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# Civil Service LEADER

America's Largest Newspaper for Public Employees

## Restructuring Report

See Page 8

Vol. XXXIII, No. 25 Tuesday, September 19, 1972 Price 15 Cents

### Nassau Chap. Declares Impasse Over County Plan To Abolish Grades

(From Leader Correspondent)

MINEOLA—In the earliest such action ever taken, the negotiating team of Nassau chapter, Civil Service Employees Assn., last week broke off talks and declared an impasse. Chapter president Irving Flaumenbaum termed the County's stand "completely inadequate."

County negotiators admitted that they had renewed their effort of last year to abolish the graded salary plan, a stand that had led to repeated breakdowns of the 1972 talks. In the end, the County dropped that demand.

The CSEA team, negotiating on behalf of more than 15,000 County employees, had submitted a 64-point program topped by an across-the-board pay boost of \$1,200 and the 1/50th retirement plan.

Flaumenbaum asserted that the County had a responsibility to "get down to business and stop this foolishness about the graded salary plan." He noted that the plan had been in effect for more than 20 years and is a standard condition of employ-

ment in civil service throughout New York State.

The County mini-Public Relations Board was to assign a mediator to attempt to get the talks on a firm footing.

County negotiators Robert MacGregor and Thomas DeVivo were quoted as saying that the graded salary plan was too expensive. They were quoted as saying that the County had offered salary increases in the neighborhood of the cost-of-living rise and within the Federal Wage Guidelines.

It was noted that the Federal Board in reviewing last year's settlement specifically excluded graded salary plans from the Guidelines on the ground that they represented previously gained merit increases.

The action came after the sixth bargaining section.

### All-Out Fight On Parking Fees

## CSEA Hits State With Improper Practice Charge And Court Suit

(Special To The Leader)

ALBANY—The union that represents thousands of State employees threatened with the imposition of a parking fee continues its fight against the State's refusal to bargain with them on the issue through various legal actions and with full support of the local chapter level.

Capital District chapters of the Civil Service Employees Assn., which represent employees fac-

ing the fees, have pledged support for any workers whose cars are removed from their regular parking areas because of their refusal to buy the stickers being sold by the State.

A spokesman for CSEA said that most chapters involved in the parking fee protest had indicated that they would pay for any towing charges and assist in filing claims against the State for any inconvenience or damage fees that might result from towing.

The spokesman also said that plans were being considered to "set up informational pickets outside the establishment of any private business that cooperates with the State in providing towing service" in the removal of cars not displaying the permit sticker.

Meanwhile, the union continues its assault against the State on several levels, with legal objections filed in the courts and with employment relations agencies of the State.

#### Binding Arbitration

The grievance filed by CSEA with the State Office of Employee Relations has gone to the final stage, binding arbitration. Action on this is now "in the works," according to the union spokesman.

An amended improper practice charge has been filed with

the State Public Employment Relations Board and a formal hearing on this charge, alleging violation of the CSEA/State contracts, has been scheduled for the last week in September. The union spokesman indicated that CSEA counsel is "very optimistic" about the outcome of this hearing.

Also, a summons served by CSEA on Governor Rockefeller and other top State officials must be answered by Thursday, September 21, after which the matter will be brought before the Supreme Court for a declaratory judgment.

#### Full Legal Support

In a related incident, a State employee on the Campus in Albany was given a traffic summons last week and ordered to appear in Traffic Court this Friday. CSEA is furnishing full legal support for her defense. At Leader presstime the CSEA spokesman said: "Such incidents are to be expected in the State's continuing harassment of CSEA members. We want all State employees to be assured that their union is standing ready with any necessary legal help and a fund has been set (Continued on Page 3)

### Auto/Home Ins.

Application for auto/home owners insurance policies can be made directly by Civil Service Employees Assn. members through use of the forms found on page 2 of this week's edition of The Leader.

## Statewide Delegates Meeting Gets Under Way In Rochester

ROCHESTER—More than 1,000 delegates of the 202,000-member Civil Service Employees Assn. began arriving in this upstate city Monday for the start of the union's annual meeting which runs through Friday.

The convention is being held at the Flagship Motel and nearby Holiday Inn, to accommodate all of the union's delegates. Most of the meetings, however, including the general delegate sessions, will be held in the Flagship Motel.

Tuesday's activities will be confined primarily to registration and certification of delegates, with separate meetings of the various State Department and County Division delegates scheduled for the evening. CSEA's statewide Board of Directors will convene at 1 p.m. at the Holiday Inn.

The general delegate session will open Wednesday at 9:30 a.m. in the Regimental Room of the Flagship which also will be the site of the Annual Delegate Banquet on Thursday night.

The delegate sessions will be conducted all day Wednesday and Thursday, and possibly run into Friday if business is not completed. Mayor Stephen R. May of Rochester will welcome the delegates on Wednesday morning.

Delegates will be asked to consider and vote on a number of issues, including internal reorganization, negotiating demands for State employees whose contracts expire this com-

ing March 31, and proposals affecting both State and local government workers which will be submitted for action to this session of the New York Legislature. Current problems facing the organization will also be taken up.

CSEA president Theodore C. Wenzl will preside at all of the

business sessions.

CSEA, New York State's largest public employee union, is comprised of 120,000 members employed by New York State and quasi-State agencies such as the Thruway, and 82,000 employees of counties, cities, towns, vil-

(Continued on Page 3)



LABOR GET-TOGETHER — Division of Employment and Department of Labor members of the Civil Service Employees Assn. combine forces for a clamsteam and steak roast at Krause's, Halfmoon Beach. Pictured, left to right: John K. Wolff; Daniel Sullivan; Dorothy Honeywell; Gerald Dunn, executive deputy commissioner; Angie McPherson; John Kane; Helen McGilvray; Marion Ahearn, and Bernard Ryan, CSEA collective bargaining specialist.

*Don't Repeat This!*

### Control Of State Legislature Not Predictable Now

THESE are the days when you will never find Assembly Speaker Perry B. Duryea, Jr. at his home in Montauk, nor Assembly Minority Leader Stanley Steingut at his home in Brooklyn. Both Assemblymen will be busy between now and election day, criss-crossing the State endlessly, mobilizing their troops and forces in op- (Continued on Page 6)



**REHAB UNIT NEGOTIATES** — The negotiating team of the Office of Vocational Rehabilitation unit of the New York City chapter, Civil Service Employees Assn., met for its second negotiating session with management Sept. 13 to discuss decentralization of the New York City office into four borough offices. Topics included the method of personnel assignment and the physical facilities of each office. Left to right are Stanley Harte, William Spillane, Sylvia Salzman, CSEA field representative Ed Scherker, negotiating team chairman Helen Pitsunes, co-chairman Jack Schuyler, Ted O'Brien, Stanley Sherman, Helen Pope and Herbert Magram.

# Nassau Nurse Agreement Delays Return Of Overpay

(From Leader Correspondent)

MINEOLA—Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum last week notified County nurses that the return of an erroneous overpayment will be delayed until next year.

Overpayments, averaging about \$175, will be deducted at the rate of \$10 per paycheck starting in January 1973. The schedule was arranged by CSEA in order to avert hardship on the nurses.

The agreement followed the dismissal by Supreme Court Justice William Sullivan of a CSEA lawsuit that sought to restrain the County from recovering the overpayments.

The CSEA last January had negotiated a 5 percent pay increase in addition to a one-step upgrading for the nurses, but the County erroneously included an additional increment in the package. When the error was discovered, the County halted payment for the increment and sought to deduct the amounts already overpaid. The County had proposed making deductions for the balance of 1972.

Flaumenbaum said the deductions starting in January would be offset by automatic incremental increases coming due at that

time and by any wage increase to be negotiated in the 1973 contract.

"While the Court would prohibit the County from recovering the amount overpaid, Flaumenbaum said, "the settlement will spare the nurses from an actual reduction in pay that would have resulted from making deductions this year."

## Tickets Available For Nassau Dance

MINEOLA — A last call went out this week for tickets to the annual dinner-dance of the Nassau chapter of the Civil Service Employees Assn.

The chapter's 24th annual event will be held Oct. 7 at Carl Hoppl's Restaurant, Baldwin. Tickets are \$10 per person. County Executive Ralph Caso is scheduled to install chapter officers.

## Talks Still Stalled In CUNY Contract Dispute

The contract dispute between the United Federation of Teachers and the Board of Education has been solved, but 6,000 members of the City University of New York faculty are now in fact-finding in an effort to reach an agreement with the Board of Higher Education.

The professors staged a demonstration outside the board's Manhattan offices last week and

attorneys for the Professional Staff Congress, the union representing them, were in Albany looking for a fact-finder from the State Public Employees Relations Board.

An impasse was declared in the talks two weeks ago. The union's contract expired Aug. 31 but their 120-member delegate assembly voted not to strike or conduct any job action as the UFT had threatened. The union is now working under the old contract but claims the board has frozen salary increments provided for in the expired contract. A union spokesman said, however, that an even greater sore point is the board's effort to increase class size.

CUNY officials reported last week that more students are attending the 20 campuses than at any other time in the university's 126-year history.


An estimated 230,000 full-time and part-time students, including 40,000 freshmen, are enrolled, officials said.

But, officials added, for the first time since the start of the university's open admission policy in September, 1970, CUNY has a 10 percent increase in space available for each student.

## Metro Armories Meet

Metropolitan Armories chapter of the Civil Service Employees Assn. has scheduled a meeting for Oct. 5, according to chapter president Al Knight. The 2 p.m. meeting will be in the Jamaica Armory, 93-05 168th St., Jamaica, Queens.

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ADDRESS (No., Street, City, Town, State, Zip Code) \_\_\_\_\_

WHAT ARE YOUR PRESENT LIABILITY LIMITS?	TELEPHONE (Residence and Business)
IN WHAT MONTH DOES YOUR PRESENT INSURANCE EXPIRE?	COST OF PRESENT INSURANCE

PLEASE ANSWER ALL QUESTIONS

	CAR NO. 1		CAR NO. 2	
	YEAR	MAKE	YEAR	MAKE
Year and Make of Automobile				
Model (Goliath, Nova, etc.)	MODEL	STYLE	MODEL	STYLE
Body Style (Sed., Conv., etc.)				
Horsepower				
Town where Principally Garaged (if other than above)				
Driven to and from work? (If "Yes" show one-way mileage distance)	YES <input type="checkbox"/> NO <input type="checkbox"/>		YES <input type="checkbox"/> NO <input type="checkbox"/>	
Used for business purposes?	YES <input type="checkbox"/> NO <input type="checkbox"/>		YES <input type="checkbox"/> NO <input type="checkbox"/>	
Avg. Annual Mileage				

LIST ALL LICENSED DRIVERS IN YOUR HOUSEHOLD

Name (Show last name only if different from applicants)	APPLICANT	NO. 2	NO. 3	NO. 4
Married or Single				
Date of Birth				
Male or Female				
Date of Licensing (if less than 3 years)				
% Driving Car No. 1 (Must total 100% across)				
% Driving Car No. 2 (Must total 100% across)				

**DETAILS TO QUESTIONS 1 AND 2**

1. Has any driver listed above had a moving traffic violation or accident in the last 3 years? (If "Yes" give name, date, amount of claim and details) Yes  No

2. Has any company declined, canceled or refused to renew insurance for any driver during the last 3 years? (If "Yes", give details) Yes  No

I have personally read this request and declare the statements are true. I understand that this is a request for quotation only and that I am under no obligation.

