Criticize Civil Service Poll

By KENNETH SCHEPT

ALBANY—A poll published recently by the Temporary Commission on Productivity and Management, which found a high percentage of state workers unhappy with parts of the civil service system, was criticized by William Blom, director of research for the Civil Service Employees Assn., as "based on a sample, not sufficiently large to be representative, and set up in a way which is not free of bias."

The poll included 501 respondents, which, according to Mr. Blom, represents about 4/10 of 1 percent of the state workforce. "To be representative, the group polled would have to be many times larger than 501," Mr. Blom said.

A question of bias was raised because the poll lacked certain information required for an accurate interpretation of responses to some of the questions. For example, one of the questions asked: "In the future would you like to see promotions made how they are now, or with more emphasis on supervisory participation?" The results of the poll indicated that many workers favored supervisory participation. However, the information supplied by the pollsters did not say how many of the respondents were satisfied with the current system.

Another possible source of bias, according to Mr. Blom, in the poll was that ballots were mailed two days earlier than was planned. A two-day method was used. First, 1 percent of all state workers were sampled. Second, the poll was sent to these people. The intent was that the people polled would have to be many times larger than 501, Mr. Blom said.

Overall, Civil Service workers have a high opinion of New York State's agencies. The reason given most frequently for this high rating was that the agencies meet their professional responsibilities. However, when probed on specifics, the respondents gave their ratings on employee morale, career opportunities and wages.

From the study conducted for The New York State Temporary Commission on Management and Productivity in the Public Sector.

Wenzl Points Out Union View

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., appeared before the New York State Temporary Commission on Management and Productivity in the Public Sector earlier this month, to discuss the CSEA's criticism of proposed changes in the civil service system and to present the union's suggestions for positive reform.

Dr. Wenzl detailed the CSEA's opposition to changes in the "Rule of Three" procedure for selecting candidates for promotion. Assigning greater discretion to supervisory personnel, as recommended by the commission, could, Dr. Wenzl warned, open the door to favoritism.

He also had criticism for proposals to change the manner of testing in the New York State civil service system, which he characterized as generally a fairer system than one which would result from the commission's suggestions.

The full text of Dr. Wenzl's remarks before the New York State Temporary Commission on Management and Productivity in the Public Sector appears on page 8.

Hicksville Wildcat Ends After 11.5% Salary Hike

HICKSVILLE—The week long wildcat strike by the Hicksville custodians and maintenance workers ended last week after an all-night bargaining session between the school board and the Civil Service Employees Assn. negotiators produced a unanimously approved two-year pact with an 11.5 percent wage hike.

The 68 employees ratified the settlement at 6:30 a.m. Monday, and returned to their jobs before the opening of school at 7 a.m. Bargaining on the terms of the agreement commenced at 8:30 the evening before with George Peak, collective bargaining specialist for the CSEA, negotiating for the members of the Nassau Education Local's Hicksville unit, with the negotiator and members of the Hicksville school board.

The agreement was tentatively approved by the negotiations at 5 a.m.

The settlement, retroactive to July 1, 1976, calls for 5.2 percent increase in wages the first year, plus an increment of $9 for employees with the district for less than five years. It calls for 4.5 percent increase from next July 1 to June 30, 1977, with an additional 5.5 percent increment.

The members of the Hicksville buildings and grounds department called the strike on May 10 because the settlement did not provide for a ballot should contact CSEA headquarters, Albany, so that the matter can be corrected.

RATIFICATION VOTE

Ballots for voting on the ratification of the tentative agreement between the Civil Service Employees Assn. and New York State must be at the Latham post office by noon May 19, in order to be counted the following day. Anyone who has not received a ballot should contact CSEA headquarters, Albany, so that the matter can be corrected.
LEADER EDITOR SPEAKS ON CETA

Leader features editor Jane Bernstein, at the microphone, was among speakers addressing members of the International Association of Personnel in Employment Security on issues involving the Comprehensive Employment and Training Act (CETA). Ms. Bernstein participated April 14 in a panel on full employment at the Institute at C.W. Post College on Long Island. With her are New York City Man-

power Area Director Virginia Browner, and Suffolk County Deputy Labor Commissioner William Grelli.

Seasonal Clerk Slots With U.S. Open

HUFFAPUDE—The Suffolk County Civil Service Department has opened filing until May 23 for 14 open competitive and three promotional exams to be given June 18. Applicants do not have to be county residents, but those who are will be given preference.

Pharmacy aide (open competitive exam no. 17-232) pays $7,000 bi-weekly. A high school diploma and a two years' experience in pharmaceutical filds and one year in a hospital pharmacy are required.

Computer operator II (open competitive exam no. 17-233) pays $4,500-$5,500, paying according to jurisdiction. A high school diploma and one year of education and experience is required.

Clerk candidates must be high school graduates or have worked at least six months in positions requiring ability to follow detailed instructions. Clerks will be required to handle tax return forms and tax inquiries.

A data transcriber applicant must type 25 lines correctly in 10 minutes in the performance test. Data transcriber duties include operating alphanumeric key-

Grading Specialist

ALBANY—An associate livestock grading specialist eligible list, resulting from open competitive exam 27-621, was established April 14 by the State Civil Service Department. The list contains 1 name.

Sr. Grading Specialist

ALBANY—A senior livestock grading specialists eligible list, resulting from open competitive exam 27-620, was established April 4 by the State Civil Ser-

CIVIL SERVICE LEADER Friday, May 29, 1977

COURT CHALLENGE FLOPS

A State Commerce Department business consultant has lost his court challenge of a state law requiring state workers to submit to psychiatric evaluations. Albany State Supreme Court Judge Aaron E. Klein upheld Commerce Commissioner John Dyson's ouster of a State Commerce Department business consultant has lost his court challenge of a state law requiring state workers to submit to psychiatric evaluations.

