employees, Dr. Werner said these were "alleged rather than actual rapes."

Solomon Bendet, president of the New York City Region, CSEA, said: "I'm very distressed to hear Senator Padavan's unfair shot at our employees."

Doyle Natale

Contract, Pensions Occupy Spotlight In Middle Months

CSEA officials sign three-year contract with state to provide 12 percent pay raise over first two years.

(Continued from Page 5)

Monroe chapter wins another arbitration case: This time in a dispute over county's attempt to change requirements for granting employees their annual increment. County had arbitrarily raised the rating system from 50 percent (based on appearance, attendance and judgment) to 75 percent.

In another Monroe arbitration case, ruling is made that county can request reason for personal leave in solving problems with respect to examinations and promotions. County had arbitrarily raised the rating system, and those employees on the job prior to July 1.

County, will become a rehabilitation center for non-narcotic, non-convicted drug abusers, as part of Governor Rockefeller's expanded anti-drug legislation.

Announcement made that State Division for Youth's Olivet Training School, located in Orange County, will become a rehabilitation center for non-narcotic, non-convicted drug abusers, as part of Governor Rockefeller's expanded anti-drug legislation.

President-setting decision announced by PEBB discrediting Service Employees International Union, Local 100, petitions to represent certain full- and part-time employees of Town of Babylon. Dismissal based on evidence of falsified signatures on show-of-interest cards. CSEA's Long Island field supervisor Edwin Clancy says, "This is what we have suspected that SEIU has been doing all along ... The employees we represent can never figure out how SEIU got the designation that county can request reason for personal leave in accordance with existing Civil Service Rules.

Candidates in CSEA statewide and regional elections draw for their positions on ballots. Four additional candidates for State Executive Committee qualify by submitting petitions.

CSEA wins grievance, requiring Niagara County to distribute $23,685 in back pay to 41 county nurses who had been arbitrarily reduced from 40 hours to 35 hours per week with subsequent lowering of their salaries. Chapter president William Doyle had argued that CSEA's contract with county provided a set salary no matter how many hours were worked.

Leaders of four largest Social Services departments outside New York City met to plan joint action to protect workers in event of state takeover of welfare. Meeting is attended by Nassau chapter president Irving Flaimienbaum, Suffolk chapter president Ben Porter, Westchester chapter president John Harken and Erie Social Services unit president David Reaves.

Members of CSEA special task force for the development of community residential and rehabilitative programs meet in Albany to discuss and plan action on labor-related problems that have cropped up as result of program changes announced by Mental Hygiene Department.

Statewide Emergency communications system announced by CSEA restructuring committee. System would rely on telephones to appointed persons in each region, who would then contact local officials in their area, doing the pertinent data. This would be followed up with use of "teleprinter" to flash the written communication to all regional offices.

Guidelines released establishing pregnancy as a disability per most recent CSEA contract with state. One important change is that any married employee is eligible for sick leave at half pay and extended sick leave in accordance with existing Civil Service Rules.

(To Be Continued Next Week)
81. The total number of inexperienced officers in the group was (A) eight, (B) seven, or (C) four.

82. According to the paragraph, the rate of increase greater than ten percent.

85. The rate of auto thefts increased less than ten percent.

88. According to the paragraph, the rate of killings in New York City (A) was not included in the report, (B) decreased the same as the rate of burglaries, or (C) did not change for the year.

86. A visitor arrives at 6:15 P.M. The blank charts are not reprintable. The correct answers are clear from the choices given.

83. The total number of inexperienced officers in the group was (A) eight, (B) seven, or (C) four.

87. At 6:15 P.M. an alarm is sounded in the factory. Shortlly afterwards, a man the age of his appointment to his appointment.

84. A recent newspaper story reported that in New York City four of the seven major types of crime increased during the first half of this year, the rate of increase greater than ten (A) rape, (B) assault, or (C) homicide.

89. The correct boxes to check under Ali殴 are (A) Food, (B) Water, or (C) Other.

90. The correct charts are not reprintable.

91. Under Disposition of Case, Officer Firestone should check the box for (A) Removed to Hospital, or (B) Left at Place of Occurrence.

92. Under Character of Road, Officer Reza should have checked the box for (A) crossword, (B) straight, or (C) other.

93. The box which he should have checked under Type of Traffic Control is (A) Flashing Light, (B) Gutter, or (C) Signal Light in Operation.

