

# Civil Service LEADER

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## Central Conference

See Page 16



**POLITICAL ACTION IN ACTION** — Members of the Civil Service Employees Assn. Long Island Conference and the CSEA Legislative and Political Action Committee are shown at work stuffing envelopes for CSEA-endorsed candidates in their area. Left to right are: Ruth Braverman, Nassau County chapter delegate and member of the political action committee; Albert J. Varacchi, second vice-president of the Long Island Conference and president of the SUNY Stony Brook chapter; Thomas Kennedy, executive representative of the Suffolk County chapter and treasurer of the Long Island Conference; Thomas McDonough, first vice-president of CSEA and chairman of the legislative-political action committee; George Koch, president of the Long Island Conference; Ralph Natale, first vice-president of the Nassau chapter; Thomas Stapleton, executive representative from the Long Beach unit, and Jack Gehrig, Long Island Inter-County State Parks chapter. (For other stories on political action, see pages 8 and 9.)

## Wenzl Slams PERB Voting Method As Being 'Ridiculous'

(Special To The Leader)

ALBANY—Theodore C. Wenzl, Civil Service Employees Assn. president, termed it "confusing and ridiculous" when he received final word from the Public Employment Relations Board on how the representation election will be conducted by PERB for some 43,000 employees in the Institutional Unit.

CSEA has been challenged for exclusive bargaining rights for 1973 in the Institutional and the Professional, Scientific and Technical Units. PERB, after a series of meetings, agreed to the standard secret mail ballot procedure justified by their various spokesmen as being "efficient and effective in ensuring maximum vote from the employees."

One week later, PERB issued what they termed an "interim decision" which reversed its previous decision and specified that in the Institutional Unit alone they would conduct an "experiment."

Their decision called for 47 percent of the Institutional workers to vote on-site using a ballot box procedure. Wenzl made it clear that "We are not objecting to the on-site procedure! What we are objecting to is a series of questionable reversals by PERB which would lead one to believe that they are unsure of themselves and subject to political pressures."

Wenzl was certain that the decision would lead to confusion. He said, "PERB obviously wasn't familiar with the Institutional set-up. Because of this, they have our workers using two systems of voting, one by mail and the other by on-site ballot, right at the same institution." He added, "This certainly will cause chaos."

Specifics on the voting direct that the PS&T Unit ballots be mailed on Nov. 20. The deadline for voting will demand that the ballot be in PERB's hands by Dec. 8 to be counted on Dec. 9.

The Institutional Unit, according to PERB, will have 53 percent of its workers vote by mail. Ballots will be mailed to that portion of the unit on Nov. 20 and will be counted on Dec. 8.

The following institutions were designated by PERB to vote on site: Haverstraw, Binghamton, Brooklyn, Buffalo, Gowanda, Kings Park, Manhattan Support Services, Marcy, Rochester, Willard, Creedmoor, Harlem Valley, Rockland, Rome, Wasale, Willowbrook, Suffolk, Sunmount and Dunlop.

On-site elections will be conducted at the institutions above on Dec. 7 from 5 a.m. to 7 p.m. PERB has not yet announced voting sites. According to PERB, "a decision is pending on wheth-

er employees will be given time off to vote." CSEA is demanding one hour non-chargeable voting time.

PERB will send employees notices of election for both units. These notices are scheduled to

(Continued on Page 14)

## Gain \$1,000 Raises For Nassau Workers In Great Neck Park

MINEOLA—One thousand dollar raises in each of two years of a new contract have been gained for employees of the Great Neck Park District, it was announced by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

The agreement also provides \$3,000 life insurance, longevity increments after 10, 15 and 20 years, a dental plan, holiday and vacation improvements and advancement provisions. Flaumenbaum said the contract provides substantial gains for the employees of the noted park district serving the populous Great Neck peninsula.

*Don't Repeat This!*

In N.Y. State

Public Employee Relations — Do They Even Exist?

MANY things are clearly out of kilter in the State's system of public employee relations. It makes no sense, six months after the event, to expose the Civil Service Employees Assn., its president Dr. Theodore Wenzl and other CSEA officers to fines for an alleged strike that supposedly took place last Easter. Indeed, only judicial restraint stands between these officials and a jail term.

(Continued on Page 6)

## Hit Schenectady OTB With Second Charge Of Improper Practice

SCHENECTADY — A second improper practice charge has been filed by the Civil Service Employees Assn. with the State Public Employment Relations Board against the Schenectady Off-Track Betting Corporation, as a result of the local OTB's alleged continuance of efforts to impede its employees' right to organize.

Representatives of CSEA and OTB met recently before PERB

## Stein Bill Would Raise Pension As Base Pay Rises

Assemblyman Andrew Stein (D-Manhattan) has announced he would prefile legislation in Albany this year that would require retirement allowances for former State employees to be increased at the same percentage rate at which the base salary is increased.

The measure introduced by Stein at the request of the New York City chapter of the Civil Service Employees Assn., would insure that if the salary attached to the salary grade from which an employee retired were increased at any future date, the retirement allowance received by that retired employee would be increased by the same percentage.

In explaining how the bill (Continued on Page 11)

for an informal conference concerning the first improper practice charge and CSEA withdrew its charge after Davis Etkin, chairman of the Schenectady OTB System agreed to a seven-point compromise agreement.

The agreement's major points were: that CSEA was to have access to employees in non-security areas at non-working times; that CSEA was to be provided with a bulletin board to announce meetings; that CSEA was to file a letter demanding recognition of the new unit but that CSEA would not press for recognition until Jan. 1, 1973, as previously understood; that any and all major problems between personnel of either CSEA or OTB were to be immediately communicated to Davis Etkin, Schenectady OTB and Harold G. Beyer, Jr., CSEA's attorney in this matter.

### Threat Reported

On Oct. 19, 1972, CSEA attempted to hold an informational meeting to explain the PERB agreement to all interested OTB employees at the Ritz Restaurant. This meeting was poorly

attended, according to a CSEA spokesman, who also said that OTB employees who did attend stated that Narche Falcone, recently promoted from parlor manager to operations manager of the OTB, had "once again

(Continued on Page 14)

### Political Action

With the political elections literally "just around the corner," Thomas McDonough, first vice-president of the Civil Service Employees Assn. and chairman of CSEA's statewide legislative and political action committee, has reiterated his reminder to every member of CSEA to "make the effort to get out and actively support the CSEA-endorsed candidates in your area who are running for legislative office. CSEA's political action program can only be effective if there is support from CSEA members throughout the State. Political Action means POLITICAL ACTION!



**DOT AGREEMENT SIGNED** — Representatives of the Civil Service Employees Assn. and State Department of Transportation officials sign an agreement on departmental negotiations between CSEA and DOT. Seated left to right: Timothy McInerney, CSEA Transportation Region No. 1 chapter president and chairman of the CSEA special Transportation committee; Raymond T. Shuler, commission of the DOT, and William Livingston, DOT assistant commissioner for manpower and employee relations. Standing left to right are: Joseph Reedy, CSEA collective negotiating specialist, and Thomas A. Gibbs, principal agency labor relations representative for Dot.

**Duplicity Is Charged**

**East Meadow Unit Of Nassau CSEA Refuses To Sign Offered Pact**

MINEOLA—The Nassau chapter, Civil Service Employees Assn. has filed an unfair-labor-practices charge and refused to sign a contract with the East Meadow School District, charging that the district's representatives had negotiated by lies.

Members of the 300-member East Meadow School District unit protested with signs on their vehicles parked outside the schools last week after the blow-up.

Nassau chapter president Irving Flaumenbaum said district negotiators had sacrificed their honor and credibility.

A CSEA demand for pay for unused sick leave had been bargained away in negotiations after district representatives declared that they would not agree to that provision either for the CSEA non-teaching personnel or for the teachers.

**Teachers Get It**

The following morning the district granted sick-leave pay to

the teachers.

"No one has ever pulled that one before," declared Flaumenbaum. "The employees feel no responsibility to people who are liars."

The unit was considering the best forms of job actions.

The school system, meanwhile, failed to pay the negotiated salary increases and increments, but Flaumenbaum said that he expected that the money would be issued promptly.

The unit represents about 300 members of the clerical, custodial, cafeteria and teachers-aide staffs.

Regardless of the speed with which the contract dispute is settled, CSEA officials said the outlook for future negotiations with the district were clouded.

**President Nixon vs. Senator McGovern**

(Or, change that will work vs. change that won't work.)

President Nixon's idea of change is orderly—and works. Senator McGovern's ideas about change can easily prove chaotic—and won't work.

Under President Nixon, America has become quieter than it was in 1968. Our campuses are back to scholarship. Our cities no longer have frequent riots. The drug traffic into America has slowed down. Last year, for the first time, 80 major cities reported a decrease in crime. Funding to save our environment has increased 500%—and the effects are beginning to be felt. The door has been opened to China. A limited arms treaty has been signed with Russia. Half-a-million Americans have been brought home from Vietnam.

There's much, much more. All of it *change*. But *orderly* change. Compare this change, the change we have had under President Nixon, with the change we could have had under Senator McGovern. Many already have. And they're among those saying that America needs President Nixon—now more than ever.

**President Nixon. Now more than ever.**

(Remember that on November 7th!)

Paid Political Advertisement: New York Committee for the Re-election of the President, N. Burdell Blaby, Executive Director, Michael Phillips, Treasurer, 48 E. 45th St., New York, N.Y. 10017

**Mass For Police Nov. 4**

The 13th Annual Memorial Mass for deceased members of the Police Dept. will be held Nov. 4 at 10 a.m. at St. Stephen's Church, 143 East 28th St., Manhattan.

Approximately 1600 widows and relatives of the deceased will attend the Mass, led by Rev. Monsignor Joseph A. Dunne, Police Dept. Chaplain and Spiritual Director of the Holy Name Society. The public is welcome.

**Nassau Mediator Turns Down Job**

MINEOLA—The mediator selected to handle the impasse in Nassau County negotiations has declined the assignment.

Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum said that he had requested a new list of candidates from the PERB together with assurances that the persons listed would be able to serve.

Talks on behalf of 17,000 Nassau employees broke down last month when the County reiterated its unsuccessful demand of 1971 that the graded salary plan be abandoned. Flaumenbaum urged early action on the selection of a new mediator, noting that the frequent breakdowns of last year's negotiations had carried the County well into the new year without a contract.