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## Capital Conf. Gets Briefing On Convention

ALBANY—Capital District Conference members took a long look at the proposed restructuring program prior to leaving for the statewide meeting at Rochester this week.

In a special session at CSEA headquarters in Albany last Wednesday, Conference representatives quizzed A. Victor Costa, CSEA second vice-president and chairman of the restructuring committee, as to details of the plan recommended by Costa's committee which will be a main topic in Rochester.

Conference delegates took steps also to insure a full continuity of leadership for the meeting period — particularly with relation to the organization's challenge to new State parking charges in Albany. As explained by Jack Corcoran, regional field supervisor for CSEA, it will be necessary to have responsible chapter personnel available in Albany during the statewide meeting in case a crisis develops over Campus or other area parking.

## CSEA Wins Grievance On Vehicle Shortage

(Special to The Leader)

INDUSTRY—The Civil Service Employees Assn. has won a grievance on behalf of seven members of the staff of the State Agricultural and Industrial School at Industry, a facility of the New York State Division for Youth, concerning a shortage of State vehicles at the school.

CSEA claimed that the short-

age of State vehicles forced the employees to use their personal automobiles in order to effectively discharge their duties and responsibilities, to the point that damage and excessive wear and tear occurred to their cars.

"Mileage allowance for use of personal automobiles was not sufficient reimbursement for the abuse to which the vehicles were subjected," a CSEA spokesman said.

CSEA, on behalf of the seven grievants, and joined by Dr. Herman Sapier, and central office administrative staff, asked the State Grievance Appeals Board that a minimum of one, preferably two, additional State vehicles be assigned to the State School at Industry.

The Board subsequently informed CSEA and the grievants that a new State vehicle was to be delivered shortly.

## Parking Fees

(Continued from Page 1)

up to pay any fines that might result from arrest. If the State plans to continue its harassment next week, even though CSEA will be having its annual convention, immediate help will be available to any employee who needs legal assistance."

## Convention

(Continued from Page 1)

lages, school districts and other local jurisdictions. The organization is the bargaining agent for 133,000 State workers and employees of 55 counties outside New York City and 691 other units of local government.

## Last Notice Establish Health Insurance Transfer Period To Cover Employees Between Options

ALBANY—The president of the New York State Civil Service Commission has announced that as a result of the agreement negotiated with the Civil Service Employees Assn. last April, a health insurance transfer period has been established from Oct. 1 through Dec. 31, 1972, for the State Health Insurance Program.

During the period, employees and retirees of the State and participating subdivisions will be permitted to transfer from the coverage under which they are presently enrolled to any other option available to them in their areas of residence. There will be no age restriction on transfers and no minimum period of enrollment will be required.

### Waiting Periods

When an enrollee transfers to another option, his status under his NEW coverage on the effective date of the transfer will be the same as that of a new enrollee in that coverage. THIS MEANS THAT THE WAITING PERIODS FOR EXISTING CONFINEMENTS OR PREGNANCIES APPLICABLE UNDER THE NEW COVERAGE WILL BE IN EFFECT. His status under his FORMER coverage will be the same as that of an enrollee who has terminated his coverage; that is, he will be eligible for those benefits his former option provides after the end of coverage. HOWEVER, ENROLLEES SHOULD NOTE THAT HIP PROVIDES NO BENEFITS AFTER COVERAGE HAS CEASED. THUS, IF AN EMPLOYEE ENROLLED IN THE HIP OPTION TRANSFERS TO THE STATEWIDE PLAN AND HIS WIFE IS PREGNANT ON THE EFFECTIVE DATE OF TRANSFER, HE WILL RECEIVE NO BENEFITS FOR PHYSICIANS' CHARGES FROM EITHER THE HIP OPTION OR THE STATEWIDE PLAN. The only

benefit available will be a Blue Cross allowance toward the hospital charge. On the other hand an employee transferring from the Statewide Plan to either the HIP or GHI Option would be eligible for the terminal benefits of that option.

Any enrollee with an existing disability or medical problem should check carefully to determine whether or not a transfer of coverage options will affect him unfavorably. Any enrollee considering transfer should familiarize himself with both the benefits presently available to him as well as the benefits available under his new coverage. Detailed information may be found in the booklet "Health Insurance for You and Your Dependents" which has been issued to all employees. This booklet also contains a comparison chart of the three types of programs.

### Dates of Coverage

Effective dates of coverage for active State employees will be the first day of the pay period following the second pay day on which deductions have been taken at the rate for the new coverage. The effective date of coverage for active employees of participating subdivisions will be the first day of the month for which payments at the rate for the new coverage have been submitted to the Employee Insurance Section.

Application forms for transfer as well as instruction for their use may be obtained from employees' business or personnel offices.

## FLOYD PEASHEY: CENTRAL CONF'S LEADER HAS WORKED HIS WAY UP

(From Leader Correspondent)

FLOYD Peashey, president of the Civil Service Employees Assn.'s Central Conference, believes in becoming "involved."

For 18 years, Peashey has been involved in CSEA affairs.

During that time, he has been a stationary engineer at the State University of New York at Oswego — and involved in the college.

He also is involved in his church, St. Louis' Roman Catholic Church, Oswego.

Peashey became president of the SUNY chapter at Oswego about 14 years ago. He served four terms — eight years in that office.

More than six years ago — after being active (involved) in committees and other work of the Central Conference — Peashey was elected third vice-president of the CSEA organization of chapters throughout the center of the state.

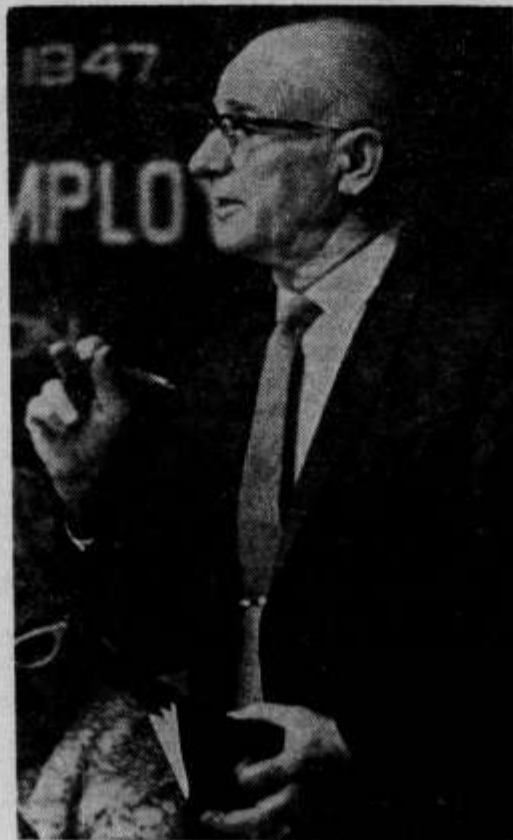
He served two years in that post, then as second vice-president for two years and first vice-president for the next two years. Earlier this year, he was elected president.

Peashey has been active for many years in the church in his native city. He has been an usher for 30 years, an officer in the Holy Name Society and is active in another religious society, the Knights of Columbus.

At the college, he has served as a member of the President's Council, made up of representatives of all campus groups.

Peashey formerly worked for the Army Corps of Engineers, and in Army and Air Force Post Exchanges. He is a disabled veteran of World War II. He served as a commissary steward with the U.S. Navy in the Pacific, and was discharged with the rank of petty officer first class.

IN June this year, when Peashey succeeded Charles Ecker, who incidentally had been a very popular Conference president himself, there was genuine



FLOYD PEASHEY

enthusiasm and pride in Floyd's elevation to the top spot.

Although the Central Conference is the most wide-spread geographically of the six CSEA Conferences, it is one of the most closely knit insofar as the personal relationships of its delegates. This involved in travel by some of the far-flung chapters necessitate weekend meetings.

As a result, his co-leaders in the Conference have come to know Floyd for his friendliness and kindness. Because of the personal relationships he has developed, Peashey exercises leadership in the Central Conference, not just because of a given office, but because of the type of person he is.

## ① CSEA calendar ①

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

### September

- 19—Statewide Resolutions committee meeting: 3 p.m., Flagship Room of Holiday Inn, Rochester.
- 19-22—Civil Service Employees Assn. delegates meeting: Flagship Motel, Rochester.
- 23—Waterfront Commission of New York Harbor chapter cocktail dinner and dance: 7:30 p.m., Fort Hamilton Officers' Club, B'klyn.
- 27—School Districts of Dutchess County Educational Employees chapter meeting: 7:30 p.m., Poughkeepsie High School.
- 29—Willowbrook State School chapter installation dinner-dance and silver anniversary celebration: 7 p.m., Tavern on the Green, Hyland Blvd., Staten Island

### October

- 5—Metropolitan Armories chapter meeting: 2 p.m., Jamaica Armory, 93-05 168th St., Jamaica.
- 7—Nassau County chapter, installation and dinner-dance: 7 p.m., Carl Hoppl's, Baldwin, L.I.
- 9—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
- 13—Western Conference meeting: Holiday Inn, Genesee.
- 13-14—Central Conference meeting: Country House, off Thruway Exit 37, Syracuse.

# FIRE FLIES

by Paul Thayer

Congratulations to Capt. Alfred Benway upon his election to the post of president of the Uniformed Fire Officer's Assn. The best of success, too, to Capt. Ray Gimmler in his efforts as president of "Firefighters for Nixon." It looks from here as though everything union-wise is in good hands! Both men are faced with important tasks which I know they will handle with lots of talent, diplomacy and dispatch. Good luck!

Congratulations are also in order for Fire Patrolman Dave Crane, who recently was elected to the presidency of the Fire Patrolman's UFA. I'm sure Dave will do a good job, too, and everything indicates that he has taken his new status very seriously. (Dear Dave: You have just been Rickelized in reverse.) Congratulations!

I have heard the Community Relations Bureau dismissed from time to time as just another branch of the Welfare Department, doing stuff such as relocations of burned out tenants, etc., stuff which the Welfare Department just doesn't wish to bother with, especially if it happens in the middle of the night. I have heard a lot of other things said, too, such as the fact that it is a spot to take care of the boon doggie, etc. Well, don't you believe a word of it. While it is a comparatively new adjunct to FDNY, the job they do is like a lot of other jobs that blueshirts and whitehats do and the fault with all of it is that nobody blows their horn loudly enough. Result: Few people really know the true scope of any of the jobs done by FDNY.

Let's take as an example the incident which took place on Aug. 29 in the Bronx.

On that morning at 7 a.m. Lieutenant Fitzpatrick, Firemen

Sweeny, Glissner and Uzd were up bright and early and on deck in the Quarters of Tower Ladder 54. Seventeen teenage boys arrived at the Story Avenue firehouse and after introductions all around, boarded a bus for the trip to Sheephead Bay where they boarded a 50-foot fishing boat, "The Helen M," and out to sea for the whole gang. They had a whale of a time and caught 40 fish among them. The same firefighters in conjunction with Community Relations had previously sponsored similar trips for the Kips Bay Boy's Club, the Southview Presbyterian Church and the Holy Cross Day Care Center. Total kids benefitting from this fine effort: 100.

That sort of effort plus a great many more which space now does not permit us to cover is, I believe, the reason why assaults on firefighters have been reduced. Of course, Rome wasn't built in a day and miracles cannot be expected. But for my dough, it looks like a heck of a fine start and all concerned deserve a hearty and sincere "well done." Congratulations to all.

This story goes under the heading of "Un-official Mutual Aid . . . Greasy Kid Stuff Division."