94. The box which he should have checked under Pedestrian at Intersection is (A) Crossing Against Signal, or (B) Crossing With Signal.

95. He should have checked box which he should have checked under Action at Intersection is (A) Approaching Hilltop, or (B) straight on hill.

96. The box which he should have checked under Action at Intersection is (A) Approaching Hilltop, or (B) straight on hill.

97. A bank is held up in the block bounded by W 4th Street, Washington Street, and 2nd Street. The crime occurred in sector (A) Adams, (B) Charles, (C) Boy, or (D) David.

98. A patrol car heading north on River Street between Ash and Elm Streets receives a call to proceed to the intersection at Adams and Oak. In order to travel the shortest distance and not break any traffic regulations, the patrol car should turn left on Elm and right on Market.
Leader Analysis Of Police Exam

By KATHARINE SEELEY

Since most of the questions from the second half of the Police Officer Exam are mathematical or factual answers based on diagrams, The Leader analysis is limited to a review of the judgmental questions and candidates. The questions which may be protested are listed on Page 36 of the Police Officer Exam. The Leader discussed five of these questions, nos. 26, 37, 50, 55, and 56, which will be protested by several candidates.

Added support for protesting nos. 26 and 37 was discovered in an unofficial answer sheet circulated in the Police Academy prior to the release of the answers by the City Police Officers who marked the answer sheets. The proposed correct answers, either C or D might be correct for no. 37. No analysis accompanied those answers.

Also on that answer sheet nos. 85 had two answers, and these are discussed below.

Candidates are reminded that instead of arguing for a change in an answer they may call for the deletion of an entire question. This might apply to a question such as no. 26 for the obvious reason—a question the employee—was not listed among the candidates.

Questions 6 through 100 are reprinted in this issue of The Leader, beginning on Page 4, and the proposed key answers are listed here this week on the page. Questions 1 through 55 appeared in the Jan. 1 edition, however nos. 6 through 15 were not reprinted since they were a simple matter of matching photographs.

In response to some readers who either called or wrote that they were punished by the protest process, three points should be made. First, if the challenge to an answer is upheld, the Department of Personnel's original answer still holds; the other answer is simply added as another correct choice. Thus, no one's score will go down as a result of a protest.

Second, there is no penalty for submitting a protest which Personnel deems unimportant. All the candidate stands to lose is a point for the question he got wrong anyway.

And third, some candidates apparently believe they need legal assistance in order to submit a protest. This is a common practice for candidates taking promotional exams, especially in the uniformed services; it is quite rare and totally unnecessary at the entrance level.

In submitting a protest, the candidate need only describe, as best he can, what he was thinking when he chose the answer he did. Since this was an entrance level exam and the candidate presumably had no police training to help him judge police policy or the penal code should have been incidental. The candidate's judgment, his ability to reason and to work out basic mathematical problems. Following is the analysis of questions 72, 85, and 94. The Leader welcomes comments from test takers and others interested in the test. Protests must be submitted to the DPD by Jan. 18.

72. The question asks which answer may be inferred—emphasis added—from the paragraph. According to Webster's, the term inference has a specific meaning, and the question must make assumptions. Test takers must only assume that the construction of the sentence was intentional. Therefore, the proposed correct answer, B, would appear to be weakened because that option is explicitly stated in the paragraph, and no inference is required. It would seem from the paragraph that either A or C could be inferred; clearly it is important for the officer to know the facts and what and indeed should have been there if he had nothing to say, should make the case stronger, either for or against the defendant.

85. This question had two possible answers—A or C—on the unofficial sheet circulated with no analysis in the Police Academy. The paragraph says four of the seven major crimes increased, and rapes, assault and homicides increased more than 10 percent. Three other types, larceny, robberies and burglaries, decreased. And auto theft was the seventh major type. Clearly auto theft was included among the crimes that increased. Pressure since auto theft was not mentioned with the others as having increased more than 10 percent. It increased less than 10 percent. That is, however, only an assumption, albeit logical, and it may be that auto theft did not increase more than 20 percent or 30 percent. This is apparently the correct answer, C, that auto theft was not specifically mentioned as having increased more than 10 percent. The reader knows only that auto theft increased; he does not know by how much, nor does our police officer advised: never assume anything.