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# Thruway Unit I Contract OK'd

ALBANY — Civil Service Employees Assn. members in the New York State Thruway bargaining Unit I elected last week to accept the proposed contract between the Civil Service Employees Assn. and the Thruway Authority, covering the period from July 1, 1972, through June 30, 1974, by a vote of 450 to 353.

This agreement affects maintenance, clerical and toll collection workers. The vote ratifies, among other items, a one-year pay raise of 4 percent effective immediately and retroactive to April 1, 1972. The second year's increase of 6½ percent becomes effective on July 1, 1973. The contract also clears up contract language, expands employees' organizational rights, and revises the grievance procedure.

The terms of the contract are the result of over 10 months of collective negotiations between the CSEA negotiating committee and the Thruway Authority.

Out of a total of 1,587 eligible votes, 1,016 were received. "Yes" ballots totaled 450 and "No" ballots totaled 353. 210 ballots were declared void and three ballots were challenged.

Ballots are declared void if they do not bear either the

sender's name or social security number on the back of the return envelope. This name or number is used only to assure the balloting committee of the eligibility of the voter. These envelopes are discarded before the votes are counted, thus guaranteeing the anonymity of the voters.

The balloting committee consisted of James Ingles, chairman, Syracuse Division, CSEA chapter; Tony Sandagato, Headquarters chapter; Carmine Fusco, Albany Division chapter; Mary Bolsne, New York Division chapter, and John Carr, Buffalo chapter.

## At Farmingdale

ALBANY—Mortimer J. Gleeson, of Manhasset, has been re-named a member and chairman of the Council of the State Agricultural and Technical College at Farmingdale.

CIVIL SERVICE LEADER, Tuesday, October 31, 1972



**PLANNING SESSION** — The Division for Youth ad hoc committee of the Civil Service Employees Assn. prepares for a labor-management meeting with the State Division for Youth. The CSEA committee plans to attack the per capita figures that the DFY published to rationalize the recent lay-off. Left to right, committee members are: Joan Nickerson, chairman; Ernestin Jackson, Don Antinore; Paul Burch, collective negotiating specialist; William Paolone; Douglas Bertholf; Joseph Fox; Carmen Farruggia, and Donald J. Satterlee.

## CSEA Files Charges Against Division Of Youth For Stalling

ALBANY — The Civil Service Employees Assn. has filed an improper practice charge against the State of New York's Division for Youth for refusing to meet with the CSEA ad hoc committee formed to study "the per capita cost of keeping a child in the institutions operated by the Division for Youth."

The CSEA committee was formed on Sept. 22, 1972, to study these costs and their impact on employees — especially layoffs of institutional personnel by the Division for Youth. According to Paul Burch, collective negotiating specialist for CSEA, "For over a year we have been told by Director Milton Luger of the Division for Youth that the cost of keeping a child on campus for a year was approximately \$20,000. This cost was quoted to localities as well." The cost was judged prohibitive by many of the localities, who share 50 percent of the operating expenses with the State. It was in order to reduce this overhead that the layoffs were instituted.

The CSEA ad hoc committee has come up with substantially different figures on the on-campus costs. "It was to discuss this difference," said Burch,

"that a meeting was arranged with the Division for Youth."

On Oct. 10, 1972, Burch contacted Robert Kennedy of the Division for Youth and set up a meeting with the committee for Oct. 26, 1972.

### Refused to Meet

When Burch and the members of the committee arrived at the Division for Youth headquarters at 2 University Place in Albany on Oct. 26, representatives for the Division refused to meet with them.

Burch said this about the Division for Youth's failure to see the CSEA committee: "The reason they refused to meet with us was that there is a basis in fact that the costs are inflated and that there was validity to our claim that they should be about half of that figure. I feel that it is Luger's role to close the institutions. He'll make costs so prohibitive that the Legislature will have to shut them down."

## Change In State Housing Policy Attacked By CSEA

ALBANY—An improper practice charge has been filed by the Civil Service Employees Assn., with the State Public Employment Relations Board against the State of New York as a result of the State's decision to charge rent for housing that was previously free for several hundred State employees in various State agencies, ranging from the Office of Parks and Recreation to the Division of Youth.

CSEA claims that this action is "a change in the State's housing policy and should have been negotiated with CSEA, the union which represents the affected State employees, before the rental rates were established and deducted from the affected employees' paychecks without their authorization."

CSEA is seeking to have the rentals eliminated until the State negotiates this "change of conditions of employment."

## 7 Mental Hygiene Aides Assured Of Transfer They Want

SYRACUSE — Through the efforts of the Civil Service Employees Assn., seven employees of the State Department of Mental Hygiene have been assured that they will be transferred from Marcy Clinic to Hutchingson when the Marcy Catchmen area is moved to the Syracuse institution.

These seven members of the Syracuse chapter of CSEA appealed to the central staff for help through their chapter president, Richard Cleary, when they were informed that their jobs were being phased out due to the moving of the Catchmen area. They had all applied for jobs with the new unit, but were unable to get a firm answer as to whether or not they would be hired. According to Cleary, "Marcy would not relinquish the line items, and they (the workers) would have to commute to Marcy to hold their jobs."

CSEA collective bargaining specialist, Robert Gulid, obtained an agreement from the State Department of Mental Hy-

(Continued on Page 14)

## Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

### CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

Insurance Class	Annual Salary	Males	Females
I.	Less than \$1,400	\$1,500	\$1,500
II.	\$1,400 but less than \$2,100	2,600	1,500
III.	2,100 " " " 3,500	4,000	1,500
IV.	3,500 " " " 4,500	5,500	2,600
V.	4,500 " " " 5,500	6,500	2,600
VI.	5,500 " " " 6,500	8,000	4,000
VII.	6,500 " " " 7,500	10,000	5,500
VIII.	7,500 " " " 8,500	11,500	5,500
IX.	8,500 and over	12,500	5,500

The cost to each insured member, per thousand dollars of insurance, increases each five years, after age 30, in accordance with the following table:

Age Group	Attained Age (Nearest Birthday as of November 1)	The Bi-Weekly Deduction Is
A	29 and under	\$.10
B	30 to 34, inclusive	.15
C	35 to 39, " "	.20
D	40 to 44, " "	.25
E	45 to 49, " "	.34
F	50 to 54, " "	.51
G	55 to 59, " "	.70
H	60 to 64, " "	.95
I	65 to 69, " "	1.20

### Accident & Health Insurance

On the Nov. 1 following attainment of 39½ years of age the premiums under the CSEA accident and health insurance increase between 10 percent to 20 percent depending upon the type of coverage. The increased payroll deductions for these rate adjustments are made effective on the first payroll period ending on or after Nov. 1 each year. This occurs because a number of years ago CSEA negotiated with the insurance company a reduction of premiums for people under age 39½, which reduction the employees enjoy up to that particular age.

### Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Ages	Bi-Weekly	Semi-Monthly
Under 30	.50	.55
30-34	.80	.85
35-39	1.00	1.10
40-44	1.30	1.40
45-49	1.75	1.90
50-54	2.60	2.80
55-59	3.65	3.95
60-64	5.30	5.75
65-69	7.60	8.25

The above information will furnish any CSEA member who enjoys CSEA low-cost insurances with information as to why there has been an adjustment in deductions for such purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

## CSEA calendar

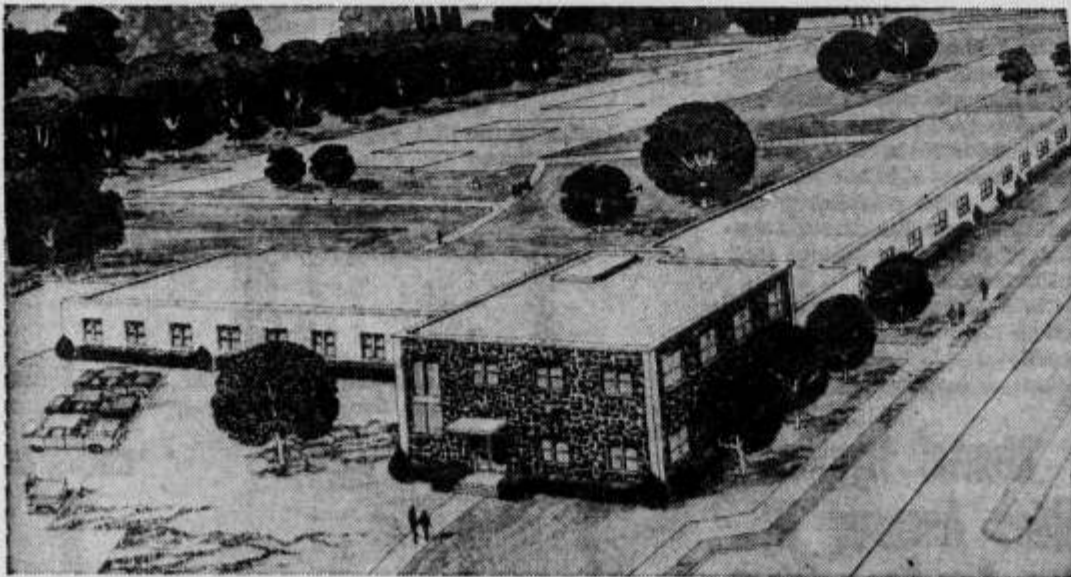
Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

### November

- 3—Niagara County chapter "Bosses Night": 6:30 p.m., Red Coach Inn, Main St., Niagara Falls.
- 7—ELECTION DAY
- 9—Westchester chapter board of directors meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 11—Stony Brook U chapter masquerade party: 8 p.m., Larkfield Country Club, East Northport, L.I.
- 14—Westchester chapter executive council meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 14—Syracuse Area Retirees chapter meeting (includes Cayuga, Onondaga and Oswego Counties): 2 p.m., Senior Citizens Room, City Hall, Fulton.
- 29—Rochester Area Retirees chapter meeting (includes Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne and Wyoming Counties): 1:30 p.m., Van de Mark Hall, Rochester State Hospital, 1600 South Ave., Rochester.