Seems that when Mt. Vernon Engine No. 5 and Rescue No. 1 arrived at "Oil City" on the New York-Mt. Vernon border about 10 days ago, they took a whiff of the Hutchinson River, gulped, called their Chief of Department, Leggett, and gave him the bad news: 5,000 gallons of No. 2 fuel oil spilled and in the water. Chief Leggett called the Bronx dispatcher who made the necessary notifications and soon, Marine No. 5, Tender Smoke, Division 9, Battalion 15 and assorted brass were on the scene of the spill. Due to a federal grant for cleaning up New York Harbor, FDNY is prepared to handle such matters with dispatch and the Marine Battalion took charge and had things in hand willy-nilly.

One more thing which FDNY takes care of and about which so few people ever get to know!

At 11:30 on Thursday night the 6th, the Bronx dispatcher received several calls and several boxes for 561 Cauldwell Ave. At the same time Car 48 with Supervising Marshal Ernest Graham, Marshal William Eagan as driver and a visitor, Fire

## Benway To Stress Health Issues As UFOA Chief

Capt. Alfred Benway, who recently succeeded Capt. Raymond Gimmler as president of the Uniformed Fire Officers Assn., told The Leader last week that his main interest as head of the 2,700-member organization "is to prevent the fire officer from dying 8.7 years younger than the national average."

He hopes to improve the fire officers' dangerous lot by two roads: reduction of workload and research into the health hazards of firefighting.

"We've been killing ourselves," the 12-year fire department veteran said. "Men will withstand two or three heavy fires a night, then suddenly at a fire that isn't so bad, they'll keel over."

His concern has led him to read up on the effects of extensive inhalation of carbon monoxide, one of the chief products of combustion, and to talk with City physicians also interested in the problem. He also read what he could find on fumes produced by plastics, foam rubber, linoleum and the myriad other components of a modern building—all inhaled by the firefighter when that building burns. His conclusion: no one knows very much about the long-range effects of complex smoke inhalation, but evidence does point to such things as heart attacks, hardening of the arteries, lung and kidney damage.

"I felt that this is a way in which the union should go — toward health research," Benway said of his motivation for first seeking UFOA office in 1970, when he was elected captain's representative. "I was 41 years old, and I just couldn't recoup in time after a set of tours. I'd spend my 72 hours off-duty recuperating. I'd see my friends, 43 to 46 years old, dropping of

Marshal Mike Goetteche from Bloomington, Minnesota, spotted the fire from four blocks away and notified the Bronx dispatcher that he had a good job going. They headed for the fire scene.

The fire was on the sixth floor, through the roof, and, fearing possible loss of life, they rushed into the building but were amazed to find that the fourth, fifth and sixth floors were evacuated and no life hazard existed.

It seems that Lewis Capo, 20, a South Bronx Model Cities Fire Cadet, and his pal Felix Mendez, a Model Cities Police Cadet from the 42nd Pct., spotted somebody pulling the box and followed them, discovering the fire themselves. Without a moment's hesitation, they went up through the hallways and aroused the tenants, leading them to safety where necessary, prior to the arrival of Car 48 or FD apparatus. The fact that five firefighters were hospitalized during operations there will give you some idea of the job those two lads did. Ernie Graham says he cannot remember a night such as that in many a moon and he should know. Hope those kids get some recognition. They deserve it!

heart attacks. It seemed to recur after heavy tours."

Another concern was, and is, that fire officers were prevented by their work load from adequately training new recruits. "The young fellows were being injured on the job because they weren't properly trained." Also, he said, he was concerned that injured men on fire department eligible lists were not being promoted, because of the few office jobs available for the line-of-duty disabled.

Benway said he hopes that the fire officers can—through contract agreement with the City or other sources—finance health research on the order of that performed for the employees of the Triborough Bridge and Tunnel Authority. "They got the study funded by the City," he said, "because they took a very militant stand and threatened to strike. That's something that fire officers just can't do."

He continued, "I'm trying to change the way bargaining has gone—we need more negotiating and less running to the press and TV before all channels of negotiation have been pursued."

Benway said that he would fight attempts to place fire officers on a concurrent two-platoon system, which the Fire Department's productivity program calls for in mid-1973. As firefighters' tours of duty are set down in the City's administrative code, he said the fire officers have a firm legal footing for resisting this manpower shift, which he feels would leave many officers working only the busiest tours of duty. The Fire Department's productivity blueprint hal's the proposal as a more efficient distribution of manpower. "But that's in the future," Benway said. "We can't do anything until they try to implement it."

## Fire Dept. Adds 7 To Promotion Roster

The New York City Fire Department Sept. 14 made 28 promotions in the officer ranks, including designations to assistant chief of department, deputy assistant chief; promotions to deputy chief, battalion chief and captain from civil service lists. Additional names added to the promotional roster, not available for last week's story in the Leader, are: Fergus J. McDermott (2), Thomas J. Zarate and Bernard F. Koch, appointed battalion chiefs; William Popiolek, Eugene C. Cywinski, Kenneth R. Hatton and Edward Lewandowski, appointed captains.

These additional promotions bring to number 75 the progress on the battalion chief eligible list, and to number 339 on the captain's list.

Also, the name of Patrick J. Darby was incorrectly named for promotion to captain, according to a Fire Department spokesman, because of a mistake in the granting of veterans credits.

## Health Planner

The open competitive title of health facilities planner, tentatively scheduled for application this year, has been removed from the tentative schedule by the City Civil Service Commission.

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# This Week's City Eligible Lists

## EXAM NO. 1167 CULTURAL PROGRAM SPECIALIST

This list of 30 eligibles, established Sept. 14, resulted from training and experience evaluation of the 268 open competitive candidates who filed in July. Salary is \$10,000.

1 Clara B Simons, Janet L Bush, Joan Vass, Helen Wells, Mitchell A Kaufman, Richard Allen, Frank R Jankovitz, Alfred E Monaro, Seth Glassman, Hannelore Hahn, Nathalia H Nerhaugen, Virgil H Biro, Marie A Rupert, Arthur R Skoy, Raymond P Egan, Philip M Williamson, Elizabeth Gertner, Edward R Spiro, Susan Elson, Stanley Kaplan,  
21 Ryna A Segal, Larry Stempe, Marie Artesi, Leatha Hack-ice L Hendler, Jean Artesi, Alice shaw, Howard L Viehinsky, Eun-Kossoff, Robert G Gross, Gladys L Harrison.

## EXAM NO. 1148 HORSESHOER

This list of two eligibles, established Sept. 14, resulted from practical testing of 11 candidates who filed in March. Salary is \$5.35 per hour.

1 Anthony P Wilson, Joseph Coppola.

## EXAM NO. 1613 PROM. TO SR. SPECIAL OFFICER

These seven lists, by department, were established Sept. 14 after a Dec. 18, 1971, written test. Of the 561 candidates who applied, 472 appeared for testing; 399 failed and 38 withdrew. Salary is \$9,500.

**Transportation Admin**  
1 Leonard Eisenberg.  
**Queensboro Comm. College**  
1 Phillip J Oates.  
**Manhattan Comm. College**  
1 Eugene S Oliveri.

## Kingsboro Comm. College

1 Ira Porter.  
**HSA, Dept. of Health**  
1 John K Dissinger, Sol Berger, David Robinson Jr.  
**Dept. of Social Services**  
1 Milton Wyche, Daniel G Emsworth, Walter J Darcy, Albert T Bryant, Owen P Campbell, Thomas W Tracy, Barry E Pankey, Martin Hughes Sr, Marvin H Shlaen, Santos Ramos, Albert J Jones, Kenneth A Suffer, Luis A Torrado, Gerard Miller, John M Jones Jr, John J Hammersley Sr, Ernest S Juniaus, Robert G McStravick, Samuel Williams, Lee P Weaver.  
31 Roy E Parker, Marion Hamilton, Isaac Washington, John McClain, Vincent Vicdomini, Thomas A Cole, Griffin C Manning.

## Dept. of Consumer Affairs

1 Jerry D Byrne.

## EXAM NO. 1574 PROM. TO ASST. CIVIL ENGINEER

These 13 lists, by department, were established Sept. 14 after a May 13 written test. Of the 182 applicants, 141 appeared for the test; 102 failed and none withdrew. Salary is \$12,100.

**Environmental Protection Admin**  
1 Yakub M Patel, Leonard B Pasarnikar, Razack J Kahn, Jose L Sanchez, Pravinchan Jain, Nirmal S Chaudhary, Ramarishn Isanaka, Shobhana G Dandekar, Manohar S Basl.

## Transportation Admin.

1 Chandran Amin, Suresh V Pasarnikar, Parkash C Sarwal, Satish K Thanawala, Kiran K Adhya, Frank P Mateyka, Hemendra K Patel.

## MYCTA, Engineering

1 Eugene C Apple, Kuppuswami Ranganathan, Natwarlal Nishawala, Guntant J Sanghvi, Felix M Norman.

## Bd of Water Supply, Construction

1 Vijinder K Jain, Ramdas M Shanbag, Rameshchan Kamdar, Amit Ray, Manubhal H Patolia, Nicholas B Cooper.

(Advertisement)

Fenton, P DeSantis, P P Nappi, A Beyreather.

## EXAM NO. 1161 CASHIER

This list of 279 eligibles, established Sept. 14, resulted from training and experience evaluation of 522 candidates who filed in June. Salary is \$6,000.

No. 1-105.0%

1 Bernard Goldberg, Mary P Marra, William J Kureczka, Emanuel P Congedo, Lottie Blas-singame, Irving J Wald, Emma D Ball, Lillian B Whyte, Hazel Owens, Dorothy M Morello, Shafika Soliman, William D Young-eiman, Jack Milltzok, Elvira R Frizzola, Helen Hoffman, Erika Stulzaf, Rita M King, Louis Heisler, Samuel Kopp, Mary T Cramer,  
21 Joseph V Aiello, William Shapiro, Barbara J Eaton, Laura M Felton, Arthur Berger, Corinne K Conway, Lucille G Johnson, Nat I Kornhaber, Carolyn B Halyard, Joan Kane, Max Klass, Thelma C Maxwell, Katie Jenkins, Ronald W Myers, Vital Allalovf, Harry Wax, Selma R Lipner, Grover R Harris Jr, Mal-issa L McGray, Bernard Moskowitz,  
41 Kolman Turetsky, Joseph A Sotsky, Thomas Robinson, Rose Schafkin, Yettie Rosenbaum, Albert H Redman, Morris Feldman, Rose Parola, Morris Rosenfeld, Phyllis Derespinis, Julius Hoch-stens, Ursula Holzer, Samuel Kersh, Ira Beckman, Herman I Stolper, Mary R Johnson, Phillip Greenman, Eugene F Hugh, Mary P McNally, Martha J Foster,

61 Tillie Lake, Evelyn Kassay, Margaret Beach, Rebecca Heat-ley, Audrey J Flowers, Myra H Gerber, Estelle Bergman, Luis Ramirez, Herman L Seedorf Jr, Mary V Walczyk, Audrey Rich-ardson, James A Simmons, Max-ine Terrell, Calvin Melford, Mario A Marino, Angelina A Cipriani, Kenneth C Seaman, Shirley C Grossman, Alfred J Schweitzer, Mildred Guerrieri,  
81 Dinah Eiseman, Frances Smith Malvina Kobrinsky, Jean T Jordan, Pearl Asarch, Harold Barnett, Morris Spatz, Milton Rosen, Vincent P Federici, Helen

(Continued on Page 7)

(Advertisement)

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67. Q. How does GHD control costs?  
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2. Complete claims history maintained on disk for all Certificate (Identification) Numbers and all family members within the Certificate Number. History reports are issued and matched to all incoming claims allowing claims approver to make complete and full evaluations. File is updated immediately after claim settled. All new claims are checked against possible prior settlement.  
3. Majority of claims received involving multiple filings or extensive prosthetics are referred to Professional Relations Department for review:  
a) Claims and computer printouts are examined, and if prior treatment indicated, checked for repetition of services; if repetitions show up, prior claims are inspected to determine why.  
b) Pre-operative X-ray checked to determine need for treatment rendered.  
c) Diagnosis and treatment checked for conformity with accepted dental standards; otherwise appropriate inquiries are made.  
d) Where neither dentist's report or pre- or post-operative X-rays allow judgement to be made, patient is requested to visit our Dental Health Facility for clinical examination in order to make proper claim evaluation.  
4. Detection of incorrect group certification in self-administered groups.  
5. Discovery of incorrect Social Security (Certificate or I.D.) Numbers used by subscribers or patients.  
6. Double-checking of claims from DDS indicating two different dates for insertion of appliances.  
7. Our fixed fee arrangement with Participating Dentists limits claims al-  
lowances and by controlling fees, stabilizes premiums.  
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68. Q. Are there any costs involved in addition to the premium?  
A. Only the deductible and coinsurance amounts which must be satisfied by the subscriber before GHD begins to make payment in applicable groups contracts.  
69. Q. If dividends are payable, to whom are they paid?  
A. Dividends are payable to the account remitting premium for the group.  
Editor's Note: Mr. Isaacs cannot accept telephone questions. Please write to him in care of THE LEADER.

