State Report Rips Monroe CS Office

ROCHESTER—Monroe County Civil Service Commission officials have circumvented state law in some employment practices, a team from the State Civil Service Office in Albany has reported.

The county commission has kept on county, city, town and school payroll employees who have flunked civil service tests, the report says.

State investigators also have uncovered illegal hiring practices and say the county personnel office is chronically understaffed.

The state report says that some practices for which the county commissioner was criticized in 1970 are continuing.

Seeka Investigation

Democrats in the County Legislature said they will call for a legislative investigation into the practices of the commission.

County Manager Lucien A. Martin declined to comment, but Frederick W. Lapple, county personnel and civil service director, defended his office against the charges, saying he thinks Monroe County has "one of the better commissions in the state."

Twenty-nine public employees should be fired because they have failed to meet civil service requirements, the report says. (Continued on Page 11)

200 Roar Protest To Yonkers Cuts In Cafeteria Staff

(Special to The Leader)

YONKERS—Over 200 school cafeteria employees of the City of Yonkers packed the cafeteria of Burroughs High School April 17 to protest proposed cutbacks in the cafeteria department.

The immediate protest by the employees, who are members of the Civil Service Employees Assn., was triggered due to a recent letter sent to CSEA representatives by Arnold Fishman, consultant to the cafeteria department. CSEA was informed that 49 food service helpers would be laid off and that the action would take effect for the school year 1974-75.

CSEA officials present at the meeting included Raymond G. Caissi, president of the Westchester chapter, and Caroline Casella and Michael Monzola, president and vice-president of the Yonkers Non-Teaching unit. The CSEA staff was represented by Tom Luposello, regional supervisor. Randolph V. Jacob, of the union's public relations department, and field representatives Joe O'Connor and Ron Mazzola.

The proposed lay-offs presumably are the result of budgetary problems experienced by the Board of Education, but CSEA officials say that the difficulties are due to possible mismanagement on the part of the administrators and are not the fault of the cafeteria employees who are dedicated and loyal workers. Ms. Casella said that the presence of the CSEA officials was indicative of the all-out support of the union in the fight to see that no jobs were abolished. Applause greeted her declaration, "We are a union, and we are going all-out to save these jobs."

Frustration that no expense would be spared by the Westchester chapter in stopping the firing of employees, Mr. Caissi said, that lay-offs could lead only to a union, and we are going all-out to save these jobs."

Greenport Unit Joins In Suffolk

MIDDLE ISLAND—Wallace Weeks, president of the Suffolk Educational chapter, Civil Service Employees Assn., has welcomed the chapter's newest addition — the Greenport school unit.

The officers are: president, William Mollenhan; vice-president, Victoria Halkins; secretary, Althea Seaves; treasurer, Victoria Hennessy.

The unit consists of all non-instructional employees, including custodians, secretaries, nurses, and teacher aides.

Irwin Behrfield, field representative, said the addition of the unit now makes Suffolk Township 100 percent in CSEA.

The Suffolk chapter represents the Southold Town employees and the Greenport Village employees. The Suffolk Educational chapter represents the Mattituck School District, Southold School District and the Greenport School District.

All public employees are therefore represented by CSEA in the Town, Village and School Districts, with the exception of police and teachers.
C.S.E. & R.A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

MEMORIAL DAY PROGRAM

BARBADOS—7 Nights
K-5089 Le  May 25, Rest  June 2
MAP...$308

SAMOA—7 Nights
K-5089 Le  May 25, Rest  May 31
Flight Only...$100

USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenotype Recorder. We guarantee you between $30 and $50, a week, licensed by N.Y. State Education Dept., and paid weekly. No experience necessary.

FOR CATALOGS WRITE STENOTYPE ACADEMY
239 Broadway, Opposite City Hall, New York City, N.Y. 10038

USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenotype Recorder. We guarantee you between $30 and $50 a week, licensed by N.Y. State Education Dept., and paid weekly. No experience necessary.

FOR CATALOGS WRITE STENOTYPE ACADEMY
239 Broadway, Opposite City Hall, New York City, N.Y. 10038

PLUMBERS HELPERS EXAM

Mon.—Wed. 6—9 P.M.
BERK TRADE SCHOOL
344 Atlantic Ave, Brooklyn
Call 855-5003

USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenotype Recorder. We guarantee you between $30 and $50, a week, licensed by N.Y. State Education Dept., and paid weekly. No experience necessary.

FOR CATALOGS WRITE STENOTYPE ACADEMY
239 Broadway, Opposite City Hall, New York City, N.Y. 10038

CIVIL SERVICE LEADER Tuesday, April 23, 1974

Vulcans Say Model Cities Breaks "Cycle Of Poverty" Lending support to the "vee model cities" movement, the Vulcans say they are now in the face of pending budget cuts that would eliminate the city's money for the program. The full month devoted much of its Newsletter to detailing the benefits of the various projects that have been funded through the Model Cities fire safety programs.

Meals: Between the ages of 16 and 27 who live in Harlem/Ast, Harlem, South Bronx or Central Brooklyn are considered "fire cadets" in the program.

The cadets have saved the city millions of dollars, the newsletter says, through their efforts such as the hydrant abuse prevention program, the Fire Balance Corps, the false alarm program and various fire prevention demonstrations. The cost savings from the hydrant abuse prevention program alone were estimated at $3,889,500.

As important as the savings so far have been and the aid to the Fire Dept., however, is what the newsletter calls "the effect of the program on the criminal element." "Men who previously had no conception of how to fire a gun are competing for a Civil Service Exam and who once bordered on hardcore unemployed" have now become "police or fire cadets, comparable jobs, to college or the military."

The newsletter concludes that "for these young men the circle of poverty has been broken. While others are stuck and living their life from one Job to the next, these young men have an access to their future careers in civil service or private industry, they have been offered a means of ascent in the legal system, and also a place in the Fire Dept., and to their communities. The program has been an example of cooperation between the Federal, state, city agencies and the residents of a depressed area."

Fire-House Dedicated

Mayor Beame dedicated a new fire house at the corner of 8th Avenue and 44th Street, April 21. The new house on the corner of 8th Avenue and 44th Street, is the second of 22 planned by the city's Fire Department, which is completing the $580 million project.