The Municipal Police Training Council must explain in State Supreme Court later this month why it abolished height require-

TALLER POLICE DEMANDED

The Municipal Police Training Council must explain in State Supreme Court later this month why it abolished height require-

COUNTRIES' NEW ROLE

Governor Hugh Carey's proposal to split the State Department of Mental Health into three separate units—mental health, mental retardation and alcoholism and substance abuse services—is expected to provide incentive for counties to take over control of mental health services within their borders, says Clarence J. Sundram, the Governor's assistant counsel. The proposal, which has received a mixed reaction in the legislature, contains a provision encouraging counties to take over delivery of all mental health services—local, state and volunteer.

FEDERAL AGENCY SHOP OPPOSED

The National Right to Work Committee opposes the Federal Housing Authority when it abolishes height requirements for police officers candidates throughout the state. A suit filed by the Police Conference of New York, which wants the old 5-foot-10-inch height standard reinstated, was dismissed by the court confrontation. At a hearing, the Police Conference president, says height requirements are needed so police officers can stand out as a symbol of authority.

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CIVIL SERVICE LEADER

America's Leading Weekly

For Public Employees

Published Each Friday

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(212) 586-9464

All first class mail and airmail dealers.

Sr. Grading Specialist

ALBANY—A senior livestock grading specialists eligible list, resulting from open competitive exam 27-620, was established April 4 by the State Civil Ser-

boards, editing and coding.

An applicant can bypass the performance test by submitting a certificate of typing proficiency dated within the last three years. Both clerk and data transcriber candidates must pass the general written test which will be held at the government's Brookhaven Service Center, Holtsville, L. I. Job seekers unable to take the tests there will be permitted to make other arrangements. They should contact the commission's New York City office, 20 Federal Plaza, Manhattan 10007, for information about other testing locations. No test dates were announced. Government officials say applicants will be notified when test dates are scheduled.

Both day and night shifts are available. Applications should be sent to Brookhaven Service Center, Per-

a FREE catalog with YOUR

Also in White Plains. N. Y. (914) 428-5353

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J ust a Small Sample of Peak Season Prices from Our Summer Catalog:

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Researchers Say Poll Not Representative

(Continued from Page 1)

CSEA leaders had warned against the strike as a tactic deliberately em-
ployed by the school board to
prove members into walking out of the
gatehouse and refused to barge before Feb-
uary after both sides rejected a

ALBANY—Rita Halpin, pres-
ident of the Re-

New officers of the East Hudson Parkway Authority Local 911 of the Civil Service Employees Assn. are sworn in by James J. Lennon, president of Region III of the CSEA. Standing from the left in front are Ray Cestaro, second vice-president, and Mr. Lennon. In the rear, from the left are Richard Kamp, secretary-treasurer; Carla Wacto, delegate; Charles Zeff, president; Chuck Allan, treasurer, and Dave Barnes, first vice-president.

Hicksville Wildcat Settled

(Continued from Page 1)

Arithmetic problem with the poll.

The poll which was prepared for the Temporary Commission of Productivity and Management by the National Center for Tele-
phone Research, received wide coverage in the press when it was released. It was part of the study of ways to reform
civil service.

state workers. Support was
found for broadening the rule-
tale of three which makes the target
two examination scores eligi-
ble for possible promotion, and
there was an indication that
workers might support a system
of merit raises.

Based on the results of the poll, the CSEA Secretary-Treasurer, Dr. James J. Lennon, a former Governor’s appointee to the

State Reform Hearing Held

(Continued from Page 1)

the city service system.

Other speakers, more suppor-
tive of charges recommended by
the Commission on Management
and Productivity, included John

ALBANY—Rita Halpin Mad-
den, a past president of the Re-

The National Center for Tele-
phone Research is the government's leading research agency for computer science.

For Group Term Life Insurance

Now Is The Time To Change From Option A to B Coverage

ALBANY—Notice of op-
portunity to change from Option A to Option B of Group Term Life Insurance has been given to employees by Civil Service Employees Assn. Insurance committee chairman James O'Connell. His statement follows:

"This notice is to advise all
insured members that, during the period May 1, 1977, through June 30, 1977, insured members will have a final opportunity to make an early change from Option A to Option B if the member desires that he or she do not wish to be insured under Option A. The member should be aware that a future change back to Option A from Option B will require evidence of the employee's health satisfactory to the insurance company.

The request for Option B is not filed by June 30, 1977, future requests for Option B can only be made on an annual basis in 1978 and subsequent years by filing request by Aug. 1 with the change taking effect on the following Nov. 1.

"The member may obtain a "Change in Option" form from his or her local CSEA office or CSEA Headquarters, complete and execute it and have the signature witnessed. Send the card to Group Term Life Insurance, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224. Your deduction will be changed on the first day of pay period in which the necessary change in payroll deduction can be made."

Addresses of CSEA Regional Offices:

1. Long Island Regional Office, 746 Broadway, Amityville, N.Y. 11701.
2. New York City Regional Office, 11 Park Place, New York, N.Y. 10007.
3. Southern Regional Office, Old Albany Post Road, North, R.D. 1, Fishkill, N.Y. 12524.
4. Capital District Regional Office, 19 Calvin Avenue, Albany, N.Y. 12206.
5. Central Regional Office, Room 116, Midtown Plaza, 700 Lafferty, regional director of the U.S. Civil Service Commission, and Theodore Lang, a professor at Baruch College, and would refuse to cross picket lines. Teachers went to work to be in effect.

CSEA Calendar

MAY
20-22—Mental Hygiene departmental workshop, Friar Tuck, Route 30, between Troy avenues 20 & 21, Cohoes.
23—Binghamton Area Referee Local 902, regular meeting 2 p.m., Garden Village West, 50 Front St., Binghamton.
25—Nassau County, Amityville Local, meeting 1 p.m., American Savings Bank, 1950 Hempstead Turnpike, East Meadow.
26—Long Island Regional Office, executive council meeting 7:30 p.m., Region IV Insurance Local, Amityville, L.I.
27—Central Region V, Meet the Candidates Night 7 p.m., regional office, Syracuse.
30—Brooklyn County, 3-Month CSEA celebration, 447 cocktail supper, meet the candidates 6 p.m., Madonna, 1610 Flatbush Ave., Brooklyn.
June 1—Union County Local 010 workshop and convention, Concord Hotel, Kamehame, Lake City.
JUNE
13—Adirondack Committee, Regional Meet the Candidates Night.
17—Broome County unit installation dinner-dance 6 p.m., St. John's Memorial Center, St. John's Parkway, Johnson City.