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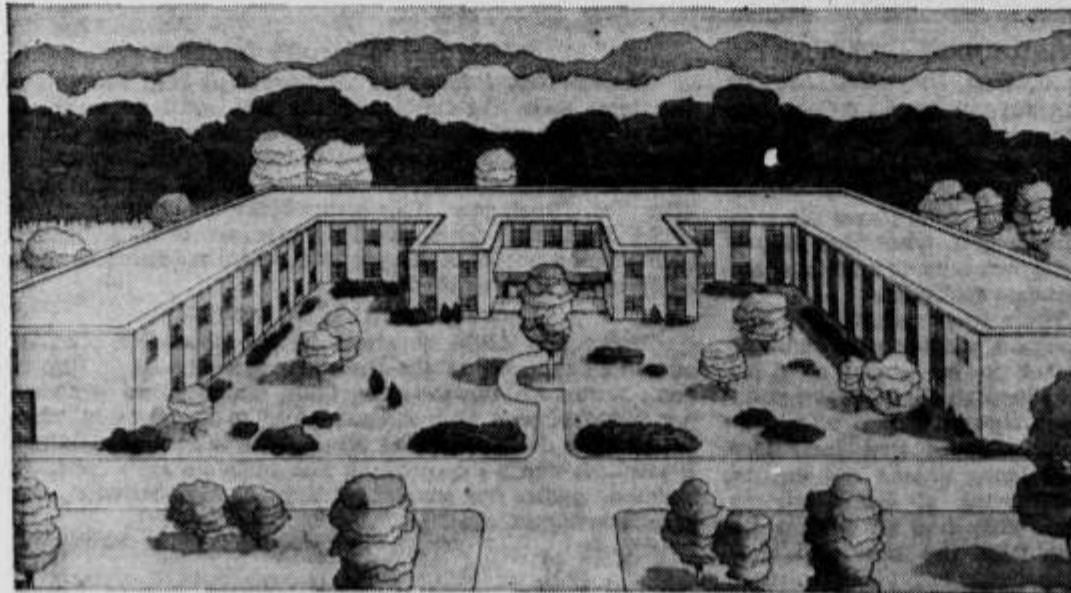


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TUESDAY, OCTOBER 31, 1972

## PERB Self-Destructs

ALMOST every week, the State Public Employment Relations Board gives new evidence that—whether it knows it or—that PERB is getting ready to "self-destruct."

This agency was created to conduct, impartially, disputes arising between civil servants and their public employers. To preserve the image of impartiality, there can never be any sign of favoring one side or the other or being subject to outside pressures, political or otherwise.

In a matter of a few weeks, PERB has shown that its role as an impartial arbitrator is mere paper, not fact.

Using lengthy arguments, which were released to the public press, PERB explained in great detail why voting for union representation in two State units, now represented by the Civil Service Employees Assn., should be conducted by mail ballot. A few days later, amid rumor that pressure was being applied to obtain on-site voting in State institutions, lo and behold! PERB suddenly found several reasons why its original ruling was not the fairest for the State workers concerned.

Phooey! No one in this State believes for a single moment that the reversal was due to second thoughts and not political pressure. Ergo, PERB is no longer an un-touchable arbitrator and can no longer inspire the faith in civil service necessary to justify the Board's existence.

In essence, action must be taken during the next session of the Legislature to find a new and reliable road to impartial labor relations. PERB has, indeed, self-destructed.

## Questions and Answers



**Q.** I've been getting social security payments since I was nine. Next year when I'm 18, I plan to enroll in a trade school. A friend told me that my monthly payments will stop when I become 19 if I don't go to college. Is this true?

**A.** No. You don't have to go to college to continue to get your monthly payments after you're 18. However, you do have to be single and enrolled as a full-time student at an educational institution. Most trade schools qualify as educational institutions. You should check with your social security offices to be certain the trade school you're planning to attend meets this qualification.

**Q.** I was handling all my mother's finances, including her social security check, before she died recently. What should I do with the money I have saved from her monthly social security payments?

**A.** All of her social security payments which you have saved or invested belong to her estate.

You should turn this money over to the legal representative of the estate for distribution according to State law.

**Q.** My wife and I now get our monthly social security payments in a single check. Since my wife will be admitted to a nursing home shortly and I don't get around very easily, how can we arrange to get separate checks?

**A.** You should call, write, or visit your social security office to arrange for you and your wife to get separate monthly checks.

**Q.** I'm 64 and for several years I've been getting monthly social security payments based on my late husband's work record. Now I'm married. Will I continue to get payments?

**A.** Yes, you'll continue to get monthly checks after you remarry, and the amount of your monthly checks may increase. Call, write, or visit your social security office to notify them as soon as you remarry.

## Don't Repeat This!

(Continued from Page 1)

Equally incomprehensible is the prolonged, persistent effort by state officials to impose Taylor Law penalties on CSEA members who allegedly participated in whatever events may or may not have taken place last Easter. The crass insensitivity of these officials is underscored by their insistence upon levying those penalties, without according to the CSEA members involved, the elementary protections of due process. Further evidence of this insensitivity include the PERB reversal of its own ruling respecting on-site voting in a representation election and the attempt to impose parking fees on state employees, without consultation with CSEA.

These, and countless other such incidents that are all too familiar to CSEA members, suggest an imperative need for a substantial revision of the Taylor Law to establish equality on both sides of the bargaining table. Such a revision deserves top priority in the CSEA legislative program. In addition CSEA members will have to gird themselves to defeat legislative proposals which are calculated to destroy rights won over the years by civil service employees.

### The Battleground

The Legislature will become the battleground for civil service legislation that may affect the lives and careers of public employees at all levels of government. Attacks on employee gains will come from all sources. The legislative committee on Public Employee Pension and Retirement Systems is scheduled to make its report shortly, at a time when the Fleischmann Committee on Education, the Citizens Budget Commission and other taxpayers' groups, are busy grinding out reams of press releases complaining that pension rights are overly generous.

Various public agencies are seeking to fence out of the bargaining table such significant matters as employee work loads, manning tables, classification, assignments and other matters of vital import to the public employee. If the Legislature submits to pressures from these sources, then bargaining with respect to working conditions will be sacrificed on the altar of "management rights."

### Be Prepared

It will make very little difference whether the Republicans or Democrats control the Legislature, although all signs suggest that Republicans will retain control. Political control of the Legislature is irrelevant from this point of view because CSEA has friends and opponents on both sides of the political aisle. This is clearly indicated by the political action taken by CSEA in endorsing both Republican and Democratic candidates for the Legislature.

The next legislative session will be a critical one for civil service employees. There is no time to lose in preparing for the tough days that lie ahead.

### Zorn To Batavia

ALBANY—Sibyl Branton Zorn, of Batavia, has been named to succeed Mrs. Robert Jenks, of Alexander, in the unpaid post of Trustee of Genesee Community College for a term ending June 30, 1981.

## Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

## Local Residency

In an action brought by the Binghamton Public Library unit of Broome County chapter of the CSEA against the City of Binghamton in the Broome County Supreme Court, the plaintiffs sought a declaratory judgment determining their status as employees of the Binghamton Public Library. In addition to the City of Binghamton, the defendants were the Binghamton Civil Service Commission and the Trustees of the Public Library.

It was the position of the City and the Civil Service Commission that the individual plaintiffs are employees of the City rather than employees of the Library. The reason for the dispute was that certain employees in the Library did not live within the City limits of Binghamton, and the individual employees sought a determination that since they were not City employees, they were not subject to a local law requiring certain officers and employees of the City to reside within the City limits. The residency requirement had been waived by the Civil Service Commission. However, in January, the Commission notified department heads in the City government, as well as the director of the Public Library, that the Commissioner would not grant waivers any longer as a matter of policy unless it could be conclusively proved that employees who were not residents could not be replaced by residents of the City.

SECTION 13 of the Supplement City Charter states in part that no person shall be eligible for appointment as a City employee unless at the time of his appointment he is a bona fide resident of the City, and whenever he ceases to be a resident, his position is deemed vacant. However, the municipal civil service commission has the power to waive residence requirements under certain specifically enumerated circumstances.

The issue before the court was whether the seven individual plaintiffs who work in the Public Library are employees of the City so that they are required to maintain residence within the City limits, or whether the Public Library is a separate public corporate entity which does not fall within the residency requirements of the Supplemental City Charter.

Under the Education Law, the Regents of the University of the State of New York granted the Binghamton Public Library a charter in 1902, thus creating a public corporation without taxing authority. The Library is, therefore a corporate entity separate and apart from the City of Binghamton and is not a department or a part of the City government. Public Libraries are managed by Trustees empowered to appoint and fire employees and fix their salaries. The City of Binghamton conceded that the Library Trustees have the power and authority to negotiate labor agreements with representatives of the Library's employees. Furthermore, the Library is autonomous in its day-to-day operations which include the duties, assignments and utilization of personnel.

THE DEFENDANTS argued that the Binghamton Public Library unit is part of the Broome County chapter of the CSEA and is included within the collective bargaining agreement covering the City employees; Library personnel are paid through the City payroll; the buildings occupied by the Library are owned by the City; Library funds are provided from taxes collected from the City and other revenues from outside sources. The City continued its argument by stating that since the plaintiffs have not denied or renounced any of their benefits under the collective bargaining agreement between the City and CSEA, then they must necessarily be subject to the rules and conditions of employment applicable to other employees of the City, and specifically, are bound by the residency requirements.

The court held that a fair reading of the statutory provisions "leads to the conclusion that thereunder a municipality is the tax levying agency for and responsible for the fiscal support of a public library it is instrumental in creating. This responsibility is necessarily the City's as the chartered libraries have no tax powers.

(Continued on Page 10)

# Letters To The Editor

## Hits Endorsement

Editor, The Leader:

The action of the executive board of the New York City chapter, Civil Service Employees Assn., as reported in last week's Leader, endorsing the candidacy of Richard Nixon is incredible, and one wonders whether it reflects truly the wishes of its members. As a past president of the Metropolitan New York Conference, I find it unthinkable that any chapter in this area with its tradition of liberalism would even entertain the idea.

Mr. Bendet's argument in his support of Nixon: "That the Governor is Nixon's campaign manager in New York State, and that we negotiated a good contract with the Governor's people" is, to say the least, specious. View that statement in light of the policies of a Governor who forced a job action by State employees over last Easter weekend.

Further, the record of the Nixon Administration has been one of insensitivity to the needs of labor, and to the aspirations of minorities, over 90 percent of whom voted against Nixon-Agnew in '68. The Nixon endorsement by the executive board of the New York City chapter, therefore, is an act contrary to reality and is a "slap in the face" to thousands of members of the Civil Service Employees Assn. Bear in mind, also, that scores of AFL-CIO affiliates have rejected Mr. Meany's "neutrality" and have defied him in coming out in support of Mr. McGovern. Do we in New York City dare do less?