The new house, built at a cost of $1,300,000, will serve as the quarters for Engine 44, Ladder 9 and Battalion 9, and includes within its area the Broadway theater district, the Studio 54 nightclub and the construction of a new fire station at the corner of 8th Avenue and 44th Street, which was organized May 26, 1844, was formerly located at 204 West 41st St. until as recently as the latter part of last month it was upgraded and moved into the new quarters.

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees Published by
C.S.E. & R.A., 13c

2777 Western Ave., University Heights, N.Y. 10032

Publishing Office:
16 Warren St., N.Y., N.Y. 10007

Business and Editorial Office:
9 Warren St., N.Y., N.Y. 10007

Microform edition available by subscription through

AEC Microform, Inc., 2900 Wisconsin Ave., Washington, D.C. 20007

Individual Copies, 15c
State People Offered Low Cost Group Life

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not require a medical examination, is available during May to state employees who are members of the Civil Service Employees Assn. Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Dept., CSEA, 123 E. St., Albany, N.Y., 12207, on or before May 31. The applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Ekt St.

CSEA members who are local government employees will be offered the same special opportunity during the month of June. CSEA members who are under 50 years of age or who have not completed five years in state service, and who have not previously rejected for this insurance on the basis of a medical exam, are eligible for the plan. The examination is waived should a member be admitted to the hospital for the purpose of medical treatment. The plan grants members the right to sickness, death, etc., has been expressed in institutions and local communities. There will be exhibits, tours, and presentations. Refreshments will be available.

The school is three miles south of Mt. Morris, 12 miles north of Detroit on the route between. The school has been in operation since 1946 and is a member of the Civil Service Employees Union, which represents officers and employees of the State Education Department and also representatives of the New York City Region 2 and New York City chapter.

The testimonial will be held at the National Open House, NYC, from 1:30 to 5 p.m. and 6 to 8 p.m. The theme for the day will be "Unification Services: An Evolving Concept." A spokesman for the organization said the theme is prompted by the growing need to unify services provided to the handicapped in institutions and local communities. There will be exhibits, tours, and presentations. Refreshments will be available.

The school is three miles south of Mt. Morris, 12 miles north of Detroit on the route between.

May Testimonial Set For Bendet

NEW YORK — Solomon Bendet, one of the three vice-presidents of the Civil Service Employees Assn., will be honored with a testimonial luncheon May 5 given by the Complaint Bureau of the State Insurance Department.

The testimonial will be in recognition of the 44 years of service Mr. Bendet has had in the department since he joined it as a junior insurance examiner in 1936. As a result of his passing on competitive promotional exams, Mr. Bendet worked his way up to the position of Chief of the Insurance Complaint Bureau, prior to his recent transfer to the civil service position of Deputy Sup't. of Insurance.

Mr. Bendet's service to the Civil Service Employees Assn., as an elected official of the organization is believed to be the longest of anyone currently in office. Having been elected in 1970, for the current term. The testimonial will be given at the Astoria Hotel in Manhattan.

Tickets are available at $12.50. Checks for tickets may be sent to William Allmendinger, N.Y. Insurance Department, 123 William St., New York City. Checks should be made payable to William Allmendinger. For further information, Mr. Allmendinger can be reached at (212) 488-6106, and on May 20th at (212) 488-6021.

Craig State Open House

SONYEA—Craig Developmental Center (Craig State School) will hold its annual open house May 1, Dr. Vincent Bonafede, director, announced.

Hours will be between 1 and 5 p.m. and 6 to 8 p.m. The theme for the day will be "Unification Services: An Evolving Concept." A spokesman for the organization said the theme is prompted by the growing need to unify services provided to the handicapped in institutions and local communities. There will be exhibits, tours, and presentations. Refreshments will be available.

The school is three miles south of Mt. Morris, 12 miles north of Detroit on the route between.

Broome Sick-Leave Bank Seen As Non-Member Lure

BINGHAMTON—The Broome unit, Civil Service Employees Assn., has ended its long and often bitter battle with the county during contract negotiations for 1974. Amicable contract signing took place recently in the office of County Executive Edwin L. Crawford.

The agreement was signed April 19 after six months of hard-fought negotiations, which led to impasse procedures at the end of negotiations. The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations. The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations. The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations.

Members pay their insurance premiums through the automatic payroll deduction plan.

Lindenhurst Signs Pact

LINDENHURST—The Village of Lindenhurst unit of the Suffolk chapter, Civil Service Employees Assn., has signed a three-year contract that provides for a first-year package valued at almost $1,000 per man. It was announced by Felix Livingston, president.

The agreement was signed April 19 after six months of hard-fought negotiations, which led to impasse procedures at the end of negotiations. The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations. The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations.

The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations. The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations.

The contract provides for office employees a first-year package of increments averaging $300 due to the hard-fought negotiations, which led to impasse procedures at the end of negotiations.
The Court of Appeals last week unanimously reversed the Appellate Division, First Department, and State Supreme Court. Judge Hyman Korn in Balsah v. Retirement System. The decision will affect all involuntary retirement cases.

John Balsah was a senior accountant with the City Housing Authority. After 15 years of service, he was advised to appear before the Retirement Board for involuntary retirement. Before the Retirement Board for Authority. After 12 years of service, he was certified by the Board of Trustees, to controvert the conclusions they contained.

As a result of this decision, no civil service employee will be involuntarily retired without first having knowledge of the charges against him and an opportunity to submit contrary evidence.

2 Post Offices Move, But Their Zips Remain

WASHINGTON — Reform of the Social Security payroll tax to reduce the burden on the wage earner and increase the maximum taxable income has been supported by Rep. Benjamin Gilman.

The proposal, which Mr. Gilman has co-sponsored in the House of Representatives, would increase from $13,200 to $30,000 the income level above which no Social Security taxes are withheld from a worker's pay.

It would also reduce the Social Security tax rate from its present level of 6.2 percent to 3.9 percent.

"This legislation would put money back into the hands of those who need it most—the low and middle income members of our work force. By expanding the number of people participating in the Social Security program, it would lessen the burden on each of them individually," Congressman Gilman said.