CSEA Calendar

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4. Capital District Regional Office, 19 Calvin Avenue, Albany, N.Y. 12206.
5. Central Regional Office, Room 116, Midtown Plaza, 700

AMOUNT OF GROUP LIFE RENEWABLE TERM INSURANCE

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<th>Insurance Class</th>
<th>Annual Salary</th>
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<td>Less than $1,400</td>
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<td>IX</td>
<td>$8,000 and over</td>
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In the event of death by accidental means, the amounts provided under Option "A" or "B" above are doubled.
Employees' Newsletter Returns

New York State has resumed publication of an employee newsletter, after a six-year hiatus.

Budget cutbacks in February 1971 ended publication of the illustrated monthly, State Personnel News, which started in 1946.

The new two-page format includes no pictures and has limited printing and distribution. It used to go to all state employees and was four pages.

Comments and questions can be sent to Editor, State Personnel News, Room 209, State Department of Civil Service, Building 1, State Office Building Campus, Albany, N.Y.

MS. VAN HOESEN HONORED ON RETIREMENT

Irving Flaumenbaum, left, president of the Long Island Region of the Civil Service Employees Assn., and Nicholas Abbatiello, regional second vice-president, present plaque to Aletta Van Hoesen, honoring her for many years of public service, as she retires.

Pick Negotiators In Labor Disputes

ALBANY — The state Public Employment Relations Board (PERB) has appointed four mediators and eight fact-finders to settle disputes involving Civil Service Employees Assn. units.

Mediators named are George Roukis who will handle the dispute with Lindenhurst Memorial Library; S. Oley Cutler, Madison County BOCES dispute; Ronald J. Kurach, Schenectady schools dispute; and Frank McGowan, Village of Scarsdale dispute.

Fact-finders named are Rev. Oley, Cortland-Madison BOCES dispute; Leonard Sellar, Town of New Castle dispute; Robert Ahern, Village of Hamburg dispute; Mark Beecher, of Evans dispute; Lawrence 1. Hammer, two disputes with the City of Rye; Harry G. Himber, Town of Ramapo dispute; Jack D. Tillern, North Salem schools dispute; Joseph Doyle, Glen Cove schools dispute.

Insurance Auditor

ALBANY—An insurance premium auditor eligible list, resulting from open competitive exam 24-486, was established March 21 by the State Civil Service Department. The list contains 272 names.

Smile Maintenance Kit

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups and a good dental plan so you don’t have to worry about dental bills that you can’t handle.

It’s common sense, really. But all too many people put off regular check-ups because of the expense. That’s where we come in.

As we say, “We’ve got great plans for you.” Our Dental Care Plan is only one of them.

After all, the Blues invented pre-paid health care and doesn’t it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.

Blue Cross and Blue Shield

Plans of New York State
Wenzl Details Civil Service Reform Stand

The following address was delivered in Albany by Theodore C. Wenzl, president of the Civil Service Employees Assn., earlier this month to the Temporary State Commission on Management and Productivity in the Public Sector. It concerns reform of the civil service system. The emphasis has been added.

Mr. Chairman, distinguished members of the committee: my name is Theodore C. Wenzl, president of the Civil Service Employees Assn.

From the outset, it must be stated that the Civil Service Employees Assn. supports reforms of the civil service system provided they are in keeping with the constitutional mandate of selection and promotions on the basis of merit and fitness as far as practicable by competitive examination and provided that the rights of present and future members of the Association are safeguarded.

Before giving consideration to any proposal to improve the New York State civil service system, however, we believe it is worthwhile to comment upon the present budget of the Civil Service Department. The 1976-77 budget of the department was $12,061,400. This was a 5 percent reduction from the budget of the previous year, or a loss to the department of $637,061. Included in this is a decrease in the personnel service and development division of $286,162. The 1976-77 budget of the department was $11,051,900, an 8.4 percent reduction from the budget of the previous year, or a loss of $1,009,500. Included in this loss was a decrease in personnel service and development division of $385,068. For the present fiscal year the department's budget was further reduced by $1,711,000 with a reduction of $6,600,000 for personnel service and development. Coupled with this reduction is the attempt to decentralize examinations to operating agencies. In addition, the actual dollars available to the department were further reduced by forced savings and the necessity to provide funds for mandatory increments.

From the foregoing, it is clear that the Department of Civil Service has experienced a continuing reduction in capability to perform mandated functions. In fact, therefore, the first and foremost reform necessary is the provision of adequate funds to the department for the performance of its functions. Unions and until these funds are restored the department cannot function properly. The reduced budget operates in the detriment of the civil service system, the employees, the appointing officer, the general public and the state.

1. Reduced budget of the Civil Service Department has produced the greatest complaints both from the employees and the general public about the long delays in the holding of examinations and the preparation of eligible lists. These long delays have kept provisional and temporary employees in their positions for far longer than the statutory period of nine months. The provisory employee who remains in his position seeks to become permanent in his position immediately because he has served more than nine months in this position. Persons who have participated in examinations less confidence in the system when eligible lists take a long time to be established and a long period of time passes before they obtain the results and are eliminated for appointment.

2. A realistic budget for the Civil Service Department would enable that agency to make a wider distribution of their examination announcements and would permit a broader recruitment of qualified personnel to state service. This would enhance the level of competence among the people who are recruited to work. Eligible lists can no longer be trusted to be free from political influence. In fact, the present systems may be preferable to the past systems in that they are not open for political influence.

3. Finally, every ageney in the state should be reviewed for the purpose of determining if their position is necessary. Although it is possible for an individual to file a request for his position to be eliminated he or her department is of the opinion that he is working out of time and warrants a reclassification of his position. This reclassification is difficult to accomplish.

The inadequacy of the Civil Service Department must be prohibited major overall departmental reclassification reviews. Every five years, the department should submit an examination prepared within the department for the performance of its functions.

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The inadequacy of the Civil Service Department must be prohibited major overall departmental reclassification reviews. Every five years, the department should submit an examination prepared within the department for the performance of its functions.