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TUESDAY, SEPTEMBER 19, 1972

## A Probe Is Needed

ANOTHER storm broke over the City administration last week when its hiring practices were blasted in a series of articles probing alleged abuses of the civil service system.

The first of a possible string of investigations was launched last week by the U.S. Department of Labor, after the New York Daily News reported apparent use of federal Emergency Employment Act funds, designed to provide jobs for Vietnam veterans and the poor, to hire non-eligibles and political hacks.

Another investigation into possible misuse of federal funds, both on a City and national level, was asked by four City Congressmen: Herman Badillo (D-L, Bronx), James Scheuer (D-L, Bronx), Mario Biaggi (D-C, Bronx) and Shirley Chisolm (D-Brooklyn). At Leader presstime, no action on this suggested probe by the House Select Committee on Labor had been announced.

The U.S. Labor Department probe will be headed by Armando Quiroz, associate regional manpower administrator for New York City, who conferred preliminarily with the News and with City Councilman Robert Postel (D-Manhattan), who has been investigating merit system abuses independently. The Labor Department probers have no subpoena powers, but expect the City to cooperate in turning over relevant records.

The alleged abuses in the City's hiring practices deserve the fullest investigation and the results should be made public as soon as possible. Morale is low enough in civil service without having a return to the spoils system. Any deterioration of the merit system must be rooted out and quickly.

## Questions and Answers



**Q.** I recently got a job as a waitress. Even though my wages are not much, my tips usually average \$45 a week. My employer says I must tell him how much I get in tips so that he can report them for social security. Is this so?

**A.** Yes, because your tips are more than \$20 a month. The law requires you to give your employer a report in writing by the 10th of each month on the tips you received the previous month. Your employer then reports these tips and sends your social security contributions to IRS. Your tips for this month must be reported by Jan. 10.

If your tips were less than \$20 a month, you would not have to report them.

**Q.** My cleaning lady will not get a social security number so I can report her wages. What can I do about this?

**A.** If you pay your cleaning lady \$50 or more in cash wages

in a calendar quarter of the year, you must report her wages even though she does not have a social security number. In making your quarterly earnings report for her, give her full name and address and the amount you paid her in cash wages. Also, you should note on the form that your employer refuses to furnish you her social security number.

**Q.** My 67-year-old father traveled to Alaska to work last summer. While he was there he had to see a doctor. Will Medicare pay for his doctor's services in another state?

**A.** Yes, Medicare will help pay bills for doctor's services performed in any part of the United States. Your father should file a claim with the agency in Alaska. The name and address of that agency is listed in the Medicare handbook, which your father received at the time he signed up for Medicare.

## Don't Repeat This!

(Continued from Page 1)

posing campaigns whose goal is control of the Assembly. Apart from the usual political considerations that are involved in control of a legislative body, Assemblymen Duryea and Steingut have a strong personal stake in the outcome of the Assembly races.

For Duryea, retention of the Speakership will keep him at stage center for the next two years. This is a matter of deep political concern for the Speaker, should the political situation in 1974 be such that Duryea will decide to make the run for Governor. For Assemblyman Steingut, the Speakership would be fulfillment of his political ambition.

### Takes 76 Votes

The present political division in the Assembly is 79 Republicans and 71 Democrats. However, since under the law it takes 76 affirmative votes to pass a bill in the Assembly, it takes only four absent or disgruntled Republicans to kill a Republican party measure, if there are no defections from Democratic ranks. On some occasions, this circumstance has created serious difficulties for the Republican Assembly leadership.

In accordance with political tradition, Speaker Duryea predicts not only that Republicans will retain control of the Assembly but that his party will increase its margin by at least three. It would obviously be a disaster for a leader to predict that he expects nothing better than to stand still. In accordance with the same tradition, Assemblyman Steingut predicts that the Democrats will capture control of the Assembly.

The fact is, of course, that both Assemblymen are whistling in the dark, because the only thing that is certain about this election is its uncertainty. Presumably the Republicans enjoy an advantage because they controlled the reapportionment of Assembly seats. Off-setting that advantage, at least in part, is the fact that Republicans set the Assembly boundary lines based upon past voting records. Those records may prove to be a slender reed on which to have drawn the district lines.

### Wide Fluctuation

Primary election returns both in New York and in most other states suggest a wide fluctuation in voting patterns. Part of the change has been generated by the 18-year-old voting and the general relaxation of literacy and residence standards as voting qualifications. There is not a single election board office in the State that has not been swamped with new voting registrants. Predictions of what these new voters will do are the products only of guesswork and wishful thinking.

Another factor that obscures the outcome of the Assembly races is the uncertainty of the contest between President Richard M. Nixon and Senator George D. McGovern. Politicians typically anticipate that the President will carry the state, but they have no idea of the coattail effect that his victory would have with respect to candidates on the lowest line on the ballot. Ticket splitting is an old habit among New York voters, and Democrats may win a majority of the Assembly seats even if their presidential candidate

(Continued on Page 7)

## 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.

## Promotional Opportunities

The concept of face-to-face negotiations between a union and an employer has matured over the years so that there are few, if any, terms and conditions of employment which are not subject to the collective bargaining procedure. If a labor organization wants to protect in-plant promotional opportunities for its members, it negotiates contractual provisions directly with the employer which will assure that seniority or qualifications, or both, are used as determining factors for promotional opportunities.

Under the Taylor Law and the court decision interpreting it, the scope of negotiable items is constantly broadening. However, in the area of promotional opportunities, the control lies with the state or municipal civil service commission having jurisdiction. Section 52.4 of the Civil Service Law provides:

### "Departmental and interdepartmental promotion lists.

The state civil service department and municipal commission may establish interdepartmental promotion lists which shall not be certified to a department until after the promotion eligible list for that department has been exhausted."

The decision as to whether or not there will be any interdepartmental promotions in the competitive class in a county rests, therefore, with the county civil service commission, which is not a party to negotiations between the union and the public employer. Any agreement between the union and the public employer to the effect that there shall be interdepartmental promotion lists might very well be ignored by the local commission.

THERE ARE OTHER discretionary factors set forth in section 52, Civil Service Law, such as, the commission may determine to expand promotional opportunities to people in lower jobs in collateral or related lines of employment rather than limiting promotion to people in positions in the direct line of promotion.

It is, of course, essential that the independence of municipal civil service commissions be preserved. However, there should also be a balancing of the legitimate interests and aspirations of employees for promotional opportunities in the career service of a public employer. How can this be accomplished without the cooperation of a civil service commission which does not see fit to give favorable consideration to the desires of the employer and the employees? Perhaps the answer lies in legislation which will specifically permit a public employer and an employee organization to provide in a collective bargaining agreement for such items as promotions on an interdepartmental basis or through collateral or related positions so long as there is no conflict with the civil service law. This would tend to make the negotiation process more meaningful and would permit the parties to negotiate on terms and conditions of employment over which they may now feel they have no control.

## Two NYC Firefighters Receive National Honors

Two New York City firefighters — one, posthumously — have received national recognition for heroism during 1972, it was announced last week at the 99th annual convention of the International Assn. of Fire Chiefs in Cleveland.

Capt. John T. Dunne, who died trying to rescue children believed trapped in a Brooklyn apartment on March 28, 1971, was named top recipient and his widow, Ann, of Flushing, will receive a \$5,000 award and commemorative plaque. Capt. Dunne was in command of Ladder Co. 175, Brooklyn.

Fireman First Grade Charles McCarthy, of Ladder Co. 31 in

the Bronx, was named Fifth Award of Honor winner for his efforts to rescue two children from a Bronx fire on Aug. 29, 1971. Fireman McCarthy, a resident of Sloatsburg, N.Y., will receive a plaque commemorating his action.

Fire Commissioner Robert O. Lowery termed the two national awards "an exceptional honor for the recipients and for the entire Fire Department of New York, especially since nominations were made by hundreds of cities, each seeking one of the ten awards for heroism."

The Department was represented at the announcement ceremony in Cleveland by Battalion Chief David M. McCort (Continued on Page 15)

## Eligibles

(Continued from Page 5)

L Wright, Edward J Koniszewski, Everett O Wattle, Martin B Goldstone, Josephine Trotta, Frank J Pacent, Pauline G Salsbury, Seymour Goodman, Rose Frumberg, Ireen Bennett, Barbara A Young,

No. 101—79.0%

101 Anthony J Scotti, Charles J Kemnitz, Frances De-lish, Edward Goldbatt, Florine Ellerby, Joseph H Mloom, Cary N Senft, Carmela M DeFabio, Margaret Kralyovich, Mabel C Stewart, Gloria G Maldonado, Isaac Ferezy, Charles H Stein-

hauer, Jean Teiger, Walter R Lange, Rita A Perrone, Emilia Fiori, Adrienne D Billups, Willoughby Hillary, Mary L Gonzalves,

121 Martyne J Woller, Jack Weissfeld, Emanuel Bergman, Annise A Reddick, Irene Eisenberg, Anthony Lombardi, Grace B Terrell, Jethro R Greene Jr, Luke J Kralyovich, Fred C Ronchini, Mintie I Bonner, Bruce E Dickerson, Bernard B Kaufman, Sylvia Winkler, Beatrice T Pitts, Michael Petroff, Millman, Merton D George, Louise Fred A Uiel, Harry Goldberg,

141 Ann W Gibson, Frances H Blumberg, Thomas P Schineller, Fred Margulies, Kae Bach, Eliza-

beth Lopez, Ralph J Bova, Beverly Smith, George A Morris, Michael Stiano, Sara G Gaslor, Linwood Hall, Wanda J Eason, Patricia A Sealey, Truman P Wright, Evelyn T Robinson, Etta Wright, Muriel E Watkins, Alfred S Robins, Rose Casamassina, Herbert J Goldstein, Thedoshia Mayes, Annette Schneider, Sandra G Ross, Rose Schlosberg, Nathan Cantor, Edith A Stanley, Laurel Coleman, Ruth Holzer, Ethel M Bradley, Artie M McDaniel, Constance Call, Carolyn A Robertson, Esther S Bubello, Versie M Williams, Kenneth Manning, Bessie Herring, Patricia T Siciliano,

(Continued on Page 10)



By MICHAEL J. MAYE

Pres., N.Y.C. Uniformed Firefighters Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

### Stop False Alarms

"What this country needs is a good five-cent cigar." When that statement was first made by Thomas Riley Marshall, Vice President of the United States in 1914, it was a time and day of relaxation—a 16-man tug of war was going on, a quartet was singing "Sweet Adeline," and an eight-man shell team was pulling up the Potomac River. It was a time when a workingman wouldn't buy a hat without checking the union bug. He never saw the man who made the hat, that wasn't important. It was a union man—part of the team—out to better the lot.