**RANDOLPH V. JACOBS**  
Past President, Metropolitan  
N.Y. Conference, CSEA.



## Re-Elect SENATOR JOHN MARCHI

Endorsed By: (partial listing)  
New York State AFL-CIO  
Central Labor Council  
AFL-CIO

Uniformed Firefighters Assn.  
Uniformed Fire Officers Assn.  
Patrolmen's Benevolent Assn.  
United Federation of  
Teachers  
Retired Men's Assn. F.D.N.Y.  
Grand Council of Steuben  
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If you'd like more room you'll like the 1973 Type 3 Compact Sedan. It comes with an air-cooled engine. Electronic fuel injection. Front disc brakes. Four-wheel independent suspension. A sealed steel bottom. Four-on-the-floor stick shift. A double-jointed rear axle and front stabilizer bar for smoother cornering. It also has inertia type front seat belts. Front bucket seats. And two trunks. All standard.



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Few things in life work as well as a Volkswagen.

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**Bronx** Avoca Corporation  
**Bronx** Bruckner Volkswagen, Inc.  
**Bronx** Jerome Volkswagen, Inc.  
**Brooklyn** Aldan Volkswagen, Inc.  
**Brooklyn** Economy Volkswagen, Inc.  
**Brooklyn** Kingsboro Motors Corp.  
**Brooklyn** Volkswagen of Bay Ridge, Inc.  
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AUTHORIZED  
DEALERS

# Binghamton Chapter Interviews Candidates On Labor Issues

(From Leader Correspondent)

BINGHAMTON — The Binghamton chapter, Civil Service Employees Assn., utilized its annual fall meeting program Thursday night to bring the concept of political action to life for the some 250 chapter members attending.

The special program, organized by chapter political action committee chairman Don Hinckley, brought together the candidates and incumbents seeking seats in the 123rd and 124th Assembly Districts and the State's 47th Senatorial District to present their views on a number of issues of interest to those present, including the State's Taylor Law, out-of-title work, and pension and retirement system changes.

Among those speaking were Senator Warren Anderson (Binghamton), chairman of the Senate Finance Committee, and his opponent, Democrat John Cheevers; 124th District Assemblyman Francis Boland (R-Binghamton), and his opponent, Democrat John Young; and three candidates for the 123rd District Assembly seat vacated by Endicott Republican Kenneth Leasure, who decided not to seek re-election. The 123rd District candidates included Maurice Battisti, Republican and legislative aide of Leasure, Democrat James McCabe, Mayor of the Village of Johnson City, and Conservative Brigham Thompson. Also speaking was Broome County Democratic Commission Chairman Thomas Conlon, County GOP Richard Kuhnen, who was also invited to address the gathering, could not appear due to a previous commitment elsewhere.

## One-Sided Law

In his remarks to those assembled, Chapter Political Action Committee Chairman Hinckley said that he was "dedicated to the abolition or amendment" of the state's Taylor Law in its present form. "The law as it stands," he said, "is both ineffective and unworkable."

Under this law, Hinckley pointed out, "only the employee is forced to bear the brunt of the employer's failure to bargain by suffering severe penalties in the event of a last-resort walkout. The views of those present on the Taylor Law and other matters of interest to us," he concluded, "is reason for our being here tonight."

Commenting on the Taylor Law itself, Senator Warren Anderson said he would be "the last one to pretend it's perfect." Anderson added, however, that "if the Taylor Law is eliminated, something must replace it, and that something must end up in a bilateral agreement. The Taylor Law," he said, "is not carved into stone anyplace," and, he added, "it is being continuously amended."

## Retirement Inequities

On the state's retirement system, Anderson characterized it as one of the best in force in either the public or private sectors. "There are inequities," he said, "and these inequities are being studied now." Anderson, turning to the out-of-title issue, said that "state employees' apprehension over the productivity sections in the new contract are," as he put it, "misplaced." Anderson said the agreement was approved by both sides after lengthy negotiations and careful study. "What increased gains in productivity that may be with in the new contract are to be shared by the employees," Anderson did not feel the employees

should be "overly concerned" in this area.

Assemblyman Francis Boland, in his remarks, said he felt "The Taylor Law has helped bring the state's relationship with the CSEA closer in terms of goals on an everyday basis." Boland, echoing Senator Anderson's remarks, said, "The Taylor Law is being revised almost continuously, we hope, for the better," Boland added, "We've made tremendous gains in amending the Taylor Law and in improving pension and retirement system benefits."

Anderson's opponent, political newcomer John Cheevers, used the forum to attack the Senator's past record. Cheevers asked the audience, "How many of you get a 'lulu'?" How many of you get a half-paid pension after 20 years?" Cheevers added that "when the 'lulu' was raised from \$3,000 to \$5,000, it was Senator Anderson who voted for it. It wasn't the Republicans, but Senator Anderson who lined up with the New York City Democrats, that's who!"

"Let's make changes," Cheevers said, "where they are needed, for the benefit of people not the 'where are cuts made? Not in buildings like the South Mall, or

powers. When the state runs into budget problems," he added, "in high-priced art work for those buildings, or by reducing chauffeured limousines or by cutting needless upper echelon positions. No!" he declared, "The cuts are always made in the vital personnel services!"

## Legislative Reforms

Boland's opponent, John Young, contended from the podium that "legislative leaders have immense power and they abuse that power daily. It is this legislative abuse that must be stopped by legislative reforms and if not, those in power shall be voted out."

Young utilized the time allotted to him to answer questions forwarded to all candidates by a local newspaper on a wide assortment of issues. Reading each of the questions submitted from a copy of the paper, Young responded by rebutting the answers submitted to the paper by Assemblyman Boland, comparing those answers to his own position.

Following the formal statements by each of those invited to speak, program chairman Hinckley opened the floor for questioning. One somewhat heated exchange erupted when CSEA

# Niagara 'Candidates Night' Attended By Politicians

NIAGARA FALLS — A variety of answers were received when the Niagara County chapter of the Civil Service Employees Assn. sponsored a "Candidates Night" recently

and asked these questions:

- Would you sponsor and support legislation to amend section 209 (a) of the Civil Service Law to provide that an employer found guilty of interfering with employee organizations' rights or refusing to negotiate in good faith guilty of violation of the Taylor Law and subject to penalties in the form of fines and mandatory injunctive relief in the Supreme Court by the State of New York?

- Would you sponsor and support legislation giving public employees the "right to strike" with reasonable safeguards for "essential" services?

- Would you sponsor and support legislation repealing the law relating to violations and penalties by providing court review hearings and appeal basic to due process before guilt is determined?

- Would you sponsor and support legislation to provide for agency shop for certified employees' organizations?

William M. Doyle, chapter president, and James Stewart, CSEA field representative, conducted the session in a Niagara Falls restaurant.

## "Right To Strike"

Candidates for Congress, the State Legislature and local office attended the meeting. Lloyd H. Paterson, CSEA-endorsed candidate in the 60th State Senate District, said he was opposed to the "right to strike" clause unless

safeguards for essential services were clearly spelled out.

John B. Daly, seeking election in the 138th Assembly District, and Paul Cole, representing Daly's opponent, Stuart Comerford, both agreed with limited "right to strike" legislation. Both also discussed agency shop, but said the idea needs further study.

In the 139th Assembly District, Stanley A. Brezinski endorsed the CSEA views on the matters discussed while his opponent, Richard T. Hogan, appeared to avoid the issues.

Max McCarthy, candidate for 36th Congressional District, attended, but was forced to leave before speaking. Rep. Richard P. Smith III, the incumbent in the 36th, was represented by two aides who explained Smith's past record and offered the congressman's plans for the future.

Also attending were Niagara County District Attorney Aldo L. DiFlorio and his opponent, Glenn S. Hackett and Family Court Judge candidate John L. Halpin and Bruce Battaglia, representing the other Family Court candidate, Anthony Certo.

Attending besides chapter officials and members were CSEA field representative Thomas Christy, and Al Sibillo, June Boyle and Neil Gruppo, representing the political action committee of the CSEA Western Conference.

# Mohawk Valley Chapters Take Coordinated Action In Making Endorsements

(From Leader Correspondent)

UTICA — A joint political action committee representing Civil Service Employees Assn. chapters with a total membership of about 10,000 in the Utica-Rome/Herkimer-Oneida Counties area of New York has endorsed several candidates seeking state and federal offices from the area. Roy Kotary, an employee of Marcy State Hospital and member of the Marcy State chapter, headed the committee.

Receiving the endorsement of the area CSEA chapters are William Sears, incumbent Assemblyman from the 115th district, which lies in Oneida County;

field representative Richard Sroka took the opportunity to question the candidates about their views on the "agency shop" concept advocated by the CSEA.

Sroka asked the candidates specifically whether they would approve of the levying of a fee equalling membership dues against non-member state employees who share, by state mandate, in the benefits of CSEA negotiations and representation equal to the benefits afforded dues-paying members.

## 'No' To Agency Shop

Assemblyman Boland questioned Sroka as to his employment position, then sought clarification of Sroka's question which the field representative patiently attempted to provide.

(Continued on Page 14)

Jerome Zamorski, seeking the 116th district Assembly seat, which includes Utica and the Town of New Hartford, being vacated by Assemblyman John Buckley, who lost a Republican congressional primary earlier this year; Harold Luther, seeking the 113th district Assembly seat in Herkimer and Otsego Counties; Bernard Flaherty, a candidate for the State Senate from the 46th district, which includes all or part of Oneida, Lewis, and Herkimer Counties, and Donald Mitchell who is running for Congress in the 31st Congressional District that stretches along the Mohawk River from Utica to Schenectady and includes all or parts of seven counties.

## Members Polled

Kotary says the endorsements were made after polling members of the chapters involved, which include Marcy State Hospital, Utica State Hospital, Rome State School, Oneida County, Utica, Rome School for the Deaf and Department of Transportation Region 2 chapters, to determine their preferences. Kotary says that the voting records of each candidate were also evaluated. All presently hold elective office at one level or another; Sears is an incumbent seeking re-election; Flaherty is a Democratic Oneida County legislator; Luther, a Republican Herkimer County Legislator; Zamorski, a Democrat, is serving as president of the Utica City Council, and Mitchell, a Republican, is retiring as majority whip of the State Assembly.