We are strongly opposed to the action of the Joint legislative fiscal committee in reducing the Civil Service Department budget by 12 percent. The department's budget was $12,061,400. This was a 5 percent reduction from the budget of the previous year, or a loss to the department of $637,061. Included in this is a decrease in the personnel service and development division of $286,162. The 1976-77 budget of the department was $11,051,900, an 8.4 percent reduction from the budget of the previous year, or a loss of $1,009,500. Included in this loss was a decrease in personnel service and development division of $385,068. For the present fiscal year the department's budget was further reduced by $1,711,000 with a reduction of $6,600,000 for personnel service and development. Coupled with this reduction is the attempt to decentralize examinations to operating agencies. In addition, the actual dollars available to the department were further reduced by forced savings and the necessity to provide funds for mandatory increments.

The first and foremost reform necessary is the provision of adequate funds to the Department for the performance of its functions.

The Inadequacy of the Civil Service Department budget has produced the greatest complaints both from the employees and the general public about the long delays in the holding of examinations and the preparation of eligible lists. These long delays have kept provisional and temporary employees in their positions for far longer than the statutory period of nine months. The provisional employee who remains in his position seeks to become permanent in his position immediately because he has served more than nine months in this position. Persons who have participated in examinations less confidence in the system when eligible lists take a long time to be established and a long period of time passes before they obtain the results and are eliminated for appointment.

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The first and foremost reform necessary is the provision of adequate funds to the Department for the performance of its functions.
Civil Service Law & You
by Richard Gaba

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

No Civil Servants On Juries

The defendant in a criminal case moved to disqualify his indictment on the grounds that he was denied due process and equal protection, because Section 664 of the Judiciary Law bars public employees from grand jury service. The court pointed out that there is no denial of equal protection because public employees are excluded from all grand juries in the state, and that the statute has been in effect since 1934. The defendant failed to show how this exclusion prejudiced him—especially since the defendant was not a member of the excluded class. The key question is: How did the exclusion uniquely operate to affect defendant's due process protection? In other words, the defendant was unable to demonstrate to the court that the exclusion of governmental employees from grand juries was not justified on some rational basis. The defendant argued that the public employee's disqualification was not exclusive because of legislative concern over the ability of public officers to decide cases fairly and without bias. The court ruled that the defendants have complained because there were public employees on the grand juries which indicted them;

The chief purpose for the exclusion, it appears, rests on a recommendation by the Special Council (now known as the Judicial Conference) in which it was felt that, since grand juries investigate official corruption, they should not be composed of public employees. The court also supported the constitutionality of the exclusion on the grounds that grand jury service normally lasts for two to three months. It has long been recognized that the state may constitutionally exclude from jury service certain professionals or groups because the exclusion would free its members to serve other compelling state interests. The motion to dismiss the indictment was denied.

People v. Scafuri, 385 N.Y.S. 2d 1004 (County Court, Dutchess County).

The Appellate Division, Third Department, reviewed the case of a state narcotic correction officer who was found guilty of grand jury service. The appeal was taken on the ground that the officer was not a member of the DACC and was not absent for work on a long period of time prior to May 9, 1974, when a letter was sent to him stating that his accrued time was exhausted as of May 5, 1974. It was found that the employee had not been placed on a leave without pay status. The letter from the director of personnel DACC also stated that if the employee did not report back for work by May 14, 1974, he would be placed on unauthorized leave and a continuation of such unauthorized leave could result in his continuing absence being considered a resignation under a collective bargaining agreement between New York State and the union which represented him. On May 31, 1974, another letter was written to the employee advising him that his absence was considered a resignation, effective May 14, 1974.

A proceeding under Article 78, CPLR, was commenced on September 15, 1974, which was dismissed on March 31, 1975.
RETRIEVAL
NEWS & FACTS

By A.L. Peters

Tax Advantages

For your government "flower bonds" were part of every rich man's estate.

These bonds, which carried a very low interest rate and were sold at a discount, were not redeemable before a law or price can be applied at par in paying estate taxes.

Congress directed that no more bonds be issued after 1971, so supply was set. However, in the new tax laws the advantages of these bonds were terminated because new rules provide that any difference between the par value when they are used to pay an estate tax—was to be taxed as a capital gain. Nevertheless, for elderly people, they still have some advantages.

There is a Treasury Department bulletins—number 300— and an IRS form—P-D 1782—that explains how these can be used. At present, many bonds are selling in the range of 72 and yielding about 5 percent.

Almost everybody has accumulated bonds during his life. What do you do with them when you retire? There are a number of alternatives:

• Cash in some bonds each month so that income tax on interest is minimized.

• Convert E bonds to H bonds—a tax-free transaction—and receive annual interest payments on the H bonds. Then the current interest is taxable. The tax determinant on the H bond interest continues.

• Cash in E bonds (paying income tax on all the accumulated interest) and reinvest in bonds that pay a higher rate.

• Cash in E bonds and reinvest in stocks.

It takes pencil and paper and some tax advice to figure out which is the best plan for each individual.

Even if you are continuing to work after age 65, it is important to file with Social Security if you will be covered by Medicare. That's because most insurance policies won't cover items normally covered after age 65.

Remember that Medicare has two parts: Part A covers hospital and Part B doctors' bills. Part A covers is automatic. Part B requires that you take up the option and pay $20 per month. (It will be $70 after July 1.) You will be covered for Part B automatically if you don't reject the initial coverage. If you do reject it, you will have to apply with Part B before the end of the open enrollment period.

Social Security checks will be increased 2.9 percent July 1. The increase represents a cost-of-living adjustment for increased cost of living.

As a public service, The Leader continues to publish the names of individuals who are benefici-
aries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader in the New York State Employees' Retirement System in Albany can be contacted for information as to how to obtain the funds.

Following is a listing of those individ-
uals whose names have been posted to the provisions of section 15, The Real Property Tax Law, and the Public Retirement and Social Security Law on or before August 1, 1974.