THAT STATEMENT was a good one for that time. It was the American way of teamwork and cooperation.

In this day and age, that seems to be the attribute which we cannot regain or muster again. We have presidents, senators and congressmen, all men of prominence, who cannot seem to get together for the good of all, or at least that's what the campaign literature tells us. Here, despite the appeals of public officials, the clergy, civic leaders and others, the cooperation needed to bring a halt to the rising increase in false alarms has failed.

Of course, the easy thing is to make excuses. The people are understanding for a while, but then they become disenchanted. With the absence of teamwork, the losers are always the people. You are not getting what you paid for, and it makes no difference whether you are a dues payer, a tax payer, or just a bystander.

ONE CAN easily take an example from your firefighters. If the MPO (Motor Pump Operator)—and he may be the best in the world—doesn't have a team on the other end to open a nozzle and push in the line, you would never put out a fire. Men on the other end of the line, surrounded by smoke and fire, cannot see the MPO but he has all the faith that he will continually get the steady flow that will take him in and out of danger.

He understands and knows the need for teamwork—his very life depends on it.

Teamwork depends on cooperation and the dedication of men working for the good of all. A weak link in the team, or one who wishes to be part of the team but can only scream dissension—who the hell needs him?

### Don't Repeat This!

(Continued from Page 6) loses in the statewide totals. It is just as possible for the Republicans to carry a majority of the Assembly seats even if President Nixon falls to carry the state.

The only thing really sure

about the Assembly races is that the next Assembly will be a vastly different body from the last because of resignations, primary defeats, departures from the Assembly to seek other elective office, and incumbents who will be defeated on election day.

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# Restructuring Phase II Defines The Workings Of CSEA Committees

At the statewide Delegates Meeting of the Civil Service Employees Assn. this week, the restructuring committee will present Phases I and II for final approval and Phase III for the first time. These Phases cover by-laws and administrative changes to streamline CSEA.

Phase I appeared in last week's edition of *The Leader*. Here Phase II, which deals primarily with the committee structure, is presented. Phase III, which has yet to be acted upon by the delegates, will be covered after the convention.

In interpreting the information below, some deletions were made of material that has been rejected or referred to a later phase (III) of the report. What is reprinted below is still "alive," even though, in some cases, it may have been referred back to the committee for further study or rewording.

The original proposals are set in full-width boldface type. The indented lightface type beneath indicates amendments to the proposals and what portions of the constitution or by-laws are affected, or indicates what status the proposal now stands in. In some cases, parentheses are used to indicate the old working, and these parentheses are followed by the new wording in quotation marks.

## CSEA COMMITTEES

Background: At present the Association has five classifications of committees: (1) Standing (2) Board (3) Special (4) Ad Hoc (5) Departmental. Standing and Board Committees are governed by the CSEA Constitution. Special, Ad Hoc and Departmental Committees are established or directed by Delegate, Board or Presidential action.

Committees vary in size, function and tenure. Certain committees overlap others in duties and responsibility. Committees, except Board Committees, are appointed by the President. The President may or may not ask for nominees for regional or departmental consideration. The President may appoint a chairman of the committee, which, in turn, may select its own chairman. Committees do not necessarily represent geographical or "community of interest" representation of CSEA.

One of the most useful devices for carrying on Association business is through the committee system. Committees are a means of furthering information which will guide a group in making a final recommendation or decision.

The Restructuring Committee recommends that CSEA maintain six classifications of committees.

### PROPOSAL A

**SECTION 1. 1. Standing (part of Board of Directors), 2. Board (appointed by Board of Directors) 3. Special, 4. Ad Hoc, 5. Departmental, 6. Negotiating.**

By-Laws—Article 5, new Section 4.

**SECTION 2. Standing committee: standing committees shall be: Insurance, Legal, Constitution and By-Laws, Retirees, Convention,\* Political Action and Legislative.**

Taken care of in Phase I.

**SECTION 3. Standing committee chairman and members shall be appointed by the President for the duration of his term of office (two years).**

By-Laws—Article 5, Section 1—new Section 1(a).

**SECTION 4. All standing committees shall be appointed within 60 days after the installation of the Association President. Vacancies on standing committee shall be filled within 30 days.**

Amended to read: "All Committees, after reconsideration." Amends By-Laws—Article 5. New Section 4.

**SECTION 5. Any member of a committee failing to attend three consecutive meetings without proper notification to the committee chairman shall be deemed to have resigned from the committee.**

This now becomes By-Laws—Article 5 New Section 4(a).

**SECTION 5B. All standing committees must meet at least four times annually.**

Amends By-Laws—Article 5. This becomes a new Section 1(b).

**SECTION 6. All standing committee reports are received for informational purposes and its recommendations may be accepted, referred or rejected by the Board of Directors.**

Motion was amended to read: "All such reports shall be received by Board of Directors, Delegates, and Chapter Presidents thirty (30) days prior to a general delegates' meeting." Amendment carried unanimously. This adds to By-Laws—Article 5, new Section 1(c).

**SECTION 7. Standing committee makeup shall include representation from each region, and one member from each of the County and School Divisions.**

By-Laws—Article 5—adds new Section 1(d).

**SECTION 8. Standing committee membership shall**

not exceed nine nor be less than seven.

\*Convention Committee shall not be more than 19 or not less than 9.

Adds new section to By-Laws. Article 5, Section 1(e).

**SECTION 9. Task committees of standing committee: Standing committee may appoint from within its membership task (sub-committees) committees as it deems necessary to complete its assignment or for a specific study. A task committee shall not exceed five nor be less than three members and regional representation is not required.**

Adds new section to By-Laws. Article 5, Section 1(f).

**SECTION 10. No Association officer or member of the Board of Directors shall be eligible to serve as chairman or be a member of a standing committee.**

Amended to read: "Officer or voting member." Adds new section to By-Laws. Article 5, Section 1(g).

**SECTION 11. Duties of standing committees:**

**INSURANCE:** All phases of insurance presently or future sponsored by CSEA shall be the responsibility of this Committee.

**LEGAL:** All legal assistance requested by an Association, member, chapter unit, a conference shall be referred for study to this Committee.

**REVISION OF CONSTITUTION AND BY-LAWS OF CSEA:** All proposals effecting change in the Constitution and By-Laws of the Association shall be referred to this Committee for study and recommendation.

**RETIRES:** This Committee is responsible to propose, study, recommend and act upon all legislation and benefits which affect retired members of CSEA.

**CONVENTION COMMITTEE:** The Convention Committee is recommended as a new standing committee and it combines the function of various other committees such as credentials, site and time, social and a new task committee for hotel registration. Convention Committee shall be responsible for selection of place and establishing time for annual meeting and other general or delegate meetings which might be called by the President of CSEA, its Board of Delegates.

The Convention Committee shall be responsible for the proper registration of delegates, presenting the delegate with appropriate credentials and declaring the proper action in case of a challenge to the representation of a delegate. The Convention Committee shall also establish a task committee to assist the delegate with any problem upon registration. The convention committee shall also be responsible to establish proper guest list, seating, arrangement and in general hosting the convention's social activities.

**POLITICAL ACTION AND LEGISLATIVE DUTIES:** (Not yet detailed due to being a new combined mittee.)

Adds to By-Laws. Article 5, New Section 5.

### BOARD COMMITTEES

Present Background: Board Committees are selected by and consist only of members (voting and non-voting) of the Board of Directors. Each Board Committee elects its own chairman. Each committee is assigned with a specific responsibility and the duration is for the term of the Board. At present there are the following Board Committees: Group Life Insurance, Budget, Charter, Personnel, Directors, Nominating and Canvassers (Nominating and Canvassers only exist during statewide election years).

Board Committees are imperative for the guid-

ance and continuing to assist in the independent judgment which the Board reserves to itself and must exercise in making a decision to a respective problem.

### PROPOSAL B

**SECTION 1. The restructuring committee recommends the following Board of Directors committees: Budget and Finance, Charter, Handling of Group Life Insurance, Personnel, Nominating\*, Directors, Election\*\*.**

\*Nominating Committee is usually selected as directed by Constitution.

\*\*Election Committee is a recommended new Board Committee due to the anticipation of CSEA chapter charters and also the standardization of election procedures and time. The committee anticipates that many challenges will take place and hence the Board shall be so informed and asked for guidance. The new election committee will also encompass the duties of the present Canvassers Committee. This Committee will also supervise the election of all vacancies existing on the State Executive and County Executive Committees. No member on election committee can serve on the nominating committee.

Amended to read: "These Committees shall be elected at the organizational meeting of the Board of Directors." Adds to By-Laws, Article 5, new Section 6.

**SECTION 2. Duties of board committee:**

(A) **BUDGET AND FINANCE:** This Committee will be responsible for the fiscal guidance of the Association. The review and adherence to the adopted budget and the referral of all motions requiring expenditures. Committee will study such referrals and advise the Board of the fiscal soundness.

(B) **CHARTER:** This Committee will be responsible for recommending to the Board the approval or disapproval of new charters, revoking existing charters, changes submitted by local or regions and the review of all local and regional constitutions to ascertain adherence to mandated clauses and the mode constitution. This Committee may also assist new locals in the preparation of new constitution and by-laws to be submitted for review.

(C) **GROUP LIFE INSURANCE:** This Committee is responsible for the conduct of affairs of cost in the handling of CSEA Group Life Insurance cost.

(D) **PERSONNEL:** This committee is responsible for the recommendation to the Board for all new positions requested in CSEA staff. The disciplinary proceeding against permanent CSEA employees and the recruitment of new personnel. This Committee may recommend to the Board, policies affecting CSEA employees, all contracts encompassing CSEA employees and disposition for request of reallocations and classification submitted by CSEA employee and all related duties.

(E) **NOMINATING COMMITTEE** shall not be more than 15 and shall consist of one State Division Board member from each of the regions, one County Division member from each region, three State Division members of the Board regardless of region. The duties of this Committee shall be to nominate a slate of officers mandated by the constitution for statewide election.

(F) **DIRECTOR'S COMMITTEE** shall not exceed 21 members of the Board. (Refer to Phase I Proposal B. Sec. 8.) The Director's Committee shall meet on call of the President and to act on matters of emergency, whereby it would be inconvenient to call a full Board meeting.

Adds to By-Laws. Article 5, new Section 6(a).

**SECTION 3. No officer of the Association shall serve on any Board committee except the Director's Committee.**

Adds to By-Laws. Article 5, new Section 6(b).

### NEGOTIATING COMMITTEE

At present there exist two distinct negotiating committees; Statewide and Departmental. The Committees are selected from various sources of names submitted by chapter president, conference presidents, friends, staff, board members, officers and interested members themselves wishing to serve. The President makes the final selection.