Kotary says the members he speaks for are concerned about many of the same objectives in state and national government as other taxpayers in this area; and also are looking forward to the election of candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

## Hear Candidates

GOSHEN — Nineteen candidates for elective offices ranging from congressional to county coroner recently attended a "Coffee and Talk" program sponsored by the Orange County chapter of the Civil Service Employees Assn., at the Goshen Inn.

One hundred fifty CSEA members attended this first-time political action effort of the Orange County chapter.

## Famelette Aids Nixon

POUGHKEEPSIE — John A. Famelette, president of the Dutchess County Educational Employees chapter of the Civil Service Employees Assn., has accepted an appointment to serve as chairman of the committee of civil service employees to reelect the President. Famelette's appointment was announced by regional campaign director Eugene Tyszkiewicz.

# No. Hempstead Unit Endorses 4 For Election

MINEOLA — The Town of North Hempstead unit of the Nassau chapter, Civil Service Employees Assn., has endorsed Sol Wachtler, John Caemmerer, Clinton G. Martin Jr. and Martin Ginzburg in their election campaigns.

The endorsements had been recommended to the unit by its political action committee, consisting of unit chairman Alex Bozza, Thomas Fatcone, Vincent DeStefano, Edward Swick Jr. and Jess Salerno.

Wachtler, a former town supervisor, is running for a post on the Court of Appeals. Sen. Caemmerer is seeking re-election. Martin, a town councilman, is running for the Assembly. Ginzburg, a former Assemblyman, is seeking election to a full-term on the Family Court.

The men have worked with CSEA in negotiations or in legislation, Bozza said. "We believe these candidates are in the best interests of the membership."

It is the second consecutive year that the unit has made endorsements.

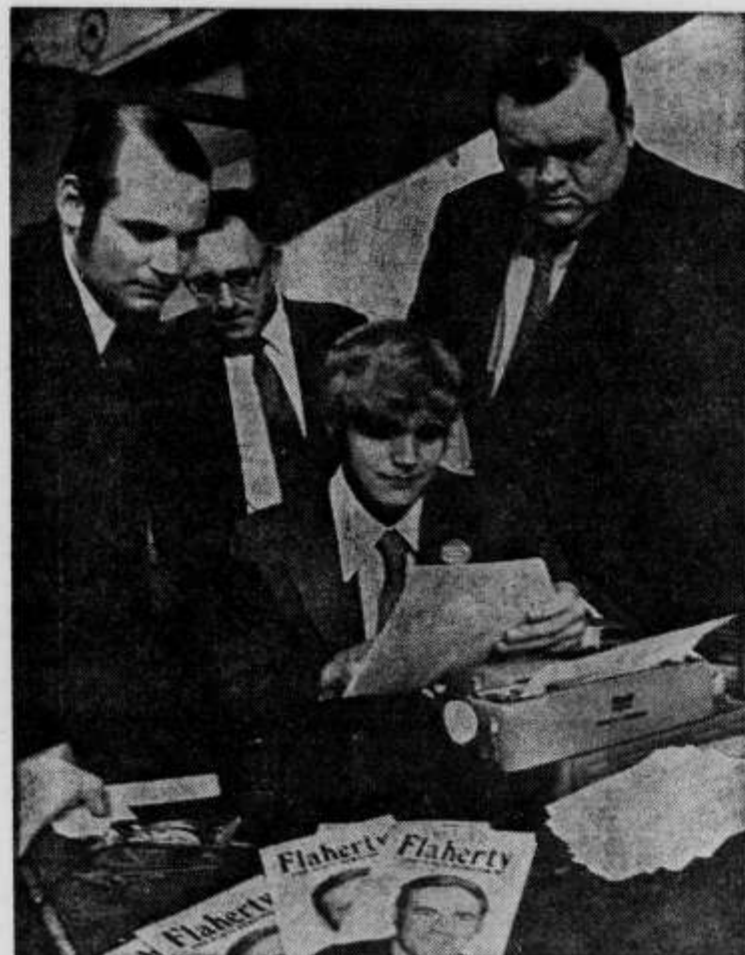




Part of successful political action is in coordination with various levels of the Association. Here statewide political action chairman Thomas McDonough, center, offers advice to James Moore, left, of Utica State School, and Roy Kotary, of Marcy State.

At another level, Kotary, right, sits in with members of the Central Conference political action committee. From left are Don Hinckley of Binghamton, Anne Serabian of SUNY at Potsdam, chairman Angelo Vallone of Broome, James Moore of Utica State, Stanley Yaney of Binghamton and Phyllis Bowen of Utica.

Sometimes it means being a leader, as Kotary, right, is for the Joint Political Action Committee of the Mohawk Valley; at other times, it means listening quietly from the back of a room.



# Mohawk Valley Chapters Combine Political Action

BY MARVIN BAXLEY

"We worked so long and well together at so many meetings that we developed a cohesiveness. As a result, even though there were some disputes over final endorsements, we still retained our unity."

Roy Kotary, chairman of the Joint Political Action Committee of the Mohawk Valley, said that as a result of the cohesiveness that has been built up during the past seven months, even those chapters who did not originally support the endorsed candidates have pledged workers and other services.

The Mohawk Valley cooperative effort began last April when Kotary, who is Marcy State Hospital delegate, contacted nearby rival Utica State Hospital and arranged with chapter president John Dyman to combine their efforts (as they had during the Easter weekend contract dispute).

The two chapters realized that within a given legislative area, it was possible for individual chapters to endorse candidates against each other and, therefore, fragmentize CSEA's effectiveness in political action.

### Seven Chapters

The original two chapters have since been joined by five others representing 8,500 CSEA members: Rome State School, Oneida County, Utica (City); Transportation District 2 and Rome

School for the Deaf.

By-laws were drawn up providing a vote on a weighted basis, restricting public statements to the chairman, notifying Headquarters before any public statements were made, establishing a petty cash fund and setting up a system for approving any expenditures by the executive board (composed of one member from each chapter).

Next step was a "Getting to Know Our Candidates Night," for which all 27 invited candidates showed up last June 1.

This event was before the primary, and there were five candidates for Congress, two for the State Senate, 13 for the Assembly and the rest for County Legislature.

Since then there have been about 25 separate meetings in the regional CSEA office, during which field supervisor Frank Martello has sat in as an advisor. An estimated 50 different representatives attended these meetings.

(Continued on Page 14)

Here, from left, Kotary, Keith R. Davis, chairman for Ft. Stanwix chapter, Rome State School, and Harvey Woodcock, president of Rome State School for the Deaf, check out latest reports with Paul Swan, seated, a volunteer coordinator for Bernard Flaherty (D-46th SD), one of the endorsed candidates for State Senate.



Volunteers from the various CSEA chapters in the Mohawk Valley go over reports on their candidates to determine where strengths and weaknesses lie. From left are Robert Greene of Utica State Hospital, Gerald Boehlert of Oneida County, Lewis Eddy of Oneida County, Harry Woodcock of Rome State School for the Deaf, Keith R. Davis of Rome State School, Samuel Gagnon of Marcy State Hospital (standing), Dorothy O'Brien of Motor Vehicles, Roger F. Solimando of Oneida County (standing), Loren A. Youngs of Clinton Central School and Beatrice DeSantis of Oneida County.

Telephones and letters are two ways to reach people whose support is needed in the campaign. Here, four Marcy State volunteers try their hand at communicating; from left are James Perry, Allan Cole, Arnold Klossner and William Battle.

# Eligibles on State and County Lists

**SR SANITARIAN**  
EXAM 34425  
Test Held Apr. 22, '72  
List Est. July 6, '72

- 1 Burke W Rochester .....93.4
- 2 Curatolo J Parish .....84.4
- 3 Westphal K Athens .....84.4
- 4 Vandenberg J Reusselaer .....84.4
- 5 Berger S Harrison .....83.4
- 6 McConville G Massena .....83.2
- 7 Bleier S Liberty .....83.0
- 8 Carter H Glens Falls .....82.4
- 9 Proschel M Rochester .....81.5
- 10 Nettles C Oswego .....81.2
- 11 Comeaux K Schenectady .....80.5
- 12 Linse M Johnstown .....80.5
- 13 McIveen R NY .....80.5
- 14 Dougherty R Bklyn .....80.5
- 15 Sweeney R Williamsvil .....79.5

- 16 Snyder R Phelps .....78.6
- 17 O'Sullivan J Groton .....76.5
- 18 Vanorden R Geneva .....76.3
- 19 Gerzonich B Utica .....74.3
- 20 Gugliuzza N Youkers .....73.0
- 21 Smith G Wellsville .....71.8
- 22 Bowers D Oneonta .....71.5
- 23 Rodriguez A Syracuse .....71.5

**NY ES TX SUP AP P ES TX E**  
OPTION A  
EXAM 34557  
Test Held Feb. 26, '72  
List Est. Aug. 4, '72

- 1 Heffernan W Troy .....97.5
- 2 Campagna V Bklyn .....94.0

**NY ES TX SUP AP P ES TX E**  
OPTION B  
EXAM 34557  
Test Held Feb. 26, '72  
List Est. Aug. 4, '72

- 1 Herndon E Roosevelt .....94.0

**ASSOC ECONOMIST**  
OPTION B  
EXAM 34761  
Test Held May 13, '72  
List Est. Aug. 21, '72

- 1 Israel R Bklyn .....84.7
- 2 Foster C Bklyn .....78.9
- 3 Early J Schenectady .....77.9
- 4 Shulman A Forest Hills .....76.5
- 5 Menuch A Castleton .....74.3
- 6 Steves R Albany .....72.7

**SUPT OF HYDRO-ELEC PLANTS**  
EXAM 34764  
Test Held May 13, '72  
List Est. Aug. 22, '72

- 1 Quimby C Cohoes .....92.1
- 2 Elliott W Resford .....90.5
- 3 Marc J Marcy .....87.5
- 4 Perkins K Fair Haven .....78.6
- 5 Muth B Watervliet .....77.0
- 6 Spink D Appleton .....76.0
- 7 Watson W Cohoes .....72.6