(Continued from Last Week)

(Continued from Page 6)
STATE EXECUTIVE COMMITTEE

(Vote for Four)

Universities
SARA SIEVERT
Member of CSEA since 1940, currently as 63-7 senior clerk, assigned to the budget office at SUNY College, Fredonia, where she has been employed for over eleven years and local president since 1975. Sara has attended SUNY College at Fredonia, where she has served as chairman of the grievances, labor-management, and social committee. She is familiar with the problems of State University because she has served on the State University committee for the past two years.

DANIEL GKYGAS
Mr. Grygas has been an active member of the CSEA for 15 years and has served SUNY Local 691 as second vice-president and co-chairman of education and political action. He has also been instrumental in conducting training workshops for stewards to improve their service to its members.

PATRICIA CRANDALL
Like to see a standing committee formed for State University as we have unique problems. Closer follow-up on grievances and central file for president's use. Representatives should meet prior to each Board meeting and notify local presidents to send copies of all information to representatives.

ARTHUR HENNESSY
(Material not submitted)

MARY LAUZON
I am serving my second term as president of CSEA Local 612, and am also a member of the SUNY joint negotiating committee and Region V education committee. I have served on the SUNY departmental negotiating team and the SUNY subcommittee for clerical employees.

JUNE BOYLE
As an incumbent candidate for SUNY representative, my main concern is the lack of communication between Board representatives and SUNY employees. I have requested our University committee become a standing committee so that the chairman could sit on the Board of Directors along with the four representatives. I would advocate the restructuring of the committee as well.

ROBERT KEELER
A good housecleaning job is in order. We need some new blood; new ideas; members who are not afraid to stand up, to be heard, to do something. As Local 602 president, I worked with St. Francis Medical Center. I believe I have the experience and the know-how to provide this representation.

EDWARD DUDERK
I have served Local 603 from board member to Local president (4 terms). State University representative 1967-77. Member State Executive Committee—Board of Directors. Served as member and/or chairman of many Board Committees. Presently chairman of committee to Study Cost Reductions and Disposition of Convention Motions.

MARY JAROCKI
Have served Local 691 as representative, treasurer for two terms, chairman of political action, and co-chairman of education. Served on the Joint State University committee for implementing employee benefit training program. Presently serving as treasurer of the Capital Region. I feel that the current Board lacks the understanding necessary for resolving the problems of the University system.

ALBERT VARACCHI
My qualifications and aggressiveness speak for me. I ask for your vote to represent members of the University system at the Board of Directors and SUNY Central which is so sorely needed.

(Vote for Two)

Labor
WILLIAM DEMARTINO
A. VICTOR COSTA
GENNARO FISCHETTI
JEAN TREACY
KATHLEEN YUSCHAK
ROBERT LATTIMER

(Vote for Three)

Executive
MARY MOORE
PETER HIGGERSOON
MARY CONVERSE
GERALD PURCELL

I have been active in CSEA for 16 years; am presently executive vice-president of CSEA Local 600, and am running for a third term on the Board of Directors. I feel that I have been a viable and visible Board member, have gained experience and would like the opportunity to again represent the members of the Executive Department, safeguarding their rights and promoting the common welfare.

CINDY EGAN
JAMES WELCH
FRANCISCO DELEMO
John Hayden


Statewide Executive Committee

(Vote for Three)

Transportation
EDWARD MALONE

Member and co-chairman of the 1960-1970 Operational Negotiating Team. Member of the 1970-1971 Statewide Department of Transportation Negotiating Team. Co-founder and charter member of Local 506. Member Special DOT Committee 19 years. Local president 11 years. Local delegate 18 years. Education—HVCC, Russell Sage College. Empl oyed by NYS, DOT, O&M, 25 years.

JOHN O'HARE, JR.

(Photo not available)

Presently ACE (Traffic) in Region 5 DOT. Member of CSEA since 1957. Active in Buffalo City chapter—legislative and political action chairman, crisis chairman, member constitution and by-laws, grievance, negotiations committee, Member Region VI legislative and political action and crisis committees. Delegate to statewide conventions. Member of CSEA-DOT Region 5 department negotiations team.

PAUL ST. JOHN

(Material not submitted)

TIMOTHY MCINERNY

Mr. McNernery is a veteran negotiator and has served on a variety of committees within the organization on a local, departmental, and statewide level. He was chairman of his 1972 departmental negotiating team, which was the first committee to reach agreement. He was also vice-chairman of the PS&T Negotiating Team during recent contract negotiations with the state.

WILLIAM LAWRENCE

Our present representatives have done little for us and DOT employees deserve better. During the 26 years I have been with the Department of Transportation, my work included service with operations and maintenance, traffic, survey, design and construction and has given me a good background to serve objectively as your representative on the statewide executive committee.

JOHN RILEY

I have been a member of CSEA for over 23 years and served as Local treasurer, vice-president and president and as a member of the Board of Directors for the past two years. I have also been a member of the special DOT committees, special committees to study legal services and many other committees.

NICHOLAS CIMINO

I believe my experience and integrity qualify me for this position. I have served as a board member for six years, member of the special DOT committees, president of Local for 20 years, member of joint State and CSEA lay-off committee, constitution and by-laws committee and directors' charter committee.

Social Services

ALBERT MEYER

ED SHERRY

KAREN WHITE

Karen White, in her second term on the Board, serves on the directors' budget, statewide constitution and by-laws, study of cost reduction in CSEA, local constitution and by-laws and local labor-management committees. Active in community affairs, she is also completing an AAS degree at Hudson Valley Community College.

Health

ERNST STROEBEL

ROBERT STELLEY

PASQUAL MARTINES

Late Entries

There are a scattering of candidate election statements on pages 8 & 9 that were received too late to be included with their rivals last week. All candidates are listed in the order in which they appear on the ballot.

ROBERT STELLEY

Robert Gallagher, your present CSEA treasurer, is completing his fourth continuous term in office. Before joining the Thruway in 1955, Jack had a financial background in private industry. He served as president of the Syracuse Thruway Local for six years. His flexible work schedule gives him plenty of time to work at Albany Headquarters. He has delivered on campaign promises:

* Dues refunds are paid to chapters on schedule.
* Substantial improvement in data-process functioning.
* The setting up of a RSVP section at headquarters, ready for immediate response to problems of the rank and file.
* Timely financial reporting to Local presidents, on a monthly basis.
* Financial seminars for Local treasurers.
* Financial cutbacks in many areas, but not in services.