94. The paragraph says: "...the light turned green. (Goldsmith) started downhill and immediately struck Mr. Bates." Goldsmith was starting downhill and immediately struck Mr. Bates, whom he had no way of knowing when the light would be released. If he depends on the light to be green, he should have been Incidental. The paragraph says: "That is, however, only an assumption, albeit logical, and it may be that auto theft did not increase more than 10 percent. It increase less than 10 percent. That is, however, only an assumption, albeit logical, and it may be that auto theft did not increase more than 20 percent or 30 percent. That is, however, only an assumption, albeit logical, and it may be that auto theft did not increase more than 20 percent or 30 percent. This is apparently the correct answer, C, that auto theft was not specifically mentioned as having increased more than 10 percent. The reader knows only that auto theft increased; he does not know by how much, nor does our police officer advised: never assume anything.

Police Officer Exam

A patrolman was driving his squad car about 10:00 P.M. one evening when he received a radio transmission stating that a car had been hit on Grove Street. The patrolman immediately proceeded to Grove Street. The car had stopped quickly to avoid hitting Car #2, which was immediately struck from behind by Car #3. Car #2 continued on Grove Street without stopping. Which of the four diagrams below best represents the accident described?

Key Answers

EXAM 1974

PATROLMAN-POLICEWOMAN

Proposed Key Answers

Written Test Field

Dec. 13, 1973

Of the 117,600 who filed for this exam, 55,474 appeared. Candidates are noted below the list of successful candidates against these proposed key answers who have until the 15th day of January, 1974, to protest their protests in writing, together with the evidence upon which such protests are based.


Police News

The following named persons were appointed to the position of police officer on probation effective Oct. 29, 1973.

(Continued from Last Week)


Hundred fifteen candidates were called to the written test and 200 appeared; 106 were called to the oral testing and 102 appeared. Salary is $8,300.

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Judy Phillips

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BEST BROADWAY CAST ALBUM
DON'T BOTHER ME, I'LL Cope

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ANNUAL LEAVES AND RETIREMENT BENEFITS

A discussion of the new law regarding annual leave savings appeared in The Leader issue of Dec. 25. That law, signed Dec. 14 by the President, allows the federal employee to carry over his excess leave from one year into the next. This law P.L. 93-181, is mentioned again here because it includes, a retirement bonus not previously discussed.

Future retirees can build up a substantial amount of cash payable upon retirement for leave from the government. For example, suppose an employee has 39 days of annual leave which he plans to carry over into 1974. He plans to retire (or leave the government) during this year and his annual leave will be worth $108 per day. During 1974, the employee will earn an additional 26 days of annual leave if he does not take any vacation.

Under the new law, this work-
er will be entitled to a lump sum payment for the 30 days (240 hours) of annual leave which he carried over from 1973 to 1974 plus 30 days (240 hours) earned but not used during the year.

Thus, when he retires, that leave will be worth at least $4,800 to the $10-an-hour employee.

Hence, those employees who have accumulated a large number of annual leaves will benefit most from the new law.
following is a complete description of the new exam. Test consists of three sub-tests, for sanitationman.

These candidates passing qualification test will receive a score above zero on each of the three competitive sub-tests and a general average of at least 25 for the competitive physical test.

**Subtest I**

**Garbage Bag Carry**

At the signal "GO," the candidate will, as directed, pick up a "garbage can" and carry it for approximately 35 feet to the end of the course, and place it on a shelf. The better of two trials shall be used.

No credit will be given for an operation if the can is dropped or otherwise not kept under control.

The better of two trials will be rated.

**Subtest II**

**Agility - Climbing Weight 50**

At the signal "GO," the candidate will pick up a "garbage can," weighing approximately 160 pounds and then climb three times up the 60 ft. run. The faster of two trials will be used.

No credit will be given for an operation if the can is dropped or otherwise not kept under control.

The better of two trials will be rated.
Ballots Out This Week

On Suffolk Ed Election

RIVERHEAD — The Suffolk County Educational chapter, Civil Service Employees Asso, will hold an election for president of the chapter members on Jan. 9. All ballots will be sent to the member of the education chapter does not receive a ballot by Jan. 15, he should immediately contact the election representative nearest him. They are: Thomas R. Wilkerson, Plateau Road, Middle Island, N.Y., phone: 732-0837; Charles Cercone, 233 Michigan Ave, Bellport, N.Y., phone: 266-2220; Philip Allen, 1333 North Garden Drive, Bayshore, N.Y., phone: MO 6-9595; John Haack, 97 Winstead Drive, Kings Park, N.Y., phone: 287-7753.

Computer Services Mgr.