**ASSOC ECONOMIST LABOR RES**  
EXAM 34764  
Test Held May 13, '72  
List Est. Aug. 23, '72

**OPTION A**

- 1 Rodick T Scotia .....86.4
- 2 Sweeney R Latham .....85.7
- 3 Causey W Scotia .....83.5
- 4 Neufeld N Latham .....77.5
- 5 Dixon J Bklyn .....77.5
- 6 Greenhouse N NY .....77.2
- 7 Shepard P Youkers .....76.8
- 8 Saffran H Rochester .....76.4
- 9 Berkery P Schenectady .....75.5
- 10 Billera R Voorheesvil .....75.4
- 11 Pierce B Clay .....74.6
- 12 Kornreich S Jericho .....74.0
- 13 Niziak N Albany .....73.3
- 14 Pekalsky P Latham .....72.9
- 15 Kiddle R Scotia .....71.7
- 16 Roviello R Johnson City .....71.5

**ASSOC ECONOMIST BUS RES**  
EXAM 34763  
Test Held May 13, '72  
List Est. Aug. 23, '72

- 1 Sweeney R Latham .....84.7
- 2 Causey W Scotia .....83.5
- 3 Rodick T Scotia .....83.4
- 4 Dixon J Latham .....78.5
- 5 Saffran H Rochester .....76.4
- 6 Billera R Voorheesvil .....75.4
- 7 Berkery P Schenectady .....74.5
- 8 Greenhouse N NY .....74.2
- 9 Pekalsky P Latham .....73.9
- 10 Shepard P Youkers .....73.8
- 11 Niziak N Albany .....73.3
- 12 Myszkowski E Stuyvesnt Pls .....70.2

**OPTION B**

- 1 Israel R Bklyn .....87.7

- 1 Foster C Bklyn .....78.9
- 2 Early J Schenectady .....77.9
- 4 Shulman A Forest Hills .....77.5

## Metro D of E Elects Two Vice-Presidents

In a special election, William DeMartino has moved up to first vice-president of the Metropolitan Division of Employment chapter of the Civil Service Employees Assn.

Martin Sherman was elected to succeed DeMartino as fifth vice-president of the chapter.

The election took place at a chapter board of directors meeting Oct. 18, called by chapter president John LoMonaco to discuss the upcoming representational election.

Attending the meeting were Southern regional field supervisor Thomas Luposello, Long Island field representative Nicholas Pollicino and Metropolitan field representative Kathleen Blake. The chapter has membership in all three regions.



### LEAVES ASSEMBLY

Alexander Chananan is leaving the State Legislature where he served for 15 years as an Assemblyman from the Bronx, to seek the post of Civil Court judge in the Bronx. He held the position of ranking Democrat on the Assembly's Way & Means Committee. He has been endorsed by Democratic, Republican and Liberal Parties for the judgeship.

### Law Column

(Continued from Page 6)  
The true function the City assumed in relation to the chartered Library is that of fundraising and channelling of funds to the Library for its support. This in no way establishes an employer-employees relation between the City and the Library personnel.

Therefore, the individual plaintiffs are employees of the Library and not bound by the residency requirements of the Supplemental City Charter of Binghamton. (Binghamton Public Library Unit v. City of Binghamton, 331 NYC 2d 515).

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## Assemblyman Andrew Stein Is A Genuine Friend Of Civil Servants Everywhere

As a member of the State Legislature from the 65th Assembly District in Manhattan, Andrew Stein has consistently voted for and sponsored innumerable bills favorable for public employees. He has voted "Yes" on such important measures as pay raises and other fringe benefits for State workers. He is sponsoring a bill next year that would automatically increase pensions as the salary grade from which an employee retired is increased.

In addition, here is what the prestigious Citizens Union has said about his performance in the State Assembly: "Stein has shown phenomenal initiative and resourcefulness in keeping abreast of local, state and even national problems and mobilizing action to meet them."

Re-elect Assemblyman  
**Andrew Stein**

(Paid for by "People For Stein - 65th AD")

**WHERE TO APPLY FOR PUBLIC JOBS**

**NEW YORK CITY**—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

**STATE**—Regional offices of the Department of Civil Service are located at: 1350 Ave. of

Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

**FEDERAL**—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

**Clark Reappointed**

ALBANY—Paul T. Clark, of Corning, has been reappointed to the Board of Trustees of Corning Community College.

**Rochester Retirees Set Nov. 29 Meeting**

ROCHESTER—Rochester Area Retirees chapter of the Civil Service Employees Assn. has announced a meeting for Nov. 29, according to chapter secretary J.A. Ahrens.

The meeting, open to retirees who live in Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne and Wyoming Counties, is slated to begin at 1:30 p.m. in the downstairs clubroom of Van de Mark Hall, Rochester State Hospital, 1600 South Ave.

**Stein Bill**

(Continued from Page 1)

would work Stein said. "Take as an example an employee retiring from SG14, with a salary of \$12,000 and a retirement allowance of \$7,000. The next year the salary of SG14 is increased by 10 percent to \$13,000. The retired employee's retirement allowance would then be increased by 10 percent to \$7,700.

The Assemblyman declared, "This legislation is long overdue. We should not expect public employees to be locked into fixed incomes when inflation pushes prices and wages up. The higher costs which mandate salary rises for the workers must also be borne by those in retirement, and our legislation should reflect this reality."

The legislation would be effective April 1, 1973.

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POLITICAL ADVERTISEMENT

**Jewish Hall Of Fame Makes First Award**

Twelve hundred civil service employees will attend the first annual Jewish Hall of Fame award at a breakfast on Nov. 5 at the Commodore Hotel Grand Ballroom in New York City.

The Council of Jewish Organizations in Civil Service, Inc. consisting of 34 organizations representing 130,000 Federal, State and New York City civil service employees is sponsoring the Jewish Hall of Fame of New York, Inc.

Louis Weiser of Queens, a retired New York City police lieutenant is president of the Council of Jewish Organizations in Civil Service, Inc. Alex Novitsky of Brooklyn, former chief of public relations and director of traffic safety education for the late traffic Commissioner Henry Barnes is the founder of the Jewish Hall of Fame of New York, Inc.

The hall of fame, a non-profit organization, will salute and annually award those outstanding people of Jewish heritage who have excelled in fields such as education, journalism, medicine, government, science, commerce, labor, entertainment, sports, arts and culture.

The council will give four scholarships during the Jewish Hall of Fame award announcement at the breakfast.

People interested in suggesting names of people that should be considered next year in the Jewish Hall of Fame should write to the Jewish Hall of Fame Committee, Suite 1445, 20 West 43rd St., New York, N.Y. 10036.

**Re-Elect Cadieux**

MINEOLA—Kenneth Cadieux has been re-elected president of the Town of Hempstead unit of the Nassau chapter, Civil Service Employees Assn.

The complete results of the vote are: Cadieux, president; John Cozenino, first vice-president; Joseph Carpenter, second vice-president; Winifred Franks, third vice-president; John Guarascio, fourth vice-president; Bertye Rees, fifth vice-president; Sam Giovanelli, executive representative; Catherine Casey, secretary; Robert Campbell, treasurer; Mrs. Virginia Culbreth, corresponding secretary; Catherine Morrison, financial secretary, and William Bracciodieta, sergeant-at-arms.

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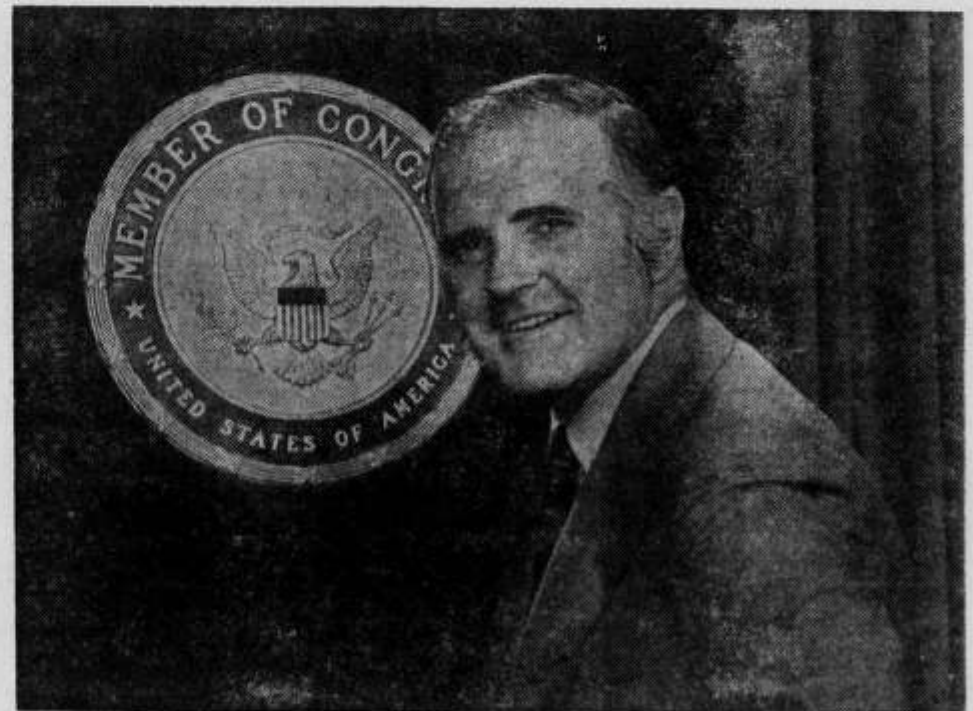
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- ★ Clean Water
- ★ 1973 Educational appropriations



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**Re-elect Congressman**  
**JOHN M. MURPHY**

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**Vote Column**  
**"B"**

# Angelo Vallone Re-elected By Broome Chap.

BINGHAMTON — The Broome County chapter, Civil Service Employees Assn., has re-elected Angelo Vallone as the chapter's president. The full slate of new officers was announced by chapter officials following the recent completion and tabulation of balloting by Broome County

chapter members. The new officers, in addition to Vallone, include Eileen Wilson of the Town of Union as first vice-president; Mary Battista of Broome County, second vice-president; Broome County employee Mary Pompell, treasurer, and Jenny Possemato of the Town of Union, secretary.

Joseph Gabor, past chapter president, headed the election committee. Gabor, who was succeeded as president by Vallone, is a probation officer with Broome County.