Jack serves as consultant to a number of committees, including budget and audit. He is asking for your vote for re-election, so that he may continue to work for you.

JOHN HAYDEN

LATE ENTRIES

EDWARD MALONE

PAUL ST. JOHN

TIMOTHY MCINERNY

John Hayden

May 21 will have to be mailed to those voting with an explanation that their prior ballots were inadvertently mailed too early and a new ballot must be completed.

Only those members who received their ballots earlier and mailed them back early will have voted prior to that campaign activity. The following steps are being taken to rectify the early-mailing situation: All ballots received by the Lehigh post office as of Saturday, May 21 will be determined to have been received and mailed early, and will be void. Inasmuch as the names and social security numbers of those voting will be contained on the outside of the return envelope, all those ballots received as of May 21 will have to be mailed to those voting with an explanation that their prior ballots were inadvertently mailed too early and a new ballot must be completed.

The early ballots will not be opened (all the necessary information to conduct a remailing is on the outside of the return envelope) and will be voided. Only those members who received their ballots earlier and mailed them early will be affected. Members who received early ballots but did not vote early will not be affected since that has the same effect as receiving ballots on the regular schedule.

Resumes and photographs of regional candidates will appear in next week's Leader.

Detail Instructions For Early Ballots

(Continued from Page 1)
**IS IT A PHANTOM, A DEMON, OR THE DEVIL HIMSELF?**

**The Car**

There’s nowhere to turn, nowhere to hide — no way to stop...

**State, County Listing**

- **1985 State and County Listing**
- **ALBANY—State Civil Service**
  
  President Jimmy Carter named Pennsylvania to the commission member and former member of the state commission in February 1977. As of the state commission in February 1977.

**THE CAR**

Directed by Elliot Silverstein
Produced by Marvin Birdt and Elliot Silverstein
Story by Dennis Shryack & Michael Buhl

JOHN MARLEY, ELIZABETH THOMPSON and RONNY COX

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Wenzl's Civil Service Reform Stand

Theodore Wenzl: should “attract... minorities and women.”

(...Continued on Page 15)
Real Estate
Cayuga County
CAYUGA COUNTY RETIREMENT HOME (COMES WITH 20 ACRES) 5 MILES EAST OF ITHACA. 15 MINUTES TO BINGHAMTON. 3 BEDROOMS, 2 BATHS, IN-GROUND POOL, 2 ACRE LAKE. OWNED BY DOROTHY J. ANDERSON. CALL MARY WIBERG 607-563-2340

Real Estate
Putnam County
BREWSTER
ELIZABETH HOMES
3 BDRM, 1 1/2 BATH, 3 1/2 ACRES. NEW CONSTRUCTION. WILL BUILD TO SUIT. CALL 914-941-1130

Real Estate Sullivan Co.,}
SULLIVAN Cnty. Co. 118 MILES NYC WANTED
5 ACRES OF LAND, 11 ACRES OF MOUNTAINS. LAKE ON PROPERTY. FAMILY OR FAMILY OWNERSHIP. CALL 914-636-3050

Real Estate
CUMMING, GA.
Country Inn
2800 ft. over a pvt. lake with panoramic views of Lake Lanier. Quickway Rt. 17, river fishing, hilly terrain, rides, canoeing, low taxes. $310,000. Call (706) 772-1000

Real Estate
SOUTH EDGE ALGONQUIN PARK, ONTARIO, CANADA
2-acres, 2 bdrms, 1 bath, fully furnished, low cost. $2,600 per year. LOW river boat launch 3 miles away. 4 mobile homesites earn $3000 per year. LOW. $750. PHOTOGRAPHIC EVIDENCE AVAILABLE TO PROVE LOCATION. CALL (705) 428-2113

Real Estate
OSSINING, N.Y.
CALL MARILYN WEBER 914-763-5952

Giulini Jr. Real Estate Sales
Breezy Point, New York

[REST OF DOCUMENT CONTAINS A VARIETY OF REAL ESTATE ADS FROM DIFFERENT LOCATIONS.]
Restructuring Committee Report

The report of the committee to restructure CSEA was presented by chairman Allen Mead of James E. Christian Memorial Health Department, Local 604, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Nicholas Ponziferri, William McManus, Robert Dila, Ed Perrott, Marty House, Carmine Delvatilla and William Crimm.

State in support of the Committee recommendation

We have reviewed several proposals during our existence which we deem to have been submitted to this Committee inadpropriately. It is important to note, however, the information that became apparent in these submissions — lack of stability, lack of continuity, lack of accountability, lack of control, lack of confidence, etc. The Committee does sympathize with those frustrations since they are felt by many of us at one time or another. The Committee wishes, however, to explicitly state in its condition that these are not problems solely caused by any individual or completely by any structural change.

Our analysis of the criticisms of restructuring seem to lead to one conclusion, the new structure has created new elements of human behavior that obviously must enter into the structure. We believe it is unreasonable to expect that this situation can be completely eliminated. If we are going to continue electing individuals to the office of representative, in any form, we must realize personalities are attached. Assuming this criticism is accurate, or at least reasonable, we must provide careful attention to the following issues:

Why and how did this happen?

What advantages were made?

What further structural change will best serve to correct the problem with the least negative effect?

The Committee recognizes these issues which probably cannot be resolved in the expedient manner that may be desirable and necessary. It is the Committee’s hope that our recommendation seeking four-year terms of office is the most positive and advantageous advance and we ask for your support.

The Committee’s analysis of the issues is as follows:

Why and how did this happen?

With a lengthy discussion of the elements of human behavior, suffice to say that could be how. This subject will be covered later in the document.

Any number of reasons could be advanced to answer the question why. Some advanced were the presence of which are commonly posited in the study of organizational concepts sound exactly like the problems related to the very opening of this statement, only worded differently. For example:

1. "May tend to increase responsibility without direction or authority resulting in administration by personality."

2. "Tends to create duplication and lack of priorities thus no concentration and direction."