Mr. Gilman also said the passage of this legislation would stimulate the national economy by putting cash back into the hands of the working man and woman. "As this buying power flows to the countryside, it would promote a general economic upturn," the congressman asserted.

State Promotion
Job Calendar
Applications Accepted To April 22

Written Exams June 1

Assistant Retirement Benefits Examiner IDP

Assistant Civil Engineer (Planning) DOT

Associate Civil Engineer (Planning) DOT

Principal Civil Engineer (Planning) DOT

Senior Civil Engineer (Planning) DOT

Oral Exams in May Or June

Assistant Director, Bureau of Industrial, Service, and Corporate Development (CMRMC)

Director of C.O.E. Services (PROMPT SERVICE)

Director of Sales Tax & FINAN

Metropolitan Deputy Tax Commissioner

TAX & FINAN

Applications Accepted To May 13

Written Exams June 22

Assistant Building Electrical Engineer (EXEC-OGS)

Assistant Civil Engineer (Structures) [DOT]

Assistant Heating and Ventilating Engineer [EXEC-OGS]

Associate Civil Engineer (Structures) [DOT]

Associate Gas and Petroleum Inspector (PUB SERV)

Associate Manpower Programs Coordinator (LABOR)

Clerical Positions IDP

Account Clerk

Audit Clerk

Statistics Clerk

Head Clerk (Payroll) [SUNY]

Head Stationary Engineer

Insurance Examiner (INSURANCE)

Principal Manpower Programs Coordinator (LABOR)

Principal Records Center Assistant (EXEC-OGS)

Principal Stationary Engineer (IDP)

Senior Building Electrical Engineer (EXEC-OGS)

Senior Civil Engineer (Structures) [DOT]

Senior Gas and Petroleum Inspector (PUB SERV)

Senior Heating and Ventilating Engineer [EXEC-OGS]

Senior Manpower Programs Coordinator (LABOR)

Supervising Gas and Petroleum Inspector (PUB SERV)

Oral Exam in July

Chief Budgeting Analyst (LABOR)

Performance Test in June

Motor Equipment Field Inspector (DOT, REGION 8)

Motor Equipment Test Mechanic (DOT, REGION 8)

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th Floor, Manhattan, 10047; 448-4248; State Office Campus, Albany, N.Y., 12226; and Suite 750, 1 W. Genesse St., Buffalo, 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request to the above address to specify the exam title and number.
Rios To Complain At Bd.

George J. Rios was sworn in last week as deputy assistant director of the Civilian Complaint Review Board.

Mr. Rios has an extensive background in community relations and public affairs. He was most recently employed by Con Ed as their public affairs representative. Prior to that he was administrative director of the East Harlem Redevelopment Project and a coordinator of ARIFBA, Inc.

Announcing the appointment, Police Commissioner Michael Cordileone said, "As a highly respected member of New York's Hispanic community, Mr. Rios' years of experience in the community will greatly assist in providing the Hispanic community a receptive medium for hearing grievances and resolving complaints lodged against members of the service. All too often in the past, the language barrier and a lack of knowledge of the police role and services have led to misunderstanding and unnecessary friction between members of the department and the people we serve."

American Legion Meet

MANHATTAN—the American Legion, Dept. of Sanitation, Post 1110, will host a meeting at 6 p.m. April 24 at St. Andrew's Church, 209 Cardinal Hayes Place, Manhattan. Refreshments will be served.

Columbia Assn Meet BROOKLYN—the Columbia Assn. of the Dept. of Sanitation will have a delegates meeting at 7 p.m. followed by a mass meeting at 8 p.m. on April 26. Both will be held at Columbia Hall, 543 Union Avenue, Brooklyn.

Energy Crisis Stokes State's Unemployment

Of the 450,000 state workers who became unemployed in the beginning of the year, at least 13,000 workers lost their jobs as the result of the "energy crisis," according to the State Dept. of Labor. The state's unemployment rate rose to 6.2 percent in January and February, from 5.5 percent in December. The state's figures are based on residences, not place of work, according to the state's new federal measuring system which is expected to result in increased federal aid to the jobless.

American Legion Meet

MANHATTAN—the American Legion, Dept. of Sanitation, Post 1110, will host a meeting at 6 p.m. April 24 at St. Andrew's Church, 209 Cardinal Hayes Place, Manhattan. Refreshments will be served.

Columbia Assn Meet BROOKLYN—the Columbia Assn. of the Dept. of Sanitation will have a delegates meeting at 7 p.m. followed by a mass meeting at 8 p.m. on April 26. Both will be held at Columbia Hall, 543 Union Avenue, Brooklyn.

FDNY To The Rescue

In Bolton, Mississippi

The New York Fire Department is responding to another alarm. And it is sacrificing one of its members.

Not news? Well, the box, this time, is in Bolton, Mississippi, population 1,100. And what is being sacrificed is not one of New York's bravest but a fire engine.

GS5 Has Openings For Operating Engnr

The General Services Administration of the federal government is recruiting for a general utilities operating engineer in both Manhattan, a grade 10 position ($5.00 per hour) and in Newark, New Jersey, a grade 11 position ($5.50 per hour).

Candidates who have sufficient air conditioning and heating experience to work independently qualify for the positions.

For more information and to apply for these jobs, contact Mr. John Neklic, Personnel Office, GSA, 26 Federal Plaza, N.Y., N.Y. 10007.

it'll still be a great smile ten years from now

...with the help of a good, solid dental program

If you work for a town, county, village, city or school district covered by Blue Cross and Blue Shield, you already know what good plans they are.

How about dental coverage? We believe a healthy smile is everyone's right. Don't you agree?

Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. (These contracts provide dental insurance only.)

MBA Bronx Property

BRONX—More than 97% Bronx properties, primarily in the Mott Haven, Melrose and Morrisania sections, were acquired by the Dept. of Real Estate last week at a result of the failure on the part of the former owners to pay taxes for more than three years, according to Municipal Service Administrator John Carroll.

Key Punch Practical

MANHATTAN—A total of 251 key punch operator candidates have been called to take the practical part of exam 3128 on April 27 at 2 Broadway, 6th floor, in Manhattan. Candidates are scheduled to appear at half-hour intervals from 8:30 a.m. to 4:30 p.m., according to the City Dept. of Personnel.

