

Civil Service LEADER

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The Campaign Trail

See Pages 3 and 14

Secrecy By U.T.U. On Thruway Dues Blasted By CSEA

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., has charged the United Thruway Union with "attempts to deceive Thruway employees by neglecting to disclose what kind of dues they will charge."

The CSEA chief made the charge after a concerted attempt by Thruway employees and CSEA representatives to find out what the newly-formed union, which comprises Council 50 of the American Federation of State, County and Municipal Employees, and the Teamsters, is going to charge its members for dues, and received no answers from UTU representatives. Wenzl said, "One Thruway employee in Buffalo asked a UTU representative last week what the dues would be, and the answer he got was, 'We haven't decided that yet—we'll decide on the dues later.'"

Pig In A Poke

"Any working person who values his money always wants to know how much he is going to have to pay for something," he continued. "Nobody would buy a car, a house, or join a club

without first finding out how much money it would cost him and whether he would get enough value out of his investment. That is only common sense. However, the UTU, in failing to tell Thruway employees what its dues are going to be, is trying to pull the wool over their eyes.

"CSEA is willing to bet that the UTU dues will be triple the CSEA dues. CSEA charges \$32.50 per year for membership, and for that money, members get all rights and privileges of membership—complete voting privileges, eligibility to hold office on the chapter and conference and Statewide levels, complete services of our field staff, Headquarters staff and legal staff, and an opportunity to sign up for our voluntary, low-cost group life insurance and accident and health insurance programs.

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"Meanwhile, it is well known across the nation that AFSCME usually charges \$65 or more per year for dues, and that the Teamsters usually charge \$90 or more per year. With these two unions now combined in an effort to grab some dues money from Thruway employees, it's anyone's guess as to how much they will charge for member-

ship. After all, both unions are going to get their 'cut' out of this."

Secret ballots for the Thruway election in the maintenance, toll and clerical bargaining unit will be sent out by the State Public Employment Relations Board on August 25 and will be counted Sept. 15.

Notice: Mgt. and Confidential Aides

Members of the Civil Service Employees Assn. who receive exclusion notification letters from the State were alerted that they do not have to drop either their membership or their CSEA activities. Such designations must first be approved by the State Public Employment Relations Board and CSEA has signified its intention to challenge the action in the courts. This appellate procedure will take several months.

Don't forget—You can fully participate in CSEA despite these notices.

Bendet Presses For Safety Assurances In High Rise Bldgs.

Solomon Bendet, second vice-president of the Civil Service Employees Assn., last week continued to press his fight for safety assurances against fire hazards facing State employees to be assigned work space in new high rise buildings in Albany and New York City.

Bendet said that "my worst fears were confirmed" when he visited the site of the New York City World Trade Center, now undergoing construction, with an expert on the topic—a fireman.

Bendet said that Frank Palumbo, first district vice-president of the International Association of Fire Fighters, accompanied him on his visit and after a tour of the location Palumbo pointed out that "because of the type of glass and metal construction used, I see no way of ventilating the smoke adequately should a fire break out."

Palumbo told Bendet it was possible for the smoke to get trapped between floors, which could make it impossible for workers on upper floors to get

(Continued on Page 3)

L. I. Conf. Expands CSEA Endorsements

After listening to candidates for statewide office in the Civil Service Employees Assn. at a special meeting last week, the Long Island Conference of CSEA has expanded its original endorsement.

In addition to endorsing Irving Flaumenbaum of Long Island for president, the Conference announced support for the candidates of Frederick Huber of Buffalo, first vice president; Solomon Bendet, New York City, second vice president; Lou Colby, Long Island, third vice president; William McGowan, West Seneca, fourth vice president; James Lennon, New Rochelle, fifth vice president; Louie Sunderhaft, Utica, treasurer, and Edna Perocco, Staten Island, secretary.

Don't Repeat This!

Civil Service Does NOT Have Parity With Private Sector

FOR SOME time now high State and local officials have been trying to create the illusion that public employee salary standards have achieved parity with those generally prevailing in private industry, and even that civil service standards surpass those in private industry.

(Continued on Page 3)

SPECIAL THRUWAY SECTION P.7.

DON'T REPEAT THIS!