3. "Problems relating general goals to specific, programs and people with out specific goals & objectives."

4. "Individual programs become semi-autonomous units in competition for scarce resources."

5. "Excessive number of committees and meetings tend to result in a slow decision-making process."

6. "C crawling on its back in a myriad of programs, don’t know who is responsible for what."

If you don’t believe the structure serves for a more open, efficient, effective and flexible organization than according to organizational theory you don’t believe that the goals and objectives of CSEA are ever subject to change. Therefore, the generally agreed upon beliefs in organizational planning that structures designed, in the similarity to the current CSEA organizational structures are more efficient, more flexible and more effective for the purpose of responding to a rapidly changing society.

In other words, who has satisfied every other need and is merely working for the pure enjoyment afforded him by his job. In the middle, are such things as social acceptance—belongings, etc. At the very bottom, the primary area of concern, is basic needs: security. The theory contends that once an individual, regardless of what level he has attained, is threatened at the very bottom level, basic security, his concern for any other level diminish or disappear completely.

The correlation submitted is that if the individuals involved in the CSEA restructuring are re-centered to their personal careers, the only way to suspend that concern is to provide more basic security. Without a more secure environment the employee is not going to properly focus on the job itself.

Remedies to the disadvantages noted earlier are one of an administrative nature, and the Committee will discuss these with the officers and delegates in the future.

Conclusion

The Committee has accepted a reasonable criticism and attempted to objectively analyze the reasons and propose a remedy. It is our opinion that the structure is good and should remain as it exists. Further, we feel the overriding problem is one of human nature and probable will never be completely eliminated. However, the problem can be relieved to a degree. Providing more basic security to satisfy the human nature of our elected officials should make it easier for them to perform efficiently in their jobs. It is hoped that such an action would provide more stability to the organization. If we will recognize the complexities of the tasks involved, I think we can agree that two years does not provide much time for formulating problems, analyzing them and planning remedies. This is especially true when you consider the complex issues and challenges to his job but must also concern himself with his basic needs for security.

As an additional factor, CSEA, Inc. would recognize immediate tangible benefits from such a proposal. The Statewide election could cost approximately $150,000. Over a ten-year period two elections instead of five, could save CSEA close to $500,000. The services that could be provided to our members with this amount of money deserve careful consideration.

Therefore, the Committee to Restructure CSEA feels it is justified in presenting this proposal for four-year term officers. We ask for your support and we further advise that if our proposal meets with your acceptance it will bring about greater accountability. We should provide security but never allow complacency! We cannot sufficiently stress the urgent need for reform. Assuming this to be true, let me represent CSEA, each member is entitled to an answer when he or she asks— "What have you done for us lately?"

PART II

(Recommendations to be referred under appropriate reports.)
Wenzl's Stand On Reform

(Continued from Page 11)

second. CSEA supports the creation and continuation of viable career tracks in which current career ladder members have been created but are nonemployable due to job freezes. In these career ladders, career ladder members are largely non-existent. Third, CSEA recommends that the Civil Service require- ments for appointment and promotion be reviewed for the purpose of eliminating sex and race biases. For example, the experience factor (including part-time) in the volunteer works should be more heavily considered in establishing the prerequisites for examination eligibility; height and weight requirements should be carefully scrutinized; and civil service written examinations should be reviewed and analyzed in their entirety to assure that ethnic and cultural biases are eliminated to the extent possible. The affirmative action committee of CSEA is in the process of preparing additional recommenda- tions which would strengthen affirmative action while assuring that the constitutional principles of merit and fairness are upheld.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 40 Thomas St., New York 1112, on weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to noon.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be recorded by the Department at least five days before the dead- line. Announcements are available at several City agencies that do their own recruiting and hiring. They include the New York City Education Department (teachers only), 45 Court St., Brooklyn 11201, phone: 566- 8860.

The Board of Higher Education advises teachers staff app- licants to contact the individual school, non-teaching jobs are filled through the Personnel De- partment directly.

STATE—Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 745 E. 2nd St., New York 10048 (phone 486-4248: 10 a.m.-3:30 p.m.: State Personnel Commission, 124 Broadway, Suite 704, 1 W. Genesee St., Buffalo 42009: 9 a.m.-4 p.m. App- licants must obtain applications by writing (the Albany office only) or by applying in per- son at any of the three. The Job Information Employment Service office can provide ap- plications in person, but not by telephone.

For positions with the Unified Postal System throughout New York City, applicants should contact the Staffing Services Unit, Room 309, Office of Court Admin., 307 Broadway, N.Y., phone 459-4141.

FEDERAL—The U.S. Civil Service Commission, 319 First Ave., New York City, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m. weekdays only. Telephone 264-0022.

Persons seeking employment or career counseling may be called at (800) 526-9407. Federal titles have no deadline unless otherwise indicated.

315

CIVIL SERVICE LEADER. Thursday, May 26, 1977

—TEN YEAR OLD BRICK TOWNHOUSE, 2 large bedrooms, country kitchen, refinished hardwood floors throughout, parking for car, yard with lawn and flower bed, pleasant coffee house, right off Thruway and Altaral, downtown, low taxes. $17,000 — evenings (518) 436-8640.

For Sale—Orange County

LOVELY 5 BEDROOM HOME, Kitchent, Dining Area, Family Room, Balcony, 4-car attached garage. Conveniently located on NYC. Anns at current rate (914) 963-6636.

For Sale—Albany

TEN YEAR OLD BRICK TOWNHOUSE, 2 large bedrooms, country kitchen, refinished hardwood floors throughout, parking for car, yard with lawn and flower bed, pleasant coffee house, right off Thruway and Altaral, downtown, low taxes. $17,000 — evenings (518) 436-8640.

ALBANY BRANCH OFFICE
FOR INFORMATION REGARDING ADVERTISEMENT, PLEASE WRITE OR CALL

JOSEPH T. BELLEW
205 SO. MANNING AV.
ALBANY, N.Y. Phone 4-24574
Erie Leader Angry Over Merger Study

CHEEKTOWAGA—Victor E. Marr, president of the Erie County Local of the Civil Service Employees Assn., which represents 1,600 workers at E.J. Meyer Memorial Hospital, said recently he wrote Dr. John T. Naughton, U.B. Medical School Dean on Feb. 24 requesting input into the hospital merger study led by Charles Steere Caruania, a Meyer CSEA official, to be added to the committee looking at the possibility of merging a possible merger involving the county hospital, Buffalo General, Children’s and Deaconess Hospitals. No response to the letter was ever received.