ALBANY — The Civil Service Board has selected three candidates for the largest public employee union, needs an EDP Professional supervisor to supervise and develop systems and procedures and maintain a daily liaison with its service bureaus.

Three-Way Race Shaping Up

Westchester Chancellor

WHITE PLAINS — Raymond Cassidy, Pat Mango and Salvatore Trabakino have been nominated as candidates for president of Westchester County chapter of the Civil Service Employees Asso.

For fourth vice-president, the nominees are Carmine DiBattista, 120 Grove St., Albany, N.Y. 12224 by Jarr. and a former vice-president of the chapter; Mr. Mango, first vice-president of the chapter; Mr. Cassidy, second vice-president of the chapter; Mr. Trabakino, the chapter; Mr. Mango, first vice-president of the chapter, I feel secure that a CSEA then assisted the nurse with a staff of 2,700 employees has a case load of 2,200 persons to protect the hospital grounds at any hour. I think we can't be held responsible for outsiders who can roam the grounds at any hour. We certainly need an expanded security force and this has been one of our proposals in negotiations. We'd like to see roving patrols at night.

We also want more light. It is too dark at night. And some system of control must be set up for visitors.

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Three-Way Race Shaping Up

Westchester Chancellor

WHITE PLAINS — Raymond Cassidy, Pat Mango and Salvatore Trabakino have been nominated as candidates for president of Westchester County chapter of the Civil Service Employees Asso.

For fourth vice-president, the nominees are Carmine DiBattista, 120 Grove St., Albany, N.Y. 12224 by Jarr. and a former vice-president of the chapter; Mr. Mango, first vice-president of the chapter; Mr. Cassidy, second vice-president of the chapter; Mr. Trabakino, the chapter; Mr. Mango, first vice-president of the chapter, I feel secure that a CSEA then assisted the nurse with a staff of 2,700 employees has a case load of 2,200 persons to protect the hospital grounds at any hour. I think we can't be held responsible for outsiders who can roam the grounds at any hour. We certainly need an expanded security force and this has been one of our proposals in negotiations. We'd like to see roving patrols at night.

We also want more light. It is too dark at night. And some system of control must be set up for visitors.
Sanitationman Medical Standards

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PARTY LINE-UP — At the joint Christmas party of the Binghamton State-Broome County chapters, CSEA, at St. Mary's in Binghamton were officials and guests, from left: Frank Shvitsky, social committee chairman; Angelo Vallone, Broome County chapter president; Beth Stover, Binghamton State Hospital chapter treasurer; Frank Martello, CSEA regional supervisor; Jack Herrick, Broome County unit president; Eleanor Korchak, Binghamton chapter president; Ted Brochu, of Syracuse State School; Clarence Laufer, Syracuse State School chapter president, and Leo Weingartner, Binghamton State chapter president.

ALBANY YULE PARTY — Among participants at the Albany County chapter, CSEA, Christmas party at Knights of Columbus Hall, Cohoes, are, from left: Donald Longale, president of South Colonie School District unit, CSEA; Howard Cropsey, president of the Albany County chapter; Dorothy Taber, chairman of the Christmas party, and Chester E. Smith, president of the North Colonie School District unit.

ONONDAGA DOINGS — At the Liverpool County Club in Liverpool, the Onondaga chapter, CSEA, gathered for its annual holiday dinner-dance. Among celebrants were, from left: CSEA treasurer Jack Gallagher, chapter president Andrew H. Flacito Jr., and CSEA.

SILVER ANNIVERSARY — Leo Weingartner, president of the Binghamton State chapter, CSEA, and his wife Joyce celebrated their 25th wedding anniversary and accepted congratulations at the chapter's recent joint Christmas party with Broome County chapter. The couple are active CSEA members and are employed at Binghampton State Hospital.

GIFT TO PATIENTS — Katherine Beck, chief supervising nurse at Utica State Hospital, accepts a check for the patients' fund from Anna Mae Darby, treasurer, Utica State Hospital chapter, CSEA.

What Energy Shortage? — People Glow At Christmas

MAN OF THE HOUR — Santa Claus was the prime attraction at the Downstate Medical Center, Brooklyn, pediatric-cardiology division Christmas party. In attendance were children from infants to teenagers who have been treated and recovered from congenital or rheumatic heart disease. The Santa is Peter Lombardo of the maintenance department, and assisting him is Dr. Stanley Goldstein, director of the division.