St. George Meet

MANHATTAN—The Dept. of Sanitation's St. George Assn. will meet to discuss important matters April 26. The meeting will begin at 8:30 p.m. in room 1002 at 71 W. 33rd St., Manhattan. Refreshments will be served.

Federal News

SSI Applications Still Accepted

Those who qualify for the new federal program providing extra monthly cash available for the elderly, the blind and disabled who are living on limited incomes should promptly apply to their nearest Social Security office or to any Social Security office candidates should bring with them the help of a good, solid dental program.
Right To Work

Currently being debated in the New York State Legislature is a bill that hopes to union security provisions under the Taylor Law. More familiarly, this can be identified as the agency shop bill, sponsored in the Senate by Senator Flynn as bill number S. 5301, and in the Assembly by Assemblyman Hubert N. Stauffer of New York City, number A. 11864.

This has admittedly been a matter close to the hearts of union members for many years. Last month, delegates to the Civil Service Employees Assn. convention voted to make one of the priority items they would seek in the current Legislative session. CSEA president Theodore C. Wendl has issued a request to the membership for grassroots support of this measure in an appeal for individual letin-to-letin lobbying urging them to know the rank-and-file support for the agency shop.

The term "free-loader" is often heard when union members discuss the issue, since they feel that those people who do not join the union and do not pay union dues to help cover the cost of their representation are taking advantage of their benefits. The union leaders hope that this measure will bring a more fair representation of the interests of all employees to the bargaining table.

CSEA president Theodore C. Wendl has issued a request to the membership for grassroots support of this measure in an appeal for individual letin-to-letin lobbying urging them to know the rank-and-file support for the agency shop.

In addition, there is increasing evidence that Governor Rockefeller's controversial get-tough-on-drug-pushers law is showing results. At least on college and university campuses the drug problem seems to be showing signs of abatement.

Different Situation Here

The problem which arose was that the complainant was one with a pre-emptive right to the exclusion of all others for appointment to any existing vacancy. The law in this state is that all eligible persons, including women, are to be considered for appointment to the same degree that men are. A Special Term of the Supreme Court, Schenectady County, held that the complainant, a woman, had a right of appointment to a police sergeant position under the Taylor Law, and had a right to be considered for appointment to any existing vacancy.

The court stated: "Penalties for discrimination are severe, and the gravity and importance of the discrimination complained of here is further emphasized by the fact that the complainant was not appointed on the basis of her qualifications, but rather because of the sex of the complainant." The court found that the complainant was entitled to the position and that the Taylor Law did not give any pre-emptive right to the exclusion of all others for appointment to the same degree that men are.

The court noted that it has been consistently held by the courts that once an eligible list has expired, the Legislature is without power to order eligibility by resubmitting the list. Such an action was held unconstitutional where the State Legislature had sought to revive and reissue an eligible list that had expired. The State Division of Civil Rights in effect by its order had conferred upon the complainant a status or right of appointment to the exclusion of all others to be appointed to the next vacancy without proof that she was better qualified. The complaint was brought to the Civil Service Commission, the court ruled that the complainant had a status or right of appointment to the exclusion of all others to be appointed to the next vacancy.

The court contended that the complaint was on its face a valid complaint, and that the Legislature is without power to order eligibility by resubmitting the list. Such an action was held unconstitutional where the State Legislature had sought to revive and reissue an eligible list that had expired. The State Division of Civil Rights in effect by its order had conferred upon the complainant a status or right of appointment to the exclusion of all others to be appointed to the next vacancy without proof that she was better qualified. The complaint was brought to the Civil Service Commission, the court ruled that the complainant had a status or right of appointment to the exclusion of all others to be appointed to the next vacancy.

THE LIST the complainant was on had expired by operation of law and not by virtue of any act of the City or any of the other respondents. It was further noted that other petitioners who had taken and passed numerous promotional examinations without securing promotion, and that men were afforded superior qualifications had been promoted. The woman had taken an exam in August 1967 and was placed eighth on the eligible list. The Human Rights Division found that failure of the City to appoint the complainant a police sergeant was based on discrimination against her because of her sex.

THE SPECIFIC PROMOTION complained of occurred in August 1971. Later In August 1971, the list expired. In May 1971, another examination had been held, anticipating the expiration of the list in effect at that time. The complainant took that examination and, in the opinion of the Human Rights Division, that examination were announced, her name did not appear as one of the successful candidates. In March 1973, the Human Rights Division issued an order finding that the complaining respondent did not comply with the requirements of the Taylor Law, and that no action was taken by the City to fill a vacancy in the position of police sergeant.

The problem which arose was that the complainant was not on a current eligibility list, and thus a conflict between the Human Rights statute and the Civil Service Law arose. The Division of Human Rights, pursuant to Section 397 of the Human Rights Law, sought an injunction preventing the City from appointing any police sergeants until the rights of appeal of the City and the Schenectady Police Association had been exhausted from the Division's earlier order. The City contended it could not legally comply with the order of the Division, since the Civil Service Commission cannot certify the name of an applicant to fill a position if that applicant's name does not appear on an eligibility list.

The court noted that it has been consistently held by the courts that once an eligible list has expired, the Legislature is without power to order eligibility by resubmitting the list. Such an action was held unconstitutional where the State Legislature had sought to revive and reissue an eligible list that had expired. The State Division of Civil Rights in effect by its order had conferred upon the complainant a status or right of appointment to the exclusion of all others to be appointed to the next vacancy without proof that she was better qualified. Moreover, in this case the position of police sergeant becomes vacant with fair regularity, and if the final de
Letters To The Editor
Fire Officers Reply To City Columnist

Editor, The Leader:

We support freedom of expression particularly in the press, but when a columnist is repeatedly used as a tool, as Mr. Bauch did in the March 26 issue, to mislead a group as important as ours, the press must respond. All fire officers are served by the Uniformed Fire Officers Association, and are represented in all matters affecting wages, hours, pensions, and conditions of employment. We are indeed a select group of supervisors, all with tenure protected by an association organized for 10 years. Our success is without parallel in municipal collective bargaining and in no small way is related to our affiliation with organized labor with which we have taken an active part.