BUY U. S. BONDS

# Jefferson County Supervisors OK Pact For 8 1/2% Increase

WATERTOWN—An 8 1/2 percent pay increase has been granted, effective next Jan. 1, to 400 employees, members of the County Unit of Jefferson chapter, Civil Service Employees Assn., under a two-year contract approved Oct. 17 by the Jefferson County Board of Supervisors.

The increase will be based on present earnings. The agreement, ratified earlier in the month by the CSEA membership, was negotiated with the assistance of Roger Kane, Utica, CSEA field representative.

The contract was unanimously approved by the Board of Supervisors. It provides for longevity increments and calls for a re-opener at the end of the first year for discussions on wages and retirement benefits only.

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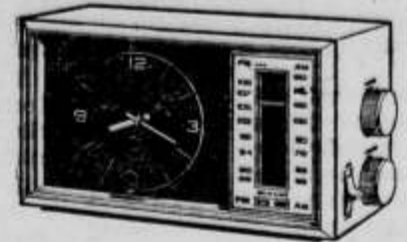
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## Judges Fines CSEA Officers, 3 Others On Contempt Charges

ALBANY — Four state-wide officers of the Civil Service Employees Assn. and three Mental Hygiene Department employees were found guilty of contempt of court here and all were fined \$250 by Supreme Court Judge Edward S. Conway.

In addition, the Employees Association was fined \$30,000, payable in two installments.

The penalties were imposed for refusing to heed a court-ordered stay against any job action last April.

## Mackston Appointed

ALBANY—Jack Mackston, of Long Beach, has been appointed by the Governor to fill a vacancy as Long Beach City Court Judge for a term ending Dec. 31. Mackston is serving as acting judge and is a candidate for election to the post.

The officers are Theodore C. Wenzl, president, and Thomas McDonough, A. Victor Costa and William McGowan, vice-presidents.

The members fined are Thomas Delaney and Felton King of Willowbrook State Hospital and Joseph Keppler of Central Islip State Hospital.

Justice Conway said no prison sentences were considered because of a lack of precedents under the Taylor Law.

## Herkimer County Employees Approve Two-Year Contract

(From Leader Correspondent)

HERKIMER — Herkimer County employees represented by the Civil Service Employees Assn. have okayed a two-year contract that grants them a \$200-per-year general pay increase during 1973, with the provision that wage negotiations be reopened in 1974.

Michael Sweet, president of Herkimer chapter, made the announcement of the approval of the contract by covered County employees, and says the agreement has now been referred to the finance committee of the Herkimer County Legislature for inclusion in the 1973 Herkimer County budget.

The contract also contains provisions for earned increases in individual cases, and for a vacation schedule calling for one week vacation for six months of service, two weeks after one year, three weeks after five years, four weeks after ten years and five weeks after 25 years.

Non-contributory retirement payments are also called for, as are payroll deductions for CSEA

dues. Maintenance personnel at the Herkimer County Home will have their uniforms provided, and a seniority clause is included for maintenance personnel not covered by civil service. In addition, each employee will receive two days of personal time off each year.

Sweet also praised the work of CSEA field representative Roger Kane, who was instrumental in working out the settlement.

**BUY  
U.S.  
BONDS!**

## 7 To Police Academy

The following police trainees have been appointed to the position of Patrolman on Probation in the New York City Police Dept. at \$10,699, and were assigned to the Police Academy, Recruits Training School: Lewis J. Angelone; Peter M. Capaccio; Donald J. DeBellis; Jerry P. Lebedowicz; James A. Littlefield; Kenneth H. Schauer; and Gerard R. Walsh.

## Fenton on Delhi

ALBANY—Isabelle B. Fenton, of Margaretville, has been appointed to the Council of the State Agricultural and Technical College at Delhi for a term ending July 1, 1981. There is no salary.

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# Wenzl Calls For Changes In Law At Central Conf

# Mohawk Valley Unites For Political Action

(Continued from Page 9)

In addition, questionnaires were sent out to members, with a 60 percent response . . . meaning that Mohawk Valley has at least 5,000 CSEA members who are taking an active interest in the proceedings of the Joint Political Action Committee.

Not only did this questionnaire offer members an opportunity to express their personal preferences among the candidates, but it asked their opinions on political action in general. Most respondents agreed Yes to CSEA involvement in political action, to active support or opposition to candidates and to an interest in attending meetings at which candidates would appear.

Ironically, but typically, there were fewer people who expressed an interest in actively working for the election of individual candidates.

The result was the endorsement of three conservative Republicans and two liberal Democrats.

In arriving at the decisions, several key issues were considered: candidates' views on the Taylor Law, an agency shop, past voting records and a willingness to speak out publicly on these issues.

"We didn't go into areas where the candidates did not cooperate," Kotary explained, "and we only endorsed those who wanted endorsement."

In order to give support (since public employees are prohibited by law from making out-and-out contributions from dues money), Kotary listed some dos and don'ts.

### Dos and Don'ts

Among the don'ts, Kotary warned against turning over mail lists or using chapter dues money for paid ads for particular candidates. It is all right to urge the public to vote, however.

### Dos are:

- Raise funds for campaigns.
- Take advantage of bulk-rate mailing through Headquarters, which can supply a break-down of membership list by zip code.
- Send out news releases.
- Offer campaign services such as ringing doorbells, telephoning, having coffee klatches.
- Inviting candidates to meetings.
- Volunteering to distribute literature and to act and serve as poll watchers.

All this experience will not go wasted once the Nov. 7 election is over, Kotary noted. The com-

mittee has further plans for the six telephone lines that they are having installed (with special exchange lines for Rome, Utica and Herkimer so voters can be reached without toll calls).

After the election, they plan to use the lines for the rest of the month to reach CSEA members on the union challenge vote coming up in the Institutional and the Professional-Scientific-Technical Units.

# Binghamton

(Continued from Page 8)

On learning of Sroka's status as a staff member, Boland said, "That makes a big difference."

When challenged by a member of the audience accusing Boland of trying to stall in responding to Sroka's question, Boland retorted sharply, "Don't get abusive with me. I'm still an elected official and I'm not going to take abuse from anyone!" Boland then added, "In answer to the question, NO!" Boland then sat down abruptly.

Boland's opponent, John Young, the only other respondent to the question then engaged in a classic exercise in fence-straddling, declining to commit himself either way on the question and utilizing rhetorical questioning of Sroka as a non-committal tactic. Young did indicate, however, that he could, under the right circumstances, approve of a maintenance fee levy against non-members benefiting by CSEA bargaining and representation.

Following the brief question and answer period, the membership and guests then retired to the buffet table for an evening capped by dinner and dancing.

Meeting host Binghamton chapter president Stanley Yaney characterized the session as one of the best, most-informative meetings he had ever had the pleasure of witnessing.

Yaney added that the success of the Thursday night meeting will undoubtedly pave the way for future similar encounters.

# Cauble Heads Delaware Ch.

DELHI — The Delaware County chapter, Civil Service Employees Assn., has announced the results of its recent election of officers.

The new slate selected by the membership includes Kenneth Cauble of Oneonta as president, George DeBias as first vice-president, Lawrence Regular as second vice-president, Lucy Cork as treasurer and Ruth Wood as secretary.

Cauble succeeds Lawrence Regular as president of the chapter. Cauble is a Delaware County Department of Social Services caseworker. Regular is with the Delaware County Highway Department, Ms. Cook is with the Delaware County Probation Department and Ms. Wood is an employee of the Delaware County Highway Department's office.

(Continued from Page 16)  
• Provision for agency shop — so that non-union members "should pay some of the freight."  
• Penalties against employers for negotiating in bad faith.

At the meeting of the Central Conference County Workshop, statewide second vice-president A. Victor Costa told delegates that Dr. Wenzl had pledged to follow the changes in the CSEA Constitution and By-Laws as adopted by CSEA delegates in statewide meetings.

**Negotiating Committees**  
Speaking as chairman of the restructuring committee, Costa said that one of the major commitments is that negotiating committees will be appointed on recommendation of the chapters. On this, Costa said, Dr. Wenzl has pledged to follow these guidelines "as best as he can."

Costa also said that Dr. Wenzl will ask for a year extension for the restructuring committee's life in order to hold seminars and to see that the new rules are properly being implemented and understood. He said the committee will also be reviewing the workability of the regulations as they now stand, in order to possibly develop additional amendments to clarify and improve situations.

Conference president Peashey announced that the Central Conference will be broken down into three regions for seminars on restructuring. These will be in Watertown under the supervision of Eleanor Percy, Binghamton under Stanley Yaney and Syracuse. The Watertown and Binghamton meetings will be areawide, while the one in Syracuse will be incorporated as part of the next Central Conference meeting.

**Representation Elections**  
On discussion of the upcoming representation elections in the Institutional and in the Professional - Scientific - Technical Units Costa proclaimed that "We must win by overwhelming majority, not just by a slim margin."

William Deck, president of Marcy State Hospital chapter, warned delegates not to mix political action for the upcoming Nov. 7 elections of federal, state and local candidates with the representation election set for Nov. 20. "The two elections must be kept separate," he cautioned.

Deck also presented the Conference Welfare Fund report, ac-

cepting on the spot a \$200 donation from Jefferson County chapter that brought the Conference total to \$5,229.68. This Fund is separate from that of the statewide Employees Association.

Florence Drew, reading much of her report from The Leader, brought delegates up to date on activities of the Retirees committee. Pat Crandall presented a lengthy report on SUNY problems.

### Dolan Asks Support

At the County Workshop meeting preceding the full Conference meeting, CSEA director of local government affairs Joseph Dolan told County delegates that "We must support our fellow members in the State units during the upcoming representation election."

Dolan pointed out that the State had supported the Counties when it was beneficial to the Counties. Therefore, the Counties must give their support to the State chapters when they were needed.

"When we win this election," he said, "any other union from the private sector will be loathe to come in here again."

In other Conference action, two new chapters were admitted to membership: Syracuse Area Armories and Rome State School for the Deaf.

# Schenectady

(Continued from Page 1)

threatened all employees with termination if they attended this informational meeting."

CSEA also claims that OTB is attempting to harass an employee, Anthony Guerriero, for union activities. Guerriero, a self-employed barber, has previously worked the morning shift in the OTB system allowing him to continue his own business in the afternoons.

On Oct. 20, Guerriero was told to report to the afternoon shift on Monday. Guerriero spoke to Falcone concerning this change and Falcone reportedly told Guerriero that it was as a result of his union activity. He said, "I don't want you or Mr. Briggs (CSEA field representative) or the CSEA anywhere around here."