(Continued from Page 1)

These public officials have in reality been attempting to do the impossible and no quality of the prestigitator's art can create so false an illusion. Recent settlements of collective bargaining negotiations in the railroad and steel industries demonstrate that civil service employees remain essentially second class citizens, in spite of monumental progress made under the leadership of the Civil Service Employees Assn. Employees in the steel industry won a 30 percent wage increase in a three year contract, matching the increase won earlier in the year by aluminum workers. Railroad employees won a 42

percent wage increase spread over a 42-month contract. Civil service employees do not get such fat salary packages, but, instead, as consumers, they will bear the burden of these costs and find their living standards eroded by skyrocketing living costs. Immediately upon settlement of the steel negotiations, the industry announced a sharp increase, which has already reflected itself in an announcement by General Motors of a price increase of 4 percent on their 1972 models. Since the

automobile manufacturers are heavy users of steel, the other auto producers can be expected to follow the GM lead and increase their prices.

Commuters To Feel Effect

The railroads in town are busy preparing applications for passenger and freight rate increases based on the new wage scales. Such rate increases, when granted as expected, will increase the cost of food, clothing, furniture and all other consumer products.

During the recent legislative session, CSEA was obliged to engage in a rear-guard action just to hold the line on gains already won. At the first blush, the budget makers in the Rockefeller Administration proposed to take away from State employees a scheduled seven percent salary increase agreed upon in the preceding year after intensive collective bargaining. The proposal by the State to renege on a contract was quickly scuttled, when the budget makers realized they would precipitate a monumental strike. This was followed by a job elimination program, whose full and disastrous impact was ameliorated only after CSEA had taken a strike vote and the machinery and plans for such action had already been elected.

Another Year, Another Budget

Next year is another year — another session of the State Legislature and another budget to be adopted. It is also a year in which every member of the State Legislature will be acutely aware of the fact that he will have to account to his constituents in November. It will also be a year in which civil service employees, at the State and local levels, will have the opportunity to flex their muscles and to separate the legislative friend from the legislative foe.

It will be a time for civil service employees to mobilize all of their resources in an effort to keep pace with rising living costs and with salary levels in private industry. The historic settlements made by railroad, steel, aluminum workers and other crafts in private industry set the targets and guidelines for the civil service employees.

Nixon Picks Farley For Conference On Problems Of Aging

Gerard Farley, president of the NYC Civil Service Retired Employees Assn. has been appointed by President Richard M. Nixon, at the request of Gov. Nelson A. Rockefeller, to serve on the New York State Delegation to the White House Conference on Aging.

In his letter to the CSREA official, Gov. Rockefeller stated that Farley's name had been submitted "because of his concern for the problems of our older citizens and because he recognized that Farley could make a significant contribution in shaping a new national policy for the aging."

Farley said that this was the first time that any recognition had been granted to his Association, and he was sure that it was only the forerunner of things to come.

A primary interest of the Association, said Farley, was the question of income taxes on City pensions. He expected to ask that all pensioners of the City be granted a \$5,000 exemption from Federal tax payments.

"We have many congressmen and senators who we have lined up to support our position," he noted, "and we expect to have some measure of success with this item of our program."

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Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

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

Federal Aid Waiting

ON JULY 13, President Nixon signed Public Law No. 92-54, which provides \$2.5 billion for local public service jobs. Under the law, the Federal Government will pay up to 90 percent of the cost of carrying out the program and the Secretary of Labor can make a determination, under special circumstances, whereby he could waive the 10 percent required of the local municipality under the program and have the Federal Government bear the entire cost. Further, the municipality's 10 percent can be "in cash or in kind . . . including but not limited to plant, equipment or services."

WE HAVE ascertained that firefighting constitutes a public service job under the program. Further, we have learned that in excess of \$46 million of the total funds will be available to municipalities in New York State.

AT A TIME when New York City is suffering from a continuing and worsening situation in firefighting, I think the Mayor should move without a minute's further delay to take advantage of this unique Federal program to provide this City and its people with the kind of adequate fire protection it needs and deserves.

THE RECORD is clear: fires and deaths and injuries in fires, both among civilians and firefighters, continue to skyrocket; false alarms are at an all-time high and still climbing and the City's Fire Department, responding to greater and greater numbers of alarms, is conceded by all to be overworked and undermanned.

I THEREFORE have publicly urged Mayor Lindsay to apply immediately to the Federal Government to obtain the funds necessary to bring our fire department up to par in manpower and equipment. This is not only an opportunity to right a wrong but to take a giant step toward reversing the disastrous upward spiral of deaths and injuries by fire.