Mr. Bauch started by advising our membership to retire with minimum service to gain benefits from legislation known as the "Hartnett-Matthews" case. He was advised at that time that there were several "scare words" in the excerpt which were printed in the March 14 issue, such as "women the unavoidable hazards women bring with them," which were not enough to fill these "normally male jobs." It is wrong to assume that all men are equal to the tasks of all men. Right! It is wrong to assume that all men are equal to all other humans in any way except under the law. But that is not the question. The question is: are all police officers physically and mentally capable of performing the duties required of police officers? If not, why are they police officers? One would hope that the few luxury wagons still around.

Before the energy crisis hit all of us would have said, "The VW 412 was right." Now it's more right than ever.

With the nation's big gas guzzlers in disfavor, the VW 412 may be one of the few luxury wagons still around.

For those of you who have followed Mr. Bauch's advice into early retirement, you have lost an increase in wages and pension benefits and will probably not receive the adjustments he promised. On the other hand, those who were influenced by the leadership of their union of fire officers continue to enjoy the fruits of their united labor-affiliated association.

EDWIN JENNINGS
Recording Secretary
Uniformed Fire Officers Ass'n.

Women's Rights
Editor, The Leader:

I am replying to selections of minutes of the March 14 meeting of the Citizens Organized for Public Rights, which were printed in the March 26 Civil Service Leader.

There were some who were "scared words" in that excerpt which have been used to discredit the feminist movement since women were campaigning for the right to vote, and I believe it is time to look at the facts that lead to these terms and think of the question at hand with less emotion.

As far as there being "some jobs which we just do not expect of women," look at World War II—women drove tanks, tended factory machinery, and worked on the lines of the Citizens Organized for Public Rights, which were printed in the March 26 Civil Service Leader.

There were some who were "scared words" in that excerpt which have been used to discredit the feminist movement since women were campaigning for the right to vote, and I believe it is time to look at the facts that lead to these terms and think of the question at hand with less emotion.

As far as there being "some jobs which we just do not expect of women," look at World War II—women drove tanks, tended factory machinery, and worked...
The following report was delivered by committee chairman Kenneth Cadieux. Other committee members: O'Connor, Cimino, Joseph Kinney, Genevieve Luce, Eugene Nicolella, William Roberts and Audrey Snyder.

The following items were passed by the Delegates at the Annual Meeting held at the Melville in Rochester from Sept. 30 to Oct. 4, 1973. This is the second reading of these amendments. If passed by the Delegate Assembly they will become part of our Constitution.

1. Article IV is hereby amended by adding a new subsection section to be known as Section 5.

Section 5. OATH. All officers of the Executive Board, the Board of Directors shall be required to take an oath of office as prescribed by the Board of Directors prior to assuming the duties of their respective offices.

2. Article IV, Section 4(d) is hereby amended to read as follows:

Region 1: Long Island Region: Nassau and Suffolk.
Region 2: New York City Region: Richmond, Kings, New York, Queens, and Bronx.
Region 5: Western Region: Erie, Genesee, Livingston, Orleans, Wyoming, Allegany, and Orleans.
Region 6: Northern Region: Oneida, Madison, Jefferson, St. Lawrence, Franklin, Jefferson, Lewis, Madison, Oneida, Oswego, Jefferson, Watertown, St. Lawrence, Oswego.
Region 6: Western Region: Allegany and Steuben.

All chapters shall be members of the region in which they were chartered or located.

(Prior to the effective date of this section, all regional conferences herefore established pursuant to the Constitution shall remain in effect and all current officers of those conferences shall perform their duties until the installation of the new regional officers occurs.)

(a) (Beginning October 1, 1973, each regional conference area shall elect the Regional President, and shall have a minimum of three vice-presidents. No person shall be a member of the association if he is a state executive, an executive director, or a presiding officer, who shall be elected by the members assigned to their respective regions.)

(b) (Beginning October 1, 1973, each) regional conference area shall elect the Regional President, and shall have a minimum of three vice-presidents. No person shall be a member of the association if he is a state executive, an executive director, or a presiding officer, who shall be elected by the members assigned to their respective regions.

The following proposed amendments are as a result of a committee action taken upon the recommen-
dations of the committee and are in accordance with the restructuring act. These amendments must be passed at two meetings of the Executive Committee and the proposed amendments to the constitution which are passed at this meeting must also be passed at the next meeting of the dele-
gates, which presumably will be in September 1974.

The last paragraphs of Article IV, Section 3 is hereby amended to read as follows:

"The Board of Directors shall establish and appoint committees to be known as Board committees. The Board of Directors shall create such committees as it deems necessary, and approve the names of all officers of the Board of Directors and the constitution shall remain in effect until the installation of the new regional officers occurs."
Samuel Emmett, statewide membership chairman and NYC chapter delegate, speaks to delegates as Jack Daley, Tax and Finance chapter president and Board member, awaits turn.

Gloria Fleming, left, Commerce chapter secretary, and Karen White, Social Services departmental representative, added glamour to the convention proceedings.

Carole Triffelli, Albany Region 4 corresponding secretary and DOT chapter delegate, and Jimmy Gamble, Conservation departmental representative, were evidently on majority side of vote.

Virginia Kidder, left, Insurance chapter delegate, and Virginia Colman, president of SUNY at Farmingdale chapter, seem to be practicing their sign language during an intense moment at the Wednesday business session.

Overflow crowd filled the main meeting hall of the Concord Hotel for a record attendance exceeding 1,400 delegates. Many of the delegates found chairs along the back wall of the auditorium where combined meetings of delegates representing chapters in both CSEA's State and County Divisions got together to deliberate Association affairs.
Join the only team in New York that plays all over town, all year long.

Look for the familiar green-and-white OTB at these convenient locations...

MANHATTAN
- 207 W. 40th St.
- 85 E. 170th St.
- 84 W. Fordham Rd.
- 189 Centre St.
- 246 E. 125th St.
- 660 Broadway
- 44th St. W. of B'way
- 246-5990

QUEENS
- 130 E. 57th St.
- 202 W. 72nd St.
- 41-27 Bell Blvd
- 336 Front St.
- 35-12 74th St.
- 22-46 31st St.
- 107-40 Queens Blvd
- 1697 Pitkin Ave.
- 179 30 Hiltside Ave.
- 160 38 Northern Blvd
- 292 Utica Ave.
- 115 Water St.
- 1105 Avenue U
- 119 Westchester Sq.
- 1267 Fulton St.