At present, no guide is used on final selection of negotiating teams, either State or Departmental.

The Restructuring Committee realizes that in the future these committees will be the very heart of the Association and exert tremendous influence in its deliberation and affect the life of each and every public employee and his manner of livelihood.

Under the Taylor Law there presently exist five units: Operational; Institutional; Administrative; Scientific, Technical and Professional, and Security. Each unit negotiates with the State on a statewide basis for all of the titles designated under their respective unit.

Items of general benefits which would be enjoyed by all titles in all units are negotiated under and by a "Coalition Unit." The Coalition Unit is made up of members from each of the bargaining units and represents all titles for general benefits and conditions of employment.

Departmental negotiation committees are selected within respective departments and should be representative of all title and geographical locations



and needs of the department employee as to individual department benefits and conditions of employment.

### PROPOSAL C

**SECTION 1.** Statewide negotiating committee. There shall exist five statewide negotiating committees: 1. Operational, 2. Administrative 3. Institutional 4. Scientific, Technical, Professional 5. Security.

Amended to include, "any other duly recognized bargaining unit." Adds to By-Laws, Article 5, new Section 7.

**SECTION 2.** The statewide negotiating team shall consist of an elected chairman and at least one member from each regional area and in each unit. Additional unit members reflecting geographical and departmental makeup may be made by the Association President. All appointments shall be endorsed by the regional executive board.

Amended "all appointments to the negotiating teams shall be made with the advice and consent of their Regional Executive Board. Amended (P. 294) Adds to By-Laws, Article 5, new Section 7(a).

**SECTION 3.** The chairman of a statewide negotiating unit shall be nominated by the statewide Nominating Committee and elected in the same manner and run in the same election as statewide officers in an odd number year for a period of two years. Only members whose titles are assigned to a respective unit will be eligible to vote for the unit chairman. A vacancy of the chairman's office shall be filled by the statewide members of the Board of Directors from within the membership for the remainder of the term.

Adds to By-Laws, Article 5, new Section 7(b).

**SECTION 4.** Coalition unit: The coalition unit shall be appointed by the Association President from the members of the five negotiating unit teams and shall consist of the chairman of each of the unit teams and such other members from the five negotiating teams as may be deemed necessary by the President.

(Note) It is recommended that geographical and departmental balance be maintained.

Amended to eliminate the word "five." Adds to By-Laws, Article 5, new Section 7(c).

**SECTION 5.** Departmental Negotiating Committee shall be selected by the Departmental Committee and appointed by the Association President.

(Departmental Committee makeup see Phase II Proposal D, Sec. 1.)

Adds to By-Laws, Article 5, new Section 7(d).

### PROPOSAL D

#### DEPARTMENTAL COMMITTEES

**SECTION 1.** There may be established in each of the departments what is to be known as a departmental committee.

Adds to By-Laws, Article 5, new Section 8.

**SECTION 2.** The Departmental Committee shall consist of each chapter president throughout the State whose chapter is affiliated within the respective State departments and the department's CSEA Board representative.

Referred Back to Committee.

**SECTION 3.** Departmental Negotiating Committee: The Departmental Committee shall submit to the CSEA President a list of acceptable candidates who may negotiate for the departmental employees benefits and conditions of employment. Such committee must be representative of the department's geographical work locations and be representative of the five employee units effected.

Referred back to committee.

**SECTION 4.** Whereby a department may not have sufficient number (3) of department chapter presidents, the Association President should and may upon request of the State departments appoint a special departmental committee consisting of member chapter presidents and department representatives and such other members as he may deem necessary.

Amended to read, "upon request of the state department members appointment . . ." And an amendment to the amendment—Delete (as may be deemed necessary) "from within the state department as may be deemed necessary." Adds to By-Laws, Article 5, new Section 8(a).

**SECTION 5.** The President of CSEA shall appoint upon recommendation of the County Executive Committee a Special County Division Problem Committee from a list submitted by the County Executive Committee and other members the Association President deems necessary.

Adds to By-Laws, Article 5, new Section 8(b).

#### SPECIAL AND AD HOC COMMITTEES

##### PROPOSAL E

**SECTION 1.** The Committee proposes that special committees' makeup be no more than 11 and not less than 7 and that all regions and county divisions be represented.

Amended to read: "and must be appointed within sixty (60) days after the establishment or designation of such committee." Adds to By-Laws, Article 5, new Section 9.

**SECTION 2.** The committee also recommends the members on special committees be knowledgeable

to the committee charge they are to be assigned to. Establishes new section of the By-Laws, Article 5, new Section 4(b).

**SECTION 3.** Special Committee members are to be selected from eligible lists of CSEA members submitted by the various regional executive boards and the County Executive Committee. The President may appoint other members to a special committee as he deems necessary and may appoint the chairman.

Adds to By-Laws, Article 5, new Section 9(c).

**SECTION 4.** Ad Hoc Committees: Ad Hoc committees may be appointed by the President and should not exceed nine or be less than five.

Adds to By-Laws, Article 5, new Section 9(c).

**SECTION 5.** Member of an Ad Hoc Committee must be knowledgeable in the respective problem and must be representative of CSEA regions and county representation if so necessary.

Adds to By-Laws, Article 5, new Section 9(d).

**SECTION 6.** The Special Committees recommended are: Pension and Retirement, Grievance, Auditing, Membership, Salary, Human Rights, Memorial Scholarship Fund, Plaque, School Districts, Civil Service, Regional Office, Resolutions, Education.

Adds to By-Laws, Article 5, new Section 9(e).

**SECTION 7.** Ad Hoc Committee: Ad Hoc Committee may be named as deemed necessary by one or more of the following: Delegate, Board of Directors, President or upon recommendation of a standing or Board committee.

Adds to By-Laws, Article 5, new Section 9(f).

#### ADMINISTRATIVE CHANGES

**SECTION 1.** The names, address, chapter and region of members on Board Standing, Special Departmental, Negotiating and Ad Hoc Committees shall be made known to all members of CSEA through its official publication.

Adds to By-Laws, Article 5, new Section 9(g).

**SECTION 2.** Special Committees are requested to meet at least three times a year to hear and review matters pertinent to its committee assignment and upon call of the Association President.

Amended to read: "Assignment and/or upon call of the Association President." Adds to By-Laws, Article 5, new Section 9(h).

**SECTION 3.** Complete duties of each Special Committee shall be made known to all local unit and regional presidents.

Adds to By-Laws, Article 5, new Section 9(i).

#### RESOLUTION REFERRED TO RESTRUCTURING COMMITTEE

**SECTION 1.** State Executive Committee: The State Executive Committee shall consist of one member from each of the state departments, having a minimum of at least 100 members. For any state department having more than 3,000 members there shall be an additional representative for each major portion above the 3,000 members.

Changes Constitution—Article 5, Section 1. "one representative from each department having a minimum of at least 100 members. In addition to the foregoing, each State Department with more than 3,000 members there shall be an additional representative for each major portion above the 3,000 members as of June 1st."

**SECTION 2.** The County Executive Committee: The County Executive Committee shall consist of one member from each County having a minimum membership of 100 members. The County Executive Committee shall elect from its membership a director to represent counties not having the minimum membership.

Amends Article 6 of the Constitution, Section 1. "from each County chapter having a minimum of 100 members, the County Executive Committee shall elect from its membership a director to represent counties not having the minimum membership. The County Executive Committee . . ."

#### CONFERENCE AND CHAPTER ELECTION PROCEDURES PROPOSAL F

**SECTION 1.** The Nominating Committee shall be selected at a regular executive board meeting of the chapter by the executive council or by the executive board or by the chapter board of directors as the case may be, at least sixty (60) days before the date fixed by the chapter's constitution and by-laws for the election of officers. Candidates for election to chapter offices cannot be members of the Nominating Committee. Due consideration should be given to apportion of the members of the Nominating Committee in terms of the Physical makings of the chapter to insure a fair and impartial appraisal of candidates.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 1A.** For chapter unit nominations and election committees the appointment may be made by the unit president at a regular unit meeting.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 2.** The Nominating Committee shall give

reasonable opportunity to potential candidates to have their names submitted or presented as nominees to the committee. The Nominating Committee, after making their selection shall so advise their chapter members so that members will not only know far in advance the names of the nominees, but also the members will have an opportunity to make independent nominations.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 3.** The Nominating Committee shall submit nominations for all officers, or other elective offices including delegates to CSEA conventions and special meetings to be elected under the chapter constitution and by-laws, to the members of the chapter at a meeting to be held not less than thirty (30) days prior to the date fixed for the election of chapter officers by the said chapter constitution and by-laws. Nominations from the floor of the meeting should be made at this time. Any person who has been duly nominated and wishes to withdraw should notify the secretary of the chapter in writing at least twenty-five (25) days prior to the date fixed for the election. The Nominating Committee shall then select another nominee if there are not at least two (2) candidates remaining for the office.

Amended as follows: Delete (Nominations from the floor of the meeting shall be made at this time). Amendment carried. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 4.** Independent nominations may also be made by petition signed by not less than five (5) percent of the members and the names of such candidates shall be printed on the official ballot provided for such nominations and filed with the chairman of the Election Committee at least twenty (20) days before the date fixed for holding the election.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 5.** The Election Committee shall be selected by the Executive Council or the chapter board of directors at least thirty (30) days in advance of the date fixed by the chapter constitution for the election of officers. The Election Committee shall be composed of members not serving on the Nominating Committee. A candidate for chapter officer may not be a member of the election committee. The Election Committee's primary duty is to insure that the election is properly conducted and to see that the ballots are distributed to all members in good standing at least fourteen (14) days before the return date of the ballots, if a mail ballot is used. The Election Committee shall also have the responsibility for the election procedure, including the drafting of the ballot which should provide adequate space for a write-in vote and should clearly recite the date upon which the ballots must be returned. The distribution of the ballots and the return of the completed ballots shall be accomplished in such a manner as to guarantee every member in good standing an opportunity to cast his ballot without the necessity of his physical presence at the polling place.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 6.** If a mail ballot is not conducted the Election Committee shall declare where the balloting is to take place and the date and hours between which the members may cast their ballots. It is suggested that bulletins be circulated around the chapters' locations stating locations of such polls, date and time of balloting, and where ballots may be obtained. If a member is unable to cast his ballot personally, he may, upon showing just cause, be permitted to cast his ballot by mail.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 7.** Installation of officers will not take place for at least fifteen (15) days after the results of the election are announced. Protests of the election must be submitted with proof of irregularities to the CSEA Headquarters within five (5) days after the election results are announced with notice of such protest sent to all current chapter officers and candidates.

Referred to the Chapter Committee for implementation in Conference and Chapter Model Constitutions.

#### ELECTION OF REGIONAL OFFICERS PROPOSAL G

**SECTION 1.** Regional officers shall be elected in the same manner and method and at the same time as the statewide officers except that only members within the region may cast their vote for such officers. Referred to Election and Charter Committees for implementation in Conference and Chapter Model Constitutions.

(Continued on Page 14)

# Install Suffolk Chapter Officers At Dinner-Dance



Top officials of the CSEA statewide organization meet here with Long Island Congressman Otis Pike (D-Riverhead), second from right. Shown are, from left: CSEA director of local government affairs Joseph Dolan, second vice-president A. Victor Costa, treasurer Jack Gallagher, third vice-president Richard Tarmey, Pike, and first vice-president Thomas McDonough.



Suffolk County Executive John Klein and his wife, left, present their invitation to Catherine San Fillippo, who was chairman of the dance, as chapter president Ben Porter and his wife watch in approval.