Mr. Marr also disclosed that the union’s regional and Albany research staffs are conducting “independent” studies of the merger and can make “valuable” contributions to the merger study.

“We do the work at the hospital and it seems inconceivable that they let us off the hook of the hospital study,” Mr. Marr said. CSEA, he explained, represents the hospital’s white-collar work force, including licensed practical nurses; laboratory, x-ray and other technicians; and secretarial and clerical staff; among others.

Mr. Marr pointed out that about a year ago CSEA “showed the county how it could save several million dollars” at the hospital by improving “shadow” billing procedures.

“If they just talk to themselves, they’re not going to learn anything, and indeed may come up with a solution nobody will buy,” Mr. Marr said of the U.B. lead study.

“And, of course, I am concerned that our workers are in no way hurt by any changes,” Mr. Marr concluded. “This area already is already has enough unemployment.”

Region V Meets

SYRACUSE—A Meet the Candidates Night is planned for May 27 at 7 p.m. at the regional office, Syracuse, so that members may become acquainted with statewide as well as Region V candidates.

The event is being sponsored by Upstate Medical, Hutchings Psychiatric and Syracuse Developmental Center and Colleges of Environmental Sciences.

Jefferson Presidency Becomes Family Fight

WATERTOWN—a battle for the presidency of the Jefferson Local of the Civil Service Employees Assn. has developed this month with the Peter G. Grieco and his nephew, Richard J. Grieco.

Peter is now serving as interim president of the Local, having replaced Eleanor S. Percy, who stepped down when her city court clerk classification changed to state jurisdiction.

Richard is completing seven years as president of the City unit of the CSEA and has announced intentions of being a candidate for Jefferson Local president. He is a chapter vice-president and is a member of the executive board.

Several current and former employees of the office will be selected by a committee later this month.

As for the CSEA unit, nominees for offices have been picked. The membership began voting, by

200 Years Combined Thruway Service Honored

CANASTOTA—More than 125 employees, former employees and special guests of the New York State Thruway Local of the Civil Service Employees Assn., Central Region, gathered recently at the Clan Mia Restaurant here to honor 11 recent retirees with combined state service totaling 20 years.

Representing the CSEA at the dinner were: Joe Galagher, executive representative; Fran Martello, regional field supervisor; James Moore, president, Utica Psychiatric Center Local; and Jean Gray, Thruway Authority representative.

The group included, from front, from left, James Atio, Jean Gray, Thruway Authority representative, and Sam Cianfarano. Standing in the rear are Joseph Kafka, Kenneth Priebe, John Tuzi, Josephine Darby, Ralph Stimson, Matthew Yndest, Paul Harrison, and Paul Stefanos. Not in the photo was Viva Vurraro.

During pre-dinner activities, several of the honored guests commented on their state service dating back to the beginning of the Thruway. Utican John Tanai, in his capacity as president of the Thruway Authority, was a grand sum of $2,800 per year. Of course, a dollar went a lot further in those days,” Mr. Tanai recalled with a smile.

Mr. Currier said that he learned of the state’s decision from deputy executive industrial commissioner William O’Toole, at a recent labor management committee meeting in Albany.

The tight between the CSEA and the state developed about a year ago when local officials learned of the state’s intention to move the employment service to a building owned by a local influential politician. protests were lodged with various state legislators, but it was learned in November that the state planned to proceed with the move.

Main objection to the move was that it was an unnecessary waste of funds and would transfer the facility to a neighborhood less advanced and less friendly to both employees and the public.

Mr. Currier subsequently wrote a letter to Gov. Hugh Carey, explaining the situation and urging him to act. According to Mr. Currier, it seems that once the Governor was aware that taxpayer money could be saved by utilizing a state-owned facility, the matter was resolved.

Jefferson Honors Percy For Her 9 Years As Leader

WATERTOWN—Eleanor S. Percy will be honored by the Jefferson Local of the Civil Service Employees Assn., at a testimonial dinner May 20 in recognition of her contributions to the organization, including nine years as president.

The dinner, at Benny’s Steak House, will be at 7:30 p.m. A city court clerk, she resigned as president April 1 when she became a state employee under the state’s takeover of the Watertown Court. Not eligible for membership in the county unit, she has transferred to the newly organized Region V Court Local and is serving as its temporary president.

Buffalo Dinner

BUFFalo—Buffalo Local #9 is planning an installation dinner-dance on June 23 at John’s Place. Lackawanna. Dinner at 6 p.m. will follow a cocktail hour.

NEW CITY—Several changes in working conditions have resulted from the recent class-action grievance filed by Civil Service Employees Assn., members in the social services section of Rockland County.

Section CSEA president Harold Berlin conferred with Social Services Commissioner Noah Weinstein last week and CSEA field representative Larry Scallon, shortly after the grievance was filed. The following decisions were made:

Potholes in the parking lot will be patched by the contractor. Mr. Weinstein will notify the sheriff to patrol the lot to discourage vandalism and theft.

Complaints regarding glass, litter or non-functioning lights in the parking lot will be assigned to a specific person named by the commissioner.

Food Stamp Department employees will move to a building in Pomona to alleviate overcrowding. Also, some people in the current Social Services building will move to another floor to alleviate overcrowding in the income maintenance and accounting departments.

Social Services employee John Hart has prepared floor plans for partitioning, which will increase clients’ privacy and, hopefully, say employees, eliminate many floor hazards, such as wiring.

Files are expected to be moved from the hallways around June 1.

The landlord has signed a contract to install new bathrooms and air-conditioning units.

Both the installation of new air-conditioning units and the design and building of a ventilation system to remove hot air from the building.

The commissioner has asked Mr. Hart to further in those days,” Mr. Tanai recalled. The dinner was concluded with the presentation of service certificates.