BROOKLYN
- 3464 Jerome Ave.
- 302 Broadway
- 746 Manhattan Ave.
- 998 Flatbush Ave.
- 2901 Avenue
- 2435 Grand Concourse
- 6719 Bay Pkwy.
- 276 Avenue X
- 136-55 Roosevelt Ave.
- 1006 Central Ave.
- 16308 Jamaica Ave.
- 118 18 Liberty Ave.
- 160 38 Northern Blvd
- 277 E. 204th St.

THE NEW YORK ANTIQUES CENTRE
Open 10:30-6; Thurs. 10:30-9
Sun. 1-6; Closed Fridays:
IT'S ALL AT 962 THIRD AVE.
688-2293 between 57th and 58th street

WINNER
7 ACADEMY AWARDS
BEST PICTURE
BEST DIRECTOR

PAUL NEWMAN
ROBERT REDFORD
ROBERT SHAW
IN A BILL PHILLIPS PRODUCTION
OF A GEORGE ROY HILL FILM

THE STING
A ROBERT MACKINNON
DOUG ROBERTSON PRODUCTION

NOW at a Conveniently Located Blue Ribbon Theatre

New York Telephone

...or play the easy way with an OTB Telephone Betting Account.
Open an OTB Telephone Betting Account and then reach for your phone. We'll keep track of your bets and your winnings. It's the easiest way to plan.

OTB ACCOUNT REQUEST
Please open a Telephone account for me with the New York City OTB Track Betting Corporation

Name

Address

City, State, Zip

New York Telephone Number

[Signature]

DAVID A. COX, EXECUTIVE VICE PRESIDENT

THE NEW YORK CITY OTB TRACK BETTING CORPORATION

New York Telephone Number

Your account will be opened and charged to your credit card by

DAVID A. COX, EXECUTIVE VICE PRESIDENT

THE NEW YORK CITY OTB TRACK BETTING CORPORATION

Your account will be opened and charged to your credit card by

DAVID A. COX, EXECUTIVE VICE PRESIDENT

THE NEW YORK CITY OTB TRACK BETTING CORPORATION

New York Telephone Number

[Signature]
Raphael's Restaurant, Lalceland, from 6:30 p.m. Officers will address and city for the function from event chairman Lois Toscano. The event will be held at Raphael's Restaurant, Lakeland, from 6:30 p.m. Officers will be installed by Thomas McDonough, statewide executive vice-president. There will be music for dancing following dinner.

**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.

April
- 24—Erie County Clerk employees meeting: 8 p.m., Erie County Library.
- 24—State Insurance Fund chapter meeting: 5 p.m., 199 Church St., Manhattan.
- 25—Orange County chapter meeting: 7:30 p.m., chapter headquarters, Casa Fiesta Bldg., Rt. 211, Middletown.
- 25—Long Island Region Executive Board meeting: 7:30 p.m., Region headquarters, North Amityville.
- 25—New York City chapter executive board meeting: 5:15 p.m., 199 Church St., Albany.
- 25—Thruway Unit 1 employees meeting: 7 p.m., CSEA hq., 33 Eli St., Albany.
- 25—Psychiatric Institute chapter annual dinner-dance: 7:30 p.m., Trocadero Cafeteria, 179 Dyckman St., New York City.
- 26-28—Albany Region 4 excursion to Montreal: bus leaves Stato Campus Bldg., 12 at 1 p.m., April 26.
- 26-28—Central Region 5 meeting: Holiday Inn, Cortland.
- 27—Adirondack Council of Albany Region 4 Workshop: 9 a.m., Airport Inn, Westport.
- 29—Stony Brook SUNY chapter general meeting: noon to 1 p.m. on campus.

MAY
- 1—Southern Region 3 executive board meeting: 7:30 p.m., Holiday Inn, Newburgh.
- 2—Office of General Services chapter board of directors meeting: 6:30 p.m., Little Bayview Restaurant, Albany.
- 4—SUNY Brockport chapter installation and awards dinner: 6 p.m., Craig Hill County Club.

SMILES AND STYLES — That was the order of the evening as the Town of Hoptedale unit, CSEA Naaman chapter, held its dinner-dance at the Holiday Inn, Bethpage, Long Island. No one was more resplendent than the organizing committee, shown here, seated from left: Bettye Ross, John Coello, Winnie Franks and Celia Cadieox; and standing: Ralph Natale, chairman, and Beverly Vissoto, Dick Kelly, Tony Gianmattei and Ken Cochran.

**Dubovick Ridicules SEIU Claims, Sees Tactics Hurting Workers**

MIDDLETOWN—A claim by a rival labor union that it has signed up 500 employees of Orange County has been branded as "ridiculous" and "a last ditch gimmick that is as old as the history of labor organizing itself" by a top official of the Civil Service Employees Assn. in Orange County.

Carol Dubovick, president of the Orange County unit of the Orange County chapter, CSEA, said a claim by the rival Service Employees International Union (SEIU) that it has almost enough signed designation cards to force an election by county employees between CSEA and SEIU is "a deceitful tactic typical of the type of unsuccessful campaign SEIU has been running for several weeks in Orange County."

In a statement last week, she said, "SEIU is reaching to the very bottom of their bag of tricks to create the impression that they have generated substantial support among Orange County employees. It will not be sustained. I do not believe that our people will be taken in by such deception."

CAROL DUBOVICK

No Collision

"The time is fast approaching when SEIU must produce authentic, signed cards by at least 30 percent of the county employees or else fold their tents and admit they did not have the type of support they claimed all along. This reality has triggered desperate attempts to get additional people to sign their cards in the belief that many others have already signed. Such moves are deceitful, to say the least. It's insidious to the employees themselves, but this is typical of SEIU actions in the past when they have been under pressure to produce and cannot do so," she said.

False promises to get signed cards is a hallmark of the SEIU, the CSEA officer charged. She recalled how SEIU many weeks ago promised to open an office "within a week" in the area. "That office, at 196 West Main Street, in Glenburn, is still unoccupied — it is just as empty as our employees in county facilities. There is not now or has there ever been any act of solicitation between Mr. Oshkist and SEIU."