Suffolk County chapter president Ben Porter, right, accepts congratulations from neighboring County chapter president Irving Flaumenbaum.

## Eligibles

(Continued from Page 7)  
 Ruth E Lewis, Beverly A London,  
 181 James Curtis Jr, Willie H Henry, Rubye T Locke, Bessie Cecere, Loretta E Forbes, Terrence M Carroll, Edna M Perry, Macle I Moore, Florence Ber- man, Mayra Gonzalez, Lucille Robinson, James F Tortora, Cecil D Grey, Mary Muzzio, Victor F Poltano, Dianne Co- cuzza, Virginia Reed, Babs L Lediju, Hugh McGranaghan, Ed- ith M Cassentina,

No. 201—72.5%  
 201 Irene Goldberg, Myre F Graham, Maria Estadez, Jonnie Jones, Noeleen B Farrell, Mary R Mitchell, Victoria Finkelstein, Nareida Holness, Peter S Cilli- one, Ruth M Walker, Abdel A Shihata, Elsie D Amato, Chris- tophe Wright, Robert Williams, Helen Bryant, Linda Paulsett, Dolores Wright Kin P Ng, An- gelo E Mercogliano, Dollie M Mitchell,

221 Bennie McCall, Cecelia A Ward, Michael Scherr, Patricia M Jones, Joann E McGrath, Ethel L Edwards, Carolyn Hick- son, Rita A Spiritelli, Doris V Hooks, Mary D Farrar, Judith R Wohlmut, James J Moloney, Helen Christopher, Lottie B Wil- der, Mary E Cicero, Hosalle R Jones, Doris D Wilson, Betty Dunn, Audrey E Richardson, Jo- seph S Cassiere Jr,

241 Elizabeth Kellam, Joanne M Nesdill, Jacqueline Mitchell, Cecilia T Gamble, Ida Wulfow, Richard V Carisi, Izella Wilson, Josephine Josie, Sara Young, Cynthia Y Meaders, Louis Co- hen, eBatrice G Fergus, Genora Walker, June C Nehl, Deborah A Herbert, Andrew Paoletti, Wil- len Littles, Michael E Ledone, Elizabeth Farley, Gail R Fink- elstein,

(Continued on Page 12)

  
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 Admission \$2.00

### Correction Women

Results of qualifying medical/physical examinations of City candidates for correction officer (women) are as follows for exams held Aug. 29 and Sept. 1: of the 288 called, 231 appeared; 190 passed and 41 failed the medical; 205 passed and 26 failed the physical. The remaining eligibles will be examined Sept. 25 and 26.

# NEW YORK CITY HEALTH AND HOSPITALS CORPORATION

## Public Notice

PLEASE TAKE NOTICE THAT A GENERAL public hearing on the proposed 1973-74 Capital Budget will be held on

**WEDNESDAY, SEPTEMBER 20, 1972**  
**AT 3 P.M.**

In the Schimmel Theatre of the Pace College Auditorium,  
 1 Pace Plaza, New York City, across the street from City Hall.

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<b>WASHTON</b> CENTURY BALDWIN BAR HARBOR METROPOLITAN PARK WASHINGTON LAUREL LONG BEACH LEVITTOWN	<b>MINGOLA</b> PLAYHOUSE WASHINGTON TWIN BRUSH VALLEY STREAM	<b>WESTCHESTER</b> BRANDT'S CINEMA WASHINGTON RKO KEITH'S WASHINGTON PARKWAY AT 100th VALLEY STREAM RKO PROCTOR'S CONRAD	<b>SUFFERN</b> DEER PARK SHIRLEY #1 SHIRLEY #2 GREENPORT HAINPAUGH 3 VILLAGE

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the best sound  
in a deluxe  
music system.



## SONY HP-610A FM-stereo/AM Phono System

If you love music, the SONY HP-610A will delight your ears, your mind and your eyes. The ultra-sensitive receiver with FET front end brings in stations with a crispness and clearness that will astound you. And it pulls in those weak stations you may not be getting on your present equipment.

The Dual auto/manual turntable and Pickering Dustmatic cartridge will make your records sound as close to a concert hall as you can get without buying a ticket. And what's more, the Dual record handling system will add years to the life of your records.

The HP-610A has features that appeal to the most discerning audiophile—tape monitor inputs (so you can adapt to SQ four channel), recording outputs for two tape decks, plus a unique tape to tape dubbing switch. A full 66W (EIA) of music power drive the SONY SS-610 3-way speakers with individual woofers, tweeters and mid-range drivers, for a wide frequency response. And for the eye, the unit is housed in a handsome wood grain hardwood cabinet with matching speaker enclosures.

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# Proposals For Restructuring Phase II.

(Continued from Page 9)

**SECTION 2.** In each region there shall be elected one President, a minimum of three Vice-Presidents, a Treasurer, a Secretary.

Referred to the Charter and Election Committees for implementation in Conference and Chapter Model Constitutions.

**SECTION 3.** There shall exist in each region a regional executive Board which shall consist of the elected regional officers, immediate past president and may include the chapter presidents and reflect where applicable representation of the State Department, County Division, School Districts, Judicial Authorities and community of interest which may be deemed necessary within the region.

Amended to read "immediate past president and shall include a representative of each Chapter . . ."

Referred to Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 4.** Since all chapters will be affiliated with a region, the Association shall refund to each regional treasurer the per capita of 10 cents per member per year.

(Special Note: This shall not be construed to mean that the Regions may not raise additional funds under their own autonomy.)

Adds to By-Laws, Article 3, new Section 3(c).

**SECTION 5.** All CSEA chapters shall be affiliated with the regional geographic boundaries as presently exist. Such boundaries may be adjusted by the State Board of Directors upon presentation of justified facts.

Amended to read as follows: "as presently exists dependent upon the official chapter address in which the chapter exists such . . ." Article 4 of the Constitution, new Section 5(h).

**SECTION 6.** The regional executive board shall select a regional Nominating Committee of no less than five (5) members who shall represent a community of interest and representative of the region.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 7.** The regional executive board may fill any vacancy existing on its board for the remainder of the term.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 8.** The region may have as many committees it deems necessary, and, further, that all mandated committees or by resolution of the delegates or State Board of Directors shall be named by the regional president.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 9.** Any officer, delegate, or member of a committee may be removed from office for neglect of duty, missing three (3) consecutive meetings without just cause, or for other good and sufficient reason by a two-third vote of the regional board and after written charges have been filed with the regional board and he has been afforded the opportunity to be heard.

Amended, "charges have been served on him or her and filed with . . ." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 10.** No member of a competing organization (as defined in the model constitution) shall hold office or be a chairman of a committee in a region.

Amended, "a competing organization or elected public official (as defined . . ." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 11.** All regions must hold a minimum of four (4) general meetings per year or more as may be deemed necessary by the president.

Amended—delete (general). Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 12.** Regional boards shall hold at least six meetings per year or as many more as may be deemed necessary by the President.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions. (P. 346)

## CONVENTION

Background: At present the Association holds its annual meeting during September and the President may hold a special meeting during March. The President may also call a special meeting of the delegates as may be deemed necessary.

## PROPOSAL H

**SECTION 1.** The first day of the annual meeting shall be devoted to State Department meetings, County Division meetings, and School District meetings.

By-Laws—Article 2, continuation of Section 1(a). **SECTION 2.** The annual meeting shall be held during the period of Sept. 14 to Sept. 30.

Amends By-Laws—Article 2, Section 1(a)—"between September 15 and October 15 in each year."

**SECTION 3.** The first evening of the annual meeting shall be devoted to special session as deemed necessary by the Education Committee and the President.

(Note: Special training programs may be formed for and directed to special problems, groups or division of CSEA.)

Amends By-Laws—Article 2, to be included in Section 1(a).

**SECTION 4.** The President should call a meeting of the Board of Directors the day prior to the first day of the annual meeting.

By-Laws—Article 2, Section 2—add at end.

**SECTION 5.** Succeeding days shall be devoted to an agenda fully prepared, described and distributed to chapter, conference presidents, delegates, and board of directors.

Amended, "and Board of Directors thirty (30) days prior to Annual Meeting. To be included in By-Laws, Article 2, Section 1(a).

**SECTION 7.** The president may place on the agenda any new business emanating from the Department, County or School meetings held on the first day of the annual meeting and deemed important to all of the delegates.

(Note: Delegate strength to be reported under Phase III. Delegates to decide the need of delegate strength revision or recommendation.)

Amended "may place on agenda under new business any new business . . ." To be included in By-Laws, Article 2, Section 1(a).

## THE MARCH MEETING

**SECTION 1.** The March meeting which is a special meeting shall be called by the President.

Note: The March meeting should not as much be a delegate meeting but a meeting which the various chapter presidents meet with the President such as the chapter presidents of the State Division meet the first day; the chapter presidents of the County Division meet the Second Day; the chapter presidents of the School Districts meet the third day.

NOTE: The March meeting which is a Special Meeting of the Association called by the President should be devoted to meeting current problems and discussing them with the chapter presidents and officers of each of the CSEA Division.

Amended "the March meeting shall be a special delegates' meeting and . . ." Amends By-Laws, Article 2, Section 6, new Section 6(a).

**SECTION 2.** The first day of the March meeting shall be devoted as follows:

(A) The State Division, Executive Committee, chapter presidents and officers meet under the chairmanship of the President to discuss problems of mutual concern and, where applicable, negotiation and Legislation.

(B) The County Executive Committee and all County presidents and officers meet and will be presided over by the Chairman of the County Executive Committee and discuss problems of mutual concern.

Note: During the County Meeting the School Districts representatives may meet to discuss problems of mutual concern. Such meeting may be presided over by a vice-president assigned by the President.

Referred back to Committee.

**SECTION 3.** On the second day a special meeting of the various divisions attending a training course developed by the training division of CSEA.

Referred back to Committee.

**SECTION 4.** On the third day a general meeting of all in attendance of the first two days shall be held to discuss problems of general concern.

Referred back to Committee.

**SECTION 5.** The President may call other special meetings as may be deemed necessary.

Amended, "and shall call a special convention upon vote of the Board of Directors."

Referred back to Committee.

**SECTION 6.** There shall be established a Staff Procedures Committee to co-ordinate the activities of convention and special meeting and immediately implement the mandates of the chapter presidents and delegates.

Amended and referred back to Committee.

**SECTION 7.** On the first evening of the special meeting each region shall conduct a regional meeting to discuss problems of mutual concern and take appropriate action as may be deemed necessary.

Referred back to Committee (P. 368).

## CHAPTERS—UNITS—SECTIONS PROPOSAL I

**SECTION 1.** In each chapter, unit or section there shall be elected officers as a President, as many vice-presidents as may be deemed necessary, a treasurer, a secretary.

(NOTE: The corresponding secretary may be appointed by the President.)

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 1A.** All chapter officers shall be elected for a two (2) year term and shall be elected in an odd-number year.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 2.** A chapter executive committee may create other offices it deems necessary.

Referred to Charter Committee for implementation in Conference and Chapter Model Constitution.

**SECTION 3.** Each chapter shall and a unit or section may have what is to be called a chapter executive committee.

Referred to Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 4.** The chapter's (unit and section also, if so deemed necessary) executive committee shall consist of the officers, the immediate past president and one member elected by the membership in each of the following branches, divisions, units, and dept. of a chapter—where applicable a member representing each of the negotiating units shall also be a member of the chapter executive committee.