CSEA has filed for an immediate formal hearing before PERB "in order to protect OTB employees from further threats."

# Windsor Signs Two-Year Pact

WINDSOR — Members of the Town of Windsor chapter, Civil Service Employees Assn., have announced the formal signing of their new two-year contract with the town.

CSEA field representative Richard Sroka said the new package includes a pay hike of 25 cents in 1973 and another 25-cent increase in 1974, the second year of the agreement.

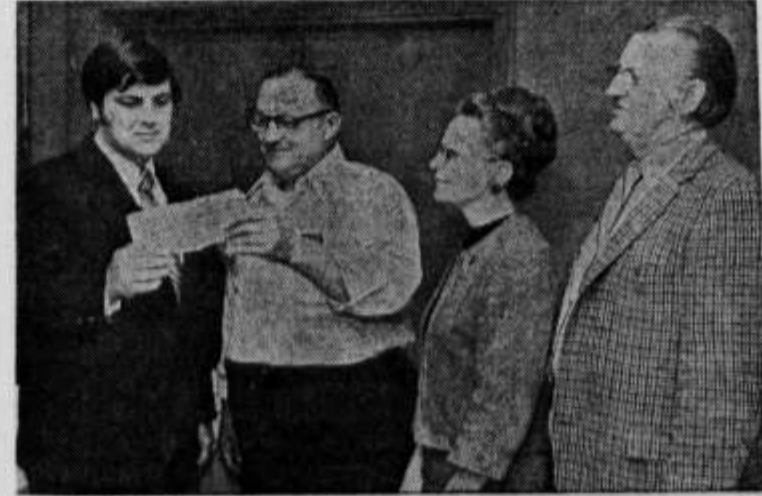
Other new provisions of the agreement include the granting of time-and-one-half pay to employees after 40 hours; an increase from 60 to 90 days of sick leave which may accrue to an employee, and the addition of Veterans Day as a paid holiday.

Sroka said all other provisions and benefits in the present contract will be carried over in the new agreement.

Chapter president Donald Quinn and Town officials officiated at the formal signing ceremony in the Town's highway department offices. The negotiations were begun in early September and proceeded without any major difficulty according to Sroka until an agreement was reached that was mutually acceptable.



Statewide second vice-president A. Victor Costa congratulates Peter Grieco of Jefferson County as he takes his seat as newly elected vice-president of Central Conference County Workshop. Fran Miller, Workshop president, also lends a hand.



Patrick Lozito, director of the Federal State Aid Office in Oswego County answers some questions at County Workshop. From left are Loren Youngs of Clinton Central School District, Anne Maywalt of Binghamton City School District and Workshop president Miller.

# Wenzl Hits PERB

(Continued from Page 1)

be posted by Nov. 13. Notices for Institutional employees voting on-site are to be posted by Dec. 1.

In the mail ballot procedure, employees who fail to receive a mail ballot will be able to make a toll-free call to PERB up to Dec. 5. The phone number, yet to be announced, will appear on posted notices.

One area will be designated for each institution for on-site voting. One ballot box per 500 voters is to be supplied at locations still to be determined.

Both unions will be given five days to submit complaints on voting locations for the on-site procedure. PERB is then to review the sites and make final decision as to their appropriateness. According to PERB, "Most institutions will use the auditorium for the on-site voting."

# Mental Hygiene

(Continued from Page 3)

gine that these people would be relinquished from the Marcy payroll and absorbed into Hutchingson.

Guild said, "Now there will be no need for them to commute 50 miles to and from Marcy to hold their jobs."

# Erie Probation Unit Hits Use Of Students To Do Officers' Work

**BUFFALO** — The use of college students as "para-professionals" in the pre-sentencing investigation normally done by probation officers in Erie County, has raised the ire of members of the Erie County Probation Department unit of the Civil Service Employees Assn.

University of Buffalo students (pre-law, social workers, working policemen and liberal arts majors) who are enrolled in a seminar course entitled "Community and the Administration of Justice; Para-professional Skills in Probation and Parole" taught by County Court Judge Joseph Mattina and George Adoff, an assistant professor of criminal justice at Buffalo State College, have been assigned to prepare in depth pre-sentence reports on various defendants convicted in County Court. The reports are to contain an alternative to the sentence generally suggested by the probation officers.

Adoff attempted to explain this action by stating that increased caseloads had placed extra pressure on probation officers preparing the pre-sentence reports and that such an overload has caused the reports to become "a sterile formalized document, instead of a report that humanizes the defendant."

Judge Mattina has said that "the students are giving me in depth reports so that I am better informed in sentencing."

## Hurts Professionals

James K. Brady, president of the CSEA Probation Department unit, however, says that Judge Mattina's actions and public statement "have done a great disservice to the dedicated professional probation officers of Erie County and to the Civil Service System."

Brady suggests that the use of students to seek "alternatives" to probation officer recommendations should be put in its proper perspective as an educational tool. He said, "The Courts do

not allow law students to practice law until they pass the bar, and we do not feel students should be doing professional probation work until they have met State qualifications."

Brady explained that most of the students who are doing these in depth pre-sentence investigation "could not even qualify to take the Civil Service examination for probation officers."

"Probation Officers," Brady continued, "must be college graduates with a Masters degree or equivalent experience, must pass a civil service examination, and undergo a six-month probationary period of training in the Department."

## Mass For Deceased Firemen

Mass will be held Nov. 4 for deceased members of the City Fire Department Holy Name Society (Manhattan, Bronx, and Richmond Branch) at 10 a.m., St. Francis of Assisi R.C. Church, 135 West 31 St., Manhattan.

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# Niagara Plans 'Bosses Night'

**NIAGARA FALLS**—Niagara chapter of the Civil Service Employees Assn. will hold its traditional "Bosses Night" on Nov. 3 this year, according to chapter president William Doyle.

The event, to be held at the Red Coach Inn here, will feature a dinner at 7 p.m., preceded by a social hour and followed by a dance.

"Bosses Night" is well attended each year, Doyle said, and gives employees, elected officials, department heads and other supervisory personnel an opportunity "to gather together."

Doyle also said that he anticipates having a speaker to discuss the new Niagara County Charter.


This charter will be voted on at the upcoming November elections.

Committee members for the affair are Angle Fernandez, Neil Gruppo, Kathleen Hunt, Art Perez and Marlouise Randall.

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

# Mondello To SCI

**ALBANY**—Assembly Speaker Perry B. Duryea last week confirmed reports that he would name a Democratic Assemblyman to the State Commission on Investigation. The Speaker's office announced the appointment of former Bronx Assemblyman Ferdinand J. Mondello to the \$30,021 position.



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# Central Conf Debates Issues



Officers of Syracuse State School chapter stand in front of the banner they erected to welcome delegates to Syracuse Country House. From left are Jeannette Versteraeete, Ted Brooks, Rose Moosbrugger and Clarence Laufer.

SYRACUSE — "To strike is war — it's ugly, but otherwise we might as well stay where we are," Civil Service Employees Assn. president Theodore C. Wenzl told delegates to the first full business session of the Central Conference since the election of Floyd Peashey as the Conference's 13th president.

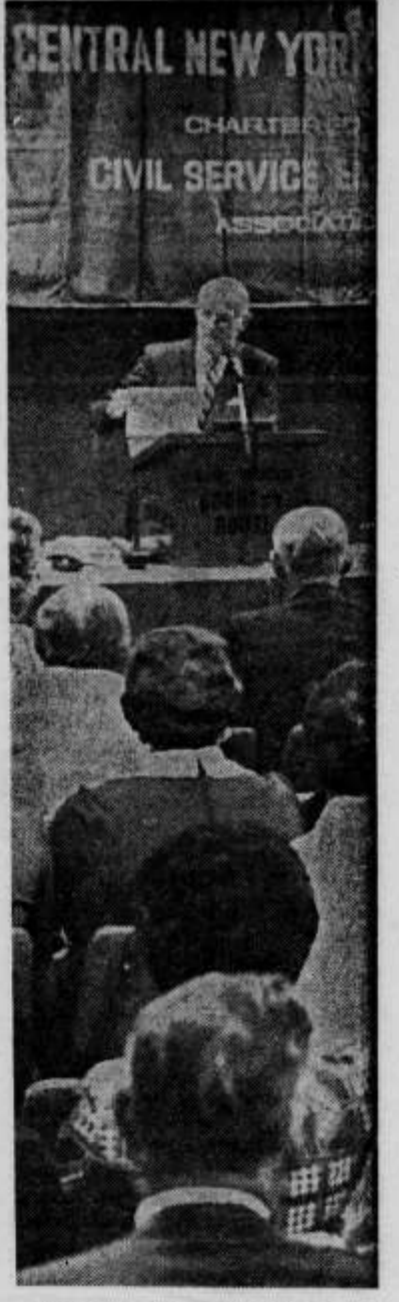
Wenzl called for three major changes by the State Legislature in the Taylor Law:

- Revocation of restrictions that allow only non-essential employees to strike.

(Continued on Page 14)



Syracuse chapter president Richard Cleary, left, confers with statewide CSEA first vice-president Thomas McDonough as Syracuse chapter's Helen Hanlon listens in during Conference business session.



Floyd Peashey presides over first full business session of Central Conference since his election as Conference president.



Three of the Conference's distaff officers are shown during business session. From left are third vice-president Patricia Crandall, treasurer Helene Callahan and newly appointed corresponding secretary Helen Raby.



These four past Central Conference presidents, all retired, are among the most active participants in Conference affairs. From left are Clara Boone, Thomas Ranger, Florence Drew and Charles Ecker.



Conference second vice-president Dorothy Moses, left, and recording secretary Irene Carr take stock of the delegate audience during a discussion on one of the committee reports.



Former Central Conference president Ray Castle is joined for dinner by Anne Corrigan, left, and his sister-in-law, Kay Clinton, during the Saturday evening banquet.



It's a presidential pow-wow as first-term Central Conference president Peashey listens to some advice from three-time statewide CSEA president Theodore C. Wenzl.



Among guests were, from left, Mental Hygiene Employees Assn. treasurer Edna Percoco and president Irene Hillis, and CSEA third vice-president Richard Tarmey and treasurer Jack Gallagher.

(Leader photos by Emmet Blum)