The charge is utterly ridiculous. "While SEIU has many times disagreed with Mr. Oshkist, in this instance he was merely enforcing a contractual agreement. In other words, he was simply doing a job which he was obligated to do under a legal, written contract. Article 2 of the labor agreement between CSEA and the County of Orange gives the CSEA the sole and exclusive right to conduct union activities, and then only under specific conditions, for county employees in county facilities during the life of the contract," Ms. Dubovick stated.

"We highly doubt using this approach to draw attention away from the failings of their campaign by attempting to place the blame for their shortcomings on a public official. This is desperation by an organization in deep trouble. Their bosses in far off places, for this is where this SEIU effort is being directed, probably would not accept the more basic, simple truth that the employees of Orange County do not want or need SEIU," she said.

**State Report Rips Monroe**

(Continued from Page 1)

Fifteen of them should be fired because they're in the Job classification. For example, it says a housekeeper employed by the suburban town of Belfortton gets $4,175 a year, about double that of his fellow employees.

Avoid Requirements

"The report cites examples of excessive pay for some employees in relation to their fellow employees in the same Job category. For example, it says a housekeeper employed by the suburban town of Belfortton gets $4,175 a year, about double that of his fellow employees."

200 Roar Protest

(Continued from Page 1)

to a lowering of the quality of food provided, the school children are to a deterioration of the services rendered.

Mr. Jacobs stated that, upon investigation, CSEA had found out that similar programs had been implemented by Mr. Fishman in New Jersey and that apparent-ly Mr. Fishman's only solution to problems of this kind was to "cut, cut and cut." Mr. Jacobs further stated that Mr. Fishman would not be permitted to justify his retainer as consultant over the bodies of the Yonkers teachers.

CSEA has sent a communication to Dr. Robert F. Alota, supervisor of the Westchester School District, requesting a meeting for immediate negotiations to avoid the impact of the abolition of jobs.
This Week's New York City Eligible Lists

REAL ESTATE VALUES

Farms, Country Homes
New York State
Spring 1974

SPRINGFIELD
GARAGE ESTATE
$9,750

This beautiful ranch is only in Jericho, Long Island. Three bedrooms, full bath on one floor, eat-in kitchen, fireplace, field stone faced, utility room, full basement, equipped with 6,000 lb. capacity elevator.ANTED
Troy: 7-6259

APT. FOR RENT
BRONX
$1,180

For Rent—Albany
DELUXE ENTRANCED Apartment for one person. Call: 9-7245, 7-9386, 2-5623, 8-7620, 7-7603.
NEW YORK COUNTY

The basis of the request is attached. A copy of your answer, or, as an affidavit of appearance, dated New York, N.Y. March 20, 1974 must be taken as a default for service of the Supreme Court of the State of New York, N.Y. 10005.

Dated April 3, 1974 and filed with the support of five members. The Supreme Court's action, of course, now becomes law, even though the Justices were divided and handed down five different opinions, none of which will stand once one has the support of five members.

Essentially, the Court uphold the Lord-Lieutenant Act which allows for the dismissal of a federal employee who makes remarks regarded as hateful to the reputation or efficiency of the government.

When Congress passed the Lord-Lieutenant Act, however, it intended to give job protection to federal workers rather than authorize dismissal for constitutionally protected speech.

In a dissenting opinion, Justice Thurgood Marshall stressed the importance of government employees "being assured of their freedom to freely comment on the conduct of government," and that "to inform the public of abuses of power and the misconduct of their superiors must be self-evident in these times."

Everyday is Donor's Day. Give blood soon.


City Eligible List

(Continued from Page 13)

- The application form is the first step in the process of applying for city employment.
- Applications are accepted to May 13, 2024.

Transit Authority

This list of eligibles, established April 17, resulted from Dec. 23 written testing and March oral testing for which 42 candidates filed. Thirty were called to the written and 21 appeared; 20 were called to the oral and 12 appeared. Salary is $13,227.

No. 1 - 94.96% 1

Civil Service Law & You

(Continued from Page 6)

termination is that complainant must be appointed, the prospects of a vacancy existing or arising shortly are good, unlike the situation where the promotion position is one of a kind open only on an incumbent's death, retirement, etc.

The court concluded that it would be inappropriate to grant the relief complainant may be entitled to if successful except upon a conclusion of all the litigation. The respondent City's right to appeal under such circumstances would thus be rendered hollow if it were required to comply with an order which is being appealed. The rights of others certified as eligible for appointment must be considered.

PONTIFF CONTINUES

ALBANY—Paul P. Pontiff of Glen Falls, has been reappointed a member of the Board of Visitors of Wilton State School for a term ending Jan. 1, 1978. Members serve without pay.

OPEN COMPETITIVE

State Job Calendar

Applications Accepted To April 29;

Oral Test In May

Youth Division Counselor Assistant $9,546 27-396

Training And Experience Evaluated

Research Analyst, Senior Hosp. Fiscal Admin. $17,429 27-423

Signal Engineer Assistant $14,142 27-418

Written Exam June 1

Toll Collector

Varies 24-061

Applications Accepted To May 13

Training And Experience Evaluated

Railroad Track and Structure Inspector $10,714 29-273

Applications Accepted To May 20

Written Exams June 22

Associate Natural Resources Planner $17,429 24-073

Building Electrical Engineers Assistant $14,142 24-184

Salary $17,429 24-184

Gas and Petroleum Inspector $9,546 24-072

Heating and Ventilating Engineers Assistant $14,142 24-183

Salary $17,429 24-182

Mobility Instructor $11,337 27-421

Natural Resources Planning Assistant $9,029 24-075

Senior Gas and Petroleum Inspector $10,714 24-071

Senior Natural Resources Planner $13,404 24-074

Oral Tests In June

Adirondack Park Project Analyst $13,404 27-427

Biological Resources $13,404 27-428

Physical Resources $13,404 27-428

Associate Training Technician (Health Professions) $17,429 27-432

Education And Experience Evaluated

Industrial Engineer $14,142 24-049

Supervisor, Rehabilitation Hospital Fiscal Administration $21,545 27-422

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12224; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES

Special Preparation for Civil Service Tests

240 Harrison Avenue, L. E. Rochester, New York

155 E. FORDHAM ROAD, BRONX — 913-6700

113 E. FORDHAM ROAD, BRONX — 913-6700
than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.

The names of such candidates shall be printed on the official ballot if

provided that the employees of such

units where more than 450 valid signatures be required.
Fees and commissions: 

- For Public Jobs: $24.00
- For Civil Service Jobs: $24.00
- For Teacher's Titles: $24.00
- For Other Titles: $24.00

Discounts: 

- 25% for students
- 30% for teachers

Contact: 

- New York City Civil Service Commission
- 370 Jay St., Brooklyn, NY 11201
- (718) 230-1900
- Email: nyccts@co浴室
- Website: nyccts.ny.gov
Testimonial Dinner in honor of RICHARD A. TARMEY and Installation of Officers

Montgomery County chapter officers pose with their installing officer, CSEA president Theodore C. Wenzl, third from right, prior to their swearing in. From left are executive representative Fred Garverick, second vice-president Judy Conte, secretary-treasurer Phyllis Hage, Dr. Wenzl, first vice-president Freda Sagatis and delegate William Zippieri. Ms. Hage was also chairman of the testimonial dinner. Chapter president is Emil Flessar.

Friends from all parts of the state attended the Tarmey testimonial. Here Jefferson County chapter president and CSEA board member Eleanor Perry, standing, exchanges greetings with Mental Hygiene Employees Association secretary-treasurer Edna Perillo and Montgomery County president Irene Hillis, both from Willowbrook chapter on Staten Island.

CSEA director of local government affairs Joseph Delan, left, was toastmaster for the evening's events. Here he talks over the program schedule with chapter first vice-president Freda Sagatis and guest-of-honor Richard Tarmey, who served as a state vice-president for CSEA for six years, from 1967-73.

William Cerretano is president of the Depew chapter.

Industrial School Firing Protested

(From Leader Correspondent)

ROCHESTER—More than 170 members of the Civil Service Employees Association refused this week to work overtime shifts at the state Agricultural and Industrial School at In support of a "model" worker who was fired Wednesday.

"If we're asked to come in on our day off or work a double shift, we're going to refuse," said James Vicarro, president of CSEA Industry chapter.

"We won't leave a shift unattended if a relief person doesn't show up, as we agreed until the issue is settled."

Edward M. Gilbert, 46, was fired by State Division for Youth Director Milton Luger for allegedly using too much force on a boy resident.

Neither Mr. Vicarro nor Industry Superintendent Dr. Herman Sailer would name the charges against Mr. Gilbert.

"Once the case goes to litigation I can't comment on it," Dr. Sailer said.

Charges stem from an alleged incident Feb. 18. Mr. Gilbert claims a boy came into his cabin shouting that another youth was trying to kill himself. According to his superiors, Mr. Gilbert was in the cellphone in a nearby locker room with three belts.

Mr. Gilbert claims he picked the boy up and supported him to save his life.

The boy, Mr. Gilbert said, told state ombudsman Roger Billiard about the alleged incident. Mr. Billiard launched an investigation that resulted in Gilbert's suspension and scheduled dismissal May 1.

"Obviously the boy said I must have used too much force on him or that I tried to hang him," Mr. Gilbert said.

An appeal was to have been filed April 19 with the division by CSEA field representative Thomas Penner.

"The charges are ridiculous," Mr. Vicarro said. "This man has worked here 18 years and was considered a model supervisor by the past administration and by the current administration until this happened."

"They suspended him a half hour after he went on vacation which means he loses his vacation pay," Mr. Vicarro said. "We're asking that he be reinstated with full pay."

The Industry chapter held three information meetings over a day-and-a-half period to explain the situation to members.

"They all seemed concerned about their own job security," Mr. Vicarro said. "We called the meeting pay," Mr. Vicarro said. "We're asking that he be reinstated with full pay."

The Industry chapter held three information meetings over a day-and-a-half period to explain the situation to members.

"They all seemed concerned about their own job security," Mr. Vicarro said. "We called the meeting pay," Mr. Vicarro said. "We're asking that he be reinstated with full pay."

Wages Are Issue in Depew Impasse

DEPEW—An impasse has been reached in contract negotiations between the Village of Depew and the Civil Service Employees Association, which represents workers in the Public Works Department.

Principal issues in the dispute were wages and fringe benefits. The CSEA has been negotiating with the village since January to replace the current contract that expires in July. Robert Young, CSEA field representative, was the chief CSEA field representative.

William Cerretano is president of the Depew chapter.

In addition to the guests pictured here, hundreds of other Montgomery chapter members and friends from throughout the state crammed into the audience of Mr. Tarmey's favorite haunts, the Stuft Shirt Restaurant in Johnstown, Fulton County.

Central Counties Workshop president Francis Miller, president of Owego County chapter, presented Mr. Tarmey with a plaque, Betty Dufel, who works with Mr. Tarmey in Montgomery County Social Services, read a tribute in rhyme from a long, hand-lettered and decorated scroll. And then there was Eydie—Edith Tarmey—whose infectious laughter added to the joy of the testimonial tribute to her husband.

Congressman Samuel Stratton (D, 28th Dist.) was among the political figures who were on hand to pay tribute to Mr. Tarmey. Here he presents the guests, who included Ms. Sagatis, seated next to him at the head table. State Assembly Majority Whip Glenn Harris (R-C-U, Canada Lakes) was another of the speakers.

Picketing Wins in LI Thanks

MASSAPEQUA—The wide support which the Massapequa School District unit, Nassau educational chapter, Civil Service Employees Association, received in its wage demonstration at the recent meeting of the district school board drew appreciative thanks from Ronald Harris, the unit's president.

He pledged to respond in kind when asked.

The 120 demonstrated included Ed Prescott, president of the Nassau chapter, and Walter Weeks, president of the Buffalo Educational chapter, officers of both chapters and many rank-and-file members.

Mr. Harris issued a statement in which he said: "To the school district units of the Buffalo Educational chapter and Nassau Educational chapter who supported us by helping us picket the Massapequa Board of Education April 4 at our legislative hearing, the custodians of Unit 25A thank you and pledge their support to you if and when it is needed!"