TO OUR INITIAL request, the Mayor's office replied that these funds are not available for civil service employees. To this, we say that the International Association of Fire Fighters, based in Washington, is extremely adept in monitoring all Federal legislation and programs and has carefully researched and examined this new program.

THESE EXPERTS inform us that the Mayor's office has either been misinformed, inadequately studied the program or is negligent in doing their job of looking towards the best interests of this City.

THE PROGRAM IS — and does apply to the New York City firefighter and the tremendous need is there. Therefore, we urge the City to do its homework, cut our mealy-mouthed semantics and get cracking immediately on getting this badly needed Federal aid — and fire protection — for all New Yorkers.



TIGERTOWN TED — Ted Wenzl, president of the Civil Service Employees Assn., second from right, enjoys the old-time atmosphere at the recent eighth annual CSEA-County of Monroe picnic in Rochester, which attracted some 3,500 county employees. The picnic featured games, sky divers, rides, and performances by the 75-member Park Band. With Wenzl are, from left, Bud Herman, county executive director of civil service and personnel; Monroe County Sheriff Albert Skinner; Gordon A. Howe, county manager; and Vincent Alessi, Monroe County CSEA chapter president.

CSEA Statewide Candidates Give Qualifications, Platforms At Long Island Conference Meet

By JOE DEASY, JR.

BALDWIN — Candidates for Statewide office in the Civil Service Employees Assn. and three local candidates seeking election as departmental representatives on CSEA's board of directors discussed their platforms here last week before delegates to the Association's Long Island Conference.

Incumbent CSEA president Theodore Wenzl, scheduled to be the last speaker of the afternoon, requested and received permission to be heard out of turn in order to leave the meeting early to catch an airline flight.

Wenzl reminisced on his younger days in the Baldwin area where he spent time fishing for carp. "The area was a swamp then," he noted. "I was teaching in Oceanside and that's when I first joined CSEA. I have long been active in CSEA and I have the stamina, courage and wisdom as well as the experience to face the tough times ahead. We must keep our members on the job. We must fight off attempts to raid our ranks by outside intruders.

"You need strong and tested leadership in the years to come," he counseled, "and a vote for me is a vote to move ahead together."



Irving Flaumenbaum, incumbent first vice-president seeking to move up to the presidency and who was unanimously endorsed by the conference officers and delegates at the conclusion of the meeting, opened his platform discussion by distributing a 20 point program which he asked be considered part of his campaign talk.

The program that Flaumenbaum pledged to implement if elected included:

- More local autonomy in the CSEA Chapters.
- To make necessary improvements in the Merit system, protecting the public employees.
- To keep Retirement (Pension Plan) on the bargaining table.
- Complete legal help to our members in disciplinary actions.
- An active and strong Political Action Committee on State and Chapter levels, including a complete report on how our Legislators vote on CSEA Legislation.
- No reduction in the size of our Board of Directors, as recommended by some. If necessary, there shall be more representation on the Board of Directors for all Chapters.
- An Agency Shop: which will mean that all employees will be members of CSEA or will pay a fee equivalent to the dues for the privilege of CSEA representing them.
- Change in the Taylor Law to remove the managerial and confidential amendment which was passed last year and which in fact precludes many of our people from being members of and represented by CSEA.

- Recommended that all Vice Presidents of the State Association shall be those people who are elected Presidents of the individual Conferences. This will give full representation throughout the State.

- Uniformity of rules in all State Departments and Institutions.

- The installation of what are commonly called, Shop Stewards, in all divisions, in order to have on-the-spot service to members.

- Encourage all Chapters to join their Conferences in order to have the strength we need in each area of the State.

- Correct the many problems in our Albany Headquarters, such as: Prompt dues rebate to chapters; better membership records. Those who sign for insurance to be put on payroll deduction, immediately; new members to be put on payroll deduction, immediately; see that all members receive their Leader, at all times and promptly; make full use of the officers of our association so that members will enjoy better service; correct what appears to be a loss of over \$500,000 a year in dues because members are not promptly put on payroll deduction, and establish better communication between Albany headquarters and chapter offices and the membership at large.

- As per the State contract, to see that a bonafide and practical career ladder is set up in all departments so that there will be no dead ends for employees.

- Full scale investigation of the basis on which promotions are awarded. This should be done in order to eliminate the constant elevation of office favorites.

- The continued full scale investigation of the Mental Hygiene Department.

- Funding for increased promotional opportunities for irreplaceable professionals and technical people.

- Demand full respect for the Association's position as the Largest Public Employees Union in New York State.

- No subcontracting to consultants that results in displacement of our regular employees who are able to do the job.

- Full job protection.

Flaumenbaum agreed with Wenzl that "stamina, courage and wisdom are necessary — and I have these qualities. Since I took the reins of the Nassau Chapter, the chapter has grown from 18 members to the 20,000 members we have today. I have fought the politicians who have, over the years, fought to destroy our union.

"Our Association has, for too long, been considered a knitting circle by the legislators who have dared us to act. I promise that I will change this picture quickly. Under my leadership in Nassau County, the local legislators and politicians know how we play. We have defeated candidates at the polls and have

caused success for others. That's what I intend to do Statewide."

Finally, Flaumenbaum told of the need for stronger supervision of Legislative lobbies. "Had we acted quicker and stronger we would not have those amendments to the Taylor Law which are repressive in nature."

Incumbent CSEA treasurer Jack Gallagher of Mohawk reported on the solving of chapter dues rebate problems. "We are making refunds now based on 1969 membership figures up to March 1971. We are almost completely caught up," he said.

Louis Sunderhaft of Oneida County, challenger for the treasurer post was unable to attend the meeting because of airline flight delays.



Dorothy MacTavish, incumbent secretary seeking reelection reported on her qualifications for the post. She noted that while the post carries with it membership on the CSEA Board of Directors, it requires top notch skills and secretarial ability. She stressed that she had both qualities. Further, she noted that she is a former employee of the CSEA headquarters where she had acted as a stenographer at meetings. "I am ready and willing to continue to serve the membership," she promised.

Edna Percocco, seeking the secretary post reported that one of her major principles in life is that she would not attempt to attain any position that she could not complete. She noted that she had all the qualifications of the position and would act in behalf of her fellow employees on the CSEA Board of Directors.



James Lennon, candidate for fifth vice-president called for a more militant CSEA membership, challenging politicians who are anti civil-service employees. The only representative of the Southern Conference on the ticket, Lennon urged stronger grass-roots action in support of pension legislation. He reviewed his 23 years of activity within CSEA on the chapter and conference level. He has served on the Statewide membership and special authorities committees. It was as a member of the Special authori-



An on-the-scene inspection of the World Trade Center site to discuss fire safety precautions for State employees who will be assigned office space there, was conducted last week by Solomon Bendet, right, president of the New York City chapter, CSEA, and Frank Palumbo, vice-president of the International Association of Fire Fighters.

Fire Safety Program Proposed

(Continued from Page 1)
down and out of the building.

Declaring that all the evidence points to inadequate preparations for fire safety, Bendet proposed a five-point fire safety program to be implemented when the buildings are open to employees. The points are:

- 1—Insuring that if elevators "run crazy" in case of fire, that alternate ways to evacuate the buildings be found.
- 2—Providing that water pressure is sufficient to reach the uppermost floors in dousing any blaze. "My people will be all the way up on the 80th floor," he explained.

ties committee that he investigated poor working conditions. "While on the Thruway for one of these investigations, I found savage conditions for our female personnel," he reflected. "At one particular location, I saw but but one dressing room for both male and female employees. CSEA went to bat for these employees and now there are separate facilities. I am proud to have worked over the years for my fellow employees and pledge to continue to do so in the future.

Edward Dudek, also a candidate for fifth vice-president urged members of the conference to read his biography and qualifications which appeared in The Leader (Tuesday, Aug. 3). He traced his activities as a member of the Board of Directors in the past as a representative of the State Universities. "We must work and meet the challenges of our re-



- 3—Establishment of periodic fire drills for working personnel and, during the first month of operations, no less than three drills to make people familiar with all emergency escape routes.
- 4—Selection and training of fire safety coordinators, probably on a floor-by-floor basis. They would supervise fire drill training.
- 5—Proper provisions for firemanic ventilations in case of fire.

Insurance Examiners Endorse Sol Bendet

Jack Sussman, president of the Association of New York State Insurance Department Examiners, advised all members that the organization has endorsed Solomon Bendet for re-election to the posts of second vice president of the Civil Service Employees Assn. AND Insurance Department representative to the CSEA State Executive Committee.

Sussman pointed out that "these posts are separate and distinct in the duties performed."

Letchworth Chapter Endorses Candidates

THIELLS — The board of directors of the Letchworth Village chapter, Civil Service Employees Assn., at a special meeting, voted unanimously to endorse the following candidates for Statewide office.

President, Theodore C. Wenzl; first vice-president, Thomas McDonough; second vice-president, A. Victor Costa; third vice-president, Richard Tarmey; fourth vice-president; William McGowan; fifth vice-president, James Lennon; treasurer, Jack Gallagher and secretary, Edna Percocco.

BUY
U.S.
BONDS

(Continued on Page 16)

CSCC Orders New Series Of OC, Promotional Tests

The City Civil Service Commission has indicated a "business-as-usual" schedule in ordering the City to conduct a total of 92 new exams this coming fiscal year.

Among that number, 28 will fall into the open-competitive class while the remaining 64 will be promotional in nature. Six human resources posts will be focal point of the O-C category, as well as positions as housing assistant, housing fireman, stationary fireman, special officer and administrative aide.

Key promotional exams titles up for competition include: senior clerk, senior statistician, senior police administrative aide, and motor vehicle dispatcher. Lieutenant posts in both Housing and Transit Police Dept. have

been ordered, also, as has testing for three titles in the human resources field.

The Leader will release detailed data about filing dates and qualifications as the information becomes available in the weeks ahead. In the meantime, questions on any of the titles should be written to: City Personnel Dept., 49 Thomas St., New York 10013. An alphabetical roster of exams ordered follows:

Open Competitive
Assistant attorney, administra-

tive aide, housing assistant, senior accountant, senior clerk, special officer, armature winder, assistant urban designer, custodial foreman, and

Elevator inspector, housing fireman, illustrator, junior urban designer, maintenanceman, photographer, stationery fire-

man, steamfitter's helper, tractor operator, urban designer, water plant operator, and

Machinist, senior human resources specialist (Manpower Development and Training), senior human resources specialist and super-

man resources specialist, senior human resources technician (Manpower Development and Training), senior human resources specialist and super-

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CSCC Orders New Series Of Tests

(Continued from Page 4)

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tect, all affected agencies; assistant mechanical engineer, all affected agencies; assistant urban designer, all affected agencies; bridge and tunnel supervisor, Triborough Bridge and Tunnel Authority; construction manager, Board of Education and Housing Authority; Custodial foreman, Board of Higher Education; engineering Technician, all affected agencies; foreman house painter, Board of Education and Human Resources Administration; foreman of mechanics (Motor Vehicles), Environmental Protection Administration; junior civil engineer, all affected agencies; principal engineering technician, all affected agencies; principal illustrator, Housing and Development Administration and Human Resources Administration; and

Supervising cashier (Transit Authority); elevator starter, all affected agencies; motor vehicle dispatcher, all affected agencies; principal parking enforcement agent, Transportation Administration; relocation assistant, Housing and Development Administration; senior statistician, all affected agencies; supervising ferry agent, Transportation Administration;

Administrator of youth service agency; assistant administrator of Youth services, Youth Service Agency; assistant housing manager, Housing Authority; assistant supervising real estate manager, Housing and Development Administration and Municipal Service Administration; bridge and tunnel sergeant, Triborough Bridge and Tunnel Authority; housing manager, Housing Authority; and

Pair of Lt. Titles
Lieutenant, Housing Authority
Police Department, Housing Authority; Lieutenant, Transit Po-

lice Department, Transit Authority; senior attorney, all affected agencies; senior real estate manager, Housing and Development Administration and Municipal Service Administration; and

Senior special officer, all affected departments; supervising childrens counselor, Department of Social Services; Supervising real estate manager, Housing and Development Administration and Municipal Service Administration; supervisor III (Child Welfare), Department of Social Services; and

Auditor of accounts, Office of the Comptroller; college administrative assistant, Board of Higher Education; principal telephone operator, Transit Authority; senior police administrative aide, Police Department; first assistant marine engineer (Diesel), Environmental Protec-

tion Administration; foreman ship carpenter, Transportation Administration; senior stationary engineer (Electric), Environmental Protection Administration; attorney, all affected departments; and

Human Resources specialist, Human Resources Administration; senior human resources specialist, Human Resources Administration; senior human resources technician, Human Resources Administration; Machinist, all affected City agencies; supervisor of building custodians, Municipal Service Administration and Human Resources Administration; senior water use inspector, Environmental Protection Administration; furniture maintainer finisher, Board of Education; and

Principal urban designer, City Planning Commission, Housing and Development Administration and Office of the Mayor; senior

engineering technician, all affected agencies; senior plastering inspector, Housing and Development Administration; senior urban designer, City Planning Commission; supervising boiler inspector, Housing and Development Administration; and

Urban designer, City Planning Commission and Housing and Development Administration; accountant, all affected agencies; foreman of housing caretakers, Housing Authority; senior accountant, all affected agencies; senior clerk, all affected agencies; senior clerk, all affected agencies; and senior telephone operator, all affected agencies.

Scrutinizes City

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- Sickness insurance is indemnity insurance. One never knows what the final medical costs will be. In today's costly, fragmented, complex and confusing search for the best in medical care, this can often mean playing Russian Roulette with medical expenditures.

Health insurance today means truly prepaid group practice health care. Whether it's open heart surgery, a multiphasic health testing examination, office visits, pediatric care, costs are prepaid for however long the medical need exists. This kind of health care makes sense.

This is what the Health Insurance Plan of Greater New York is all about.

This is why prepaid group practice plans, such as H.I.P., are being talked about by people all over the country.

This is why the public is questioning sickness insurance and looking to health insurance for health protection.

The Health Insurance Plan of Greater New York will be pleased to send a representative to your agency or firm to explain in detail how prepaid group practice health care provides preventive, diagnostic and curative medical services for better health.



HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 Madison Avenue • New York, New York 10022

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TUESDAY, AUGUST 17, 1971

A Golden Opportunity To Show Responsibility

BECAUSE of the Emergency Employment Act funded by Congress and approved by President Nixon, some \$47,000,000 will soon be made available to the State of New York and its cities for public employee jobs in titles ranging from blue collars to professionals. New York City will receive approximately \$17 millions; the State about \$11 millions and the remainder will go to local government units, with those communities having the highest rate of unemployment receiving the larger share of funds.

We see here a chance for all concerned to restore some vital public services that were axed because of budget cuts made during the recent session of the Legislature and for some beefing up of existing services in other areas.

Certainly, New York State would be wise to use the lion's share of its funds to restore Mental Hygiene Department personnel who were let go back to their jobs sooner than was anticipated and to unfreeze hiring in this vital sector of public health where dedicated hands are so urgently needed.

New York City—and many other communities—should seize the opportunity to beef up fire and police forces. More personnel are badly needed for both forces in all parts of the State.

Naturally, there are innumerable and justifiable claims that will be made as to the areas for expending these Federal funds and we fervently hope the money will be spent wisely. If the cities and states can do an intelligent and useful job here they not only will demonstrate that state and local government need Federal revenue sharing but also will have a golden opportunity to show that they know how to act with responsibility when such funds are made available.

It is a chance not to be missed and we urge everyone concerned to allocate these dollars where they are most urgently needed, without concern for politics but with deep concern for the services the public needs. The performance will not go unnoticed by either the Congress or the President.

Social Security Questions & Answers

Q. In May, my husband and I began receiving social security checks. Since then, we have been divorced. What effect will this have on my benefits?

A. If you and your husband were married at least 20 years and you reached 62 before the divorce became final, your social security benefits will continue.

Q. If I don't get my social security check on the 3rd of the month, what should I do?

A. If you have been getting your checks regularly and you know of no reason why the check should be late, notify your social security office after the sixth of the month. This allows time for you to get the check if

it was delayed in the mail.

If there might be another reason for the delay, such as a recent change in your address or other adjustments in your records, wait about 2 weeks; then let your social security office know that you have not received your check.

Q. I expect to be travelling most of this year and would like to have my benefit checks mailed to my bank. What information must I submit?

A. Your checks can be mailed directly to your bank if you grant power of attorney to the bank. In granting power of attorney over social security checks, three requirements must

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs (on an extended schedule) are listed below.

Tuesday, Aug. 17

1:30 p.m.—Around the Clock—"Stops & Their Implications." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Patient With Diabetes." Refresher course for nurses.

Wednesday, Aug. 18

6:00 p.m.—Return to Nursing—"Patient With CVA." Refresher course for nurses.

6:30 p.m.—Around the Clock—"Stops & Their Implications." Police Dept. training series.

7:00 p.m.—On the Job—"Fittings." Fire Dept.

8 p.m.—Urban Challenge — 9:00 p.m.—The Police Commissioner—Report to the public.

Thursday, Aug. 19

1:30 p.m.—Around the Clock—"Stops & Their Implications." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Patient With CVA." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Stops & Their Implications." Police Dept. training series.

9:00 p.m.—The Police Commissioner—A report to the public.

Friday, Aug. 20

1:30 p.m.—Around the Clock—"Stops & Their Implications." Police Dept. training series.

3:00 p.m.—Frontline, New York City—Guest to be announced. Social Service Dept. program.

7:00 p.m.—On the Job—"Fittings." Fire Dept. training series.

8:30 p.m.—Assemblyman at Large: Assem. Brian Sharoff.

9:00 p.m.—Community Feedback—"Family Day Care—A Way Out of Poverty." Guest: Georgia MacMurray, commissioner of child development bureau.

Saturday, Aug. 21

7:00 p.m.—On The Job—"Fittings." Fire Dept. training series.

Sunday, Aug. 22

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor.

Regional Office Comm. Will Meet August 18

ALBANY—A meeting of the Civil Service Employees Association's Special Regional Offices Committee has been called by Chairman A. Samuel Notaro for Wednesday, Aug. 18, at 12 noon at the Syracuse Country House in Syracuse.

Notaro urged all committee members to attend.

be met. First, there must be a need for it. Extensive travel would indicate a need. Second, you cannot assign the checks to the bank. They can only be deposited to your account. Third, the bank must be a reputable banking institution. If these conditions exist, complete Form 233 at your bank; then visit your social security office to change the address on your checks.

Just Rolling Along

The City revealed that 31,418 candidates for bus operator conductor were recently summoned to Exam No. 0055, an open-competitive test.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Equal Treatment Under Law

THE TAYLOR LAW, in Section 200, declares that it is the public policy of the State and the purpose of the law . . . "to promote harmonious and cooperative relationships between government and its employees and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government." One of the ways in which the statute seeks to effectuate these policies is by, "continuing the prohibition against strikes by public employees and providing remedies for violations of such prohibition." (Sec. 200(e)).

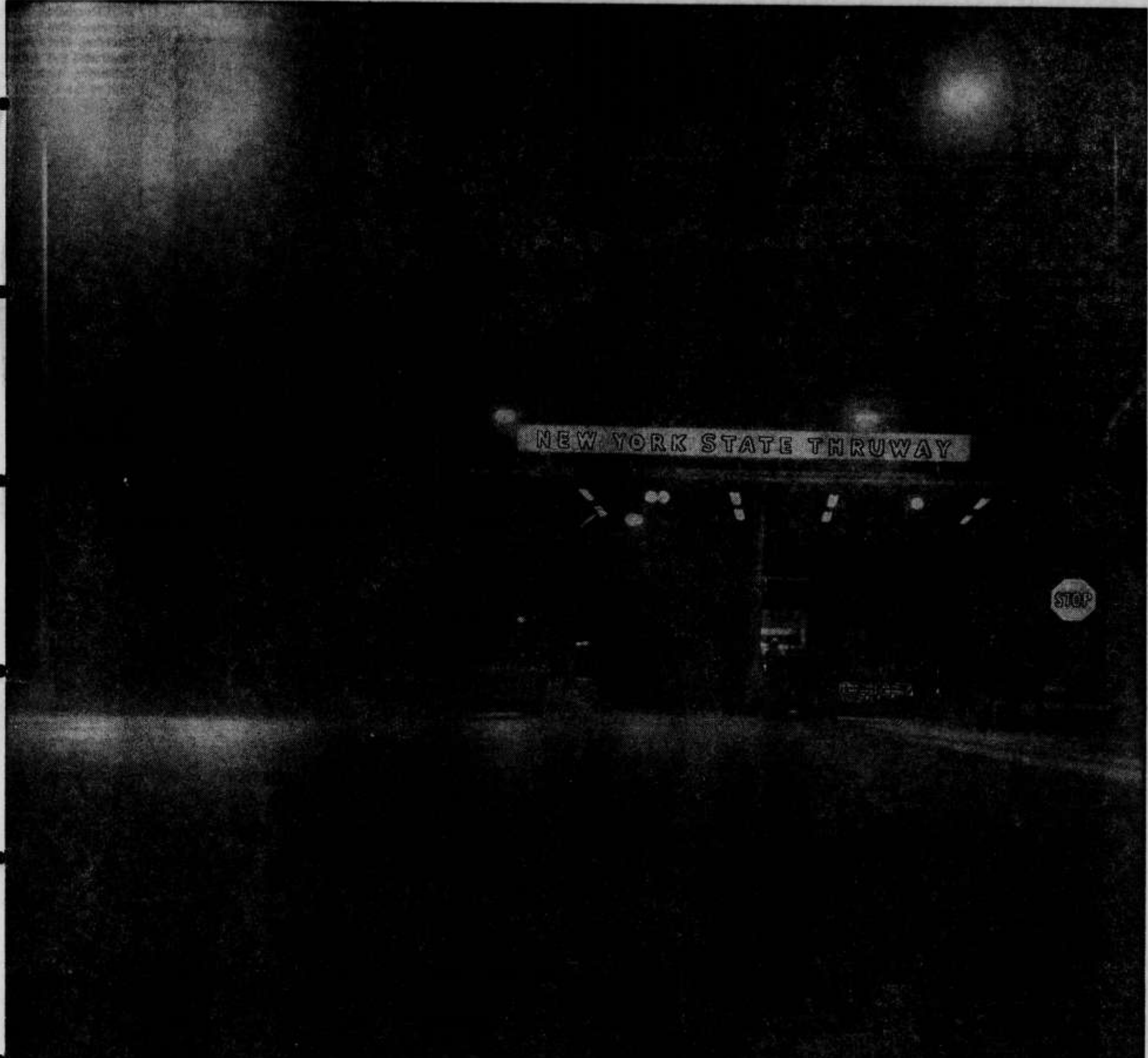
AN EDITORIAL in The Leader of August 3, 1971 stated that the application of the Taylor Law to the New York City police situation and the Jones Beach lifeguard matter is confounding. The New York City police showed up to work but allegedly did not perform their duties as ordered; whereas, the Jones Beach lifeguards went so far as to refuse to show up to work and purportedly interfered with the work of other employees. Certainly, if these allegations are correct, each action resulted in a direct adverse influence on the public health, safety and welfare. With regard to the type of action taken, there is no meaningful distinction between these two situations. The police were subject to strike penalties, however, while the State and PERB have taken no action against the striking lifeguards.

STRIKES UNDER the Taylor Law must be actions of "public employees." Under the Taylor Law, a public employee is "any person holding a position by appointment or employment in the service of a public employer," with certain exceptions not relevant. CSL 201(8). New York City policemen were obviously on the payroll and are employees. The Jones Beach lifeguards were not on the payroll as of the time of the strike. The question to be resolved is whether or not such person must be on the payroll at the time he commits acts which are a strike under the law. Some persons have positions with a public employer which are such that the individual is not on the active payroll. An example of this would be people on preferred lists pursuant to CSL Sec. 81 as a result of layoffs. The Jones Beach lifeguards have a continuing relationship with the State pursuant to CSL Rule 4.4. It gives them even greater rights than permanent employees have on preferred lists. As seasonal employees whose positions would otherwise be in the competitive class, these employees have seniority rights to be rehired in their former positions, and such seniority rights continue for a period of three years.

IF A PERSON has rights which he may exercise as an employee — such as a seniority right to re-employment — it seems he should also have a corresponding duty to conduct himself in accordance with the laws which regulate the conduct of public employees. The Taylor Law forbids strikes by public employees. It would indeed be far fetched to say that a person who has certain statutory rights to re-employment can refuse to work and yet maintain his re-employment rights. The determining factor should not be whether or not the striking individuals is on the active payroll.

IT IS NOT the purpose of this article to deal with the propriety of "no strike" legislation. The Taylor Law does not, in fact, permit any public employee to strike. All that is necessary to show an employment status is that the person have some on-going employment relationship with the government in an official position, including being on a preferred list or being on a preferred seasonal re-hiring list. Any other interpretation would penalize responsible employees and their employee organizations and