Referred to Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 5.** The chapter executive committees shall be empowered to fill any vacancy caused by the failure of the members of a department, division, branch or unit to elect a representative to such executive committee.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 6.** A chapter may have as many committees as may be deemed necessary to fill the chapter commitments—all committees mandated by the State Board of Directors must be appointed in each chapter.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 8.** Vacancy existing in any chapter officer-ship or executive committee may be filled for the remainder of the term by the chapter executive committee.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 9.** Removal: Any officer, delegate or member of a committee may be removed from office for neglect of duty, absence from three (3) consecutive meetings without cause, or for any other good or sufficient reason by a two-thirds vote of the chapter executive committee after written charges have been preferred against him and he has been afforded a reasonable opportunity to be heard.

Amended, "preferred against him and they, he or she be served and has been . . ."

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 10.** No member of a competing organization is defined in the Model Constitutions or elected public official who after review by CSEA legal counsel is deemed to have a conflict of interest, shall be an officer of a chapter or a chairman of a chapter committee.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 11.** Chapters must hold at least four (4) general meetings per year or as many more as may be deemed necessary by the president.

Amended, "chapters must hold at least (2) meetings per year and as many more as may be deemed . . ."

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 12.** Chapter executive committees must hold at least six (6) meetings per year or as many more as may be deemed necessary.

Amended to change the word or to, "and."

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

**SECTION 13.** Delegates to CSEA general meetings shall either be elected by the membership or by the chapter executive committee.

Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions. (P.402)

## Five-Man Committee Takes Control Of HIP, Outlines Growth Plans

At a meeting of the HIP board of directors this month, William Michelson, president of the United Department Store Workers and chairman of a special five-man board committee, stated that "HIP is financially strong and will finish its fiscal year with a surplus. This should put to an end all of the rumors that had HIP going out of business."

Michelson admitted that HIP faced a leadership crisis following the resignation of its president and its executive vice-president, but that this gap was closed by the appointment of the five-man board committee.

In addition, he said that a 15-percent premium increase had been approved by the State Insurance Department and will soon be approved by the New York City Board of Estimate.

"This agreement," Michelson said, "was a major step taken by HIP to restructure its plan and expand services as part of HIP's goal to develop a pre-paid plan with full-time physicians and hospital-based medical groups."

## Firefighters

(Continued from Page 6)

mack, who is also an officer of the Uniformed Fire Officers Assn.

The awards were sponsored by Ward LaFrance, manufacturer of fire-fighting apparatus and a subsidiary of the Talcott National Corporation.

# LATEST ELIGIBLES ON STATE AND COUNTY LISTS

**EMPLOYMENT SRVS REP**  
(Continued from Page 13)

- 401 McCall J N Syracuse .....71.0
- 402 Payne L NY .....70.9
- 403 Asmun G Syracuse .....70.7
- 404 Rowlands E New Hartford .....70.7
- 405 Freedman B Bklyn .....70.7
- 406 Mahoney C Troy .....70.7
- 407 Ferguson C Boston .....70.6
- 408 Clendenin J NY .....70.6
- 409 Thompson C New York .....70.6
- 410 Wright R Amherst .....70.6
- 411 Martin H Whitestone .....70.5
- 412 McLoughlin P Athens .....70.5
- 413 Schonberg A Westbury .....70.5
- 414 Tyrrell A Kirkwood .....70.5
- 415 Rabin P New York .....70.4
- 416 Kantrowitz R Brooklyn .....70.4
- 417 Fatta P Albany .....70.3
- 418 Nocera R Schenectady .....70.3
- 419 Zupco G Brooklyn .....70.3
- 420 Baggaglia S Amsterdam .....70.2
- 421 Goldstein Z Jamaica .....70.2
- 422 Klein A Brooklyn .....70.2

**SR WILDLIFE BIOLOGIST**  
EXAM 34750  
Test Held Apr. 22, '72  
List Est. July 28, '72

- 1 Hall M Whitney Pt .....83.3
- 2 Gardephe C Onchota .....78.7
- 3 Cole G Rhinebeck .....78.6
- 4 Keller W Saranac Lake .....77.7
- 5 Buffington B Watertown .....77.5
- 6 Bouton D Clayton .....76.1
- 7 Manley G Avon .....75.4
- 8 Thompson D McGraw .....74.6
- 9 Aldrow D Livonia .....74.6
- 10 Clarke S Olean .....74.3
- 11 Inslerman R Ridge .....73.6
- 12 Gardephe E Cadyville .....72.8
- 13 Vaas C Fabius .....70.9

**SR AQUATIC BIOLOGIST**  
EXAM 34749  
Test Held Apr. 22, '72  
List Est. July 31, '72

- 1 Jackson B Saratoga Spg .....76.9
- 2 Sanford D Davenport .....76.8
- 3 Hess L Kortwright .....76.3
- 4 Buffington B Watertown .....74.5
- 5 Thorpe D Lakeville .....73.4
- 6 Taft K Olean .....72.9
- 7 Batson R Rochester .....71.3
- 8 Bouton D Clayton .....71.1
- 9 Bonavist A New Patz .....70.9
- 10 Colvin G Holbrook .....70.3

**PRIN TYPIST**  
EXAM 34712  
Test Held Mar. 25, '72  
List Est. July 28, '72

- 1 Cooney M Rensselaer .....78.1
- 2 Ford C Albany .....74.0
- 3 Frye J Albany .....73.5

**PRIN CLK EST TAX APPRAISL**  
EXAM 34706  
Test Held Mar. 25, '72  
List Est. July 31, '72

- 1 Bowes J College Pnt .....90.5
- 2 Bolansky N Menands .....87.1
- 3 Polansky C Bx .....84.4
- 4 Collins A Albany .....80.0
- 5 Meyers L Albany .....76.9
- 6 Madigan R Schenectady .....76.1
- 7 Kelly D Elmont .....75.6
- 8 Lavigne P Troy .....72.6
- 9 Greenberg D Bklyn .....72.6
- 10 Goldman A Albany .....72.4
- 11 Berlin S Bklyn .....71.7
- 12 Kulbako M Schenectady .....71.3

**EMPL SEC CLK SPAN SPKG**  
EXAM 34675  
Test Held Feb. 26, '72  
List Est. July 18, '72

- 1 Manger E Bklyn .....89.0
- 2 Martinez A Bx .....85.4
- 3 Torres M Bx .....80.4
- 4 Antlek S Voorheesvil .....79.2
- 5 Fernandez A NY .....77.9
- 6 Acosta L Bklyn .....76.8
- 7 Vasquez D Bx .....75.3
- 8 Torres S Highland .....74.3
- 9 Blaizes I Bklyn .....74.2
- 10 Carrasquillo T Bx .....74.1
- 11 Cruz E NY .....73.2
- 12 Solomon S Bklyn .....72.4
- 13 Hanley A Buffalo .....72.3
- 14 Medina I Staten Is .....72.1
- 15 Lopez R Bx .....70.3

**PRIN SANITARY ENGR EN CON**  
EXAM 34635  
Test Held Jan. 29, '72  
List Est. Aug. 2, '72

- 1 Mt Pleasant R Elora .....87.9
- 2 Quinn T Albany .....86.9
- 3 Pagano S Rexford .....84.1
- 4 Garvey W Delmar .....82.7

**REG DIR OF QUAL ENGRG**  
EXAM 34636  
Test Held Jan. 29, '72  
List Est. Aug. 2, '72

- 1 Mt Pleasant R Elora .....87.9
- 2 Quinn T Albany .....87.9
- 3 Warner A Delmar .....84.7
- 4 Pagano S Rexford .....81.1

**CHIEF STATE ACCOUNTS**  
AUDITOR G-31  
EXAM 34840  
Test Held June, '72  
List Est. July 14, '72

- 1 Miller H Val Stream .....85.0
- 2 Halpern L Bklyn .....79.9
- 3 Pelton S Albany .....79.0
- 4 Dugan J Monsey .....76.5
- 5 Fordham F Delmar .....74.0

**PLANT SUPT C**  
EXAM 34650  
Test Held Jan. 29, '72  
List Est. Aug. 2, '72

- 1 Emmi R Northport .....93.5
- 2 Haskins R Bergen .....92.9
- 3 Clark J Brewerton .....82.9
- 4 Finnis C Cl Islip .....82.0

**PLANT SUPT C**  
EXAM 34685  
Test Held Jan. 29, '72  
List Est. Aug. 2, '72

- 1 Smith D Kirkville .....80.7
- 2 Twardowski R Williamsvil .....74.4

**ASST ENGRG GEOLOGIST**  
EXAM 34560  
Test Held Mar. 25, '72  
List Est. July 6, '72

- 1 Nemetz A Greenbush .....86.8
- 2 Crom R Sloansville .....83.8
- 3 Osborne R Johnsburg .....76.7
- 4 Vanalstyne P Saratoga Spg .....73.3

**PRIN CIVIL ENGR**  
EXAM 34817  
Test Held Apr. 22, '72  
List Est. July 28, '72

- 1 O'Connor T Glenmont .....81.6
- 2 Donnaruma R Schenectady .....80.3
- 3 Gregory A Schenectady .....74.1

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**PRIN CLK COLLECTION**  
EXAM 34781  
Test Held Mar. 25, '72  
List Est. July 20, '72

- 1 Singer M Bklyn .....80.5
- 2 Ryman S Bklyn .....79.5
- 3 Bailey A Bx .....79.0
- 4 Frank M Bklyn .....73.5
- 5 McAndrew M Staten Is .....73.5
- 6 Sheehan P Bellerose .....70.9

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Delegates to Southern Conference meeting gather to discuss upcoming statewide convention of Civil Service Employees Assn.

# Southern Conference Lays Groundwork For Rochester Convention

NEWBURGH—Some 70 chapter presidents and delegates to the Southern Conference of the Civil Service Employees Assn. at their September meeting discussed the upcoming statewide Delegates Meeting in Rochester.

The Conference passed a resolution that statewide resolutions at the meeting be presented in prime time in order to provide ample opportunity for discussion.

Unanimous backing was also provided for five resolutions presented by the Metropolitan Conference. These resolutions, in essence, favored mandatory salary increments; a canvass of legislators to determine their support of the automatic increments; statewide elections to be conducted by the Honest Ballot Assn.; permanent pension and retirement benefits; opposition to creation of an elite managerial group outside civil service.

A committee for county affairs was set up under the chairmanship of Conference third vice-president Arthur Bolton of Sullivan County to prepare a program for County participation in the Conference. Serving with him are John Haack, president of Westchester chapter; John Mauro, delegate for Rockland; John Nemerson, president of Orange chapter; Ellis Adams, president of Dutchess chapter; Ronald Kobbe, president of Putnam chapter, and Howard DeGraff, president of Ulster chapter.

Among the CSEA staff members present were field supervisor Thomas Luposello, director of local government affairs Joseph Dolan, fieldmen Lois Cunningham, John Deyo, Ronald Mazzola and Joseph O'Connor, and collective negotiating specialists Thomas Brand, Paul Burch and Thomas Linden.



Conference president Nicholas Puzziferri, right, goes over notes with regional field supervisor Thomas Luposello prior to the meeting of Southern Conference chapters.



Conference treasurer Rose Marcinkowski and Doug Bertholf are shown here in an intense discussion during the meeting, which was attended by an estimated 70 delegates representing the various counties, hospitals and state institutions.



Three of the Southern Conference officers get together to discuss some of the actions taken by the Conference. From left are sergeant-at-arms Carl Garrand, second vice-president Lyman Connors and fourth vice-president Richard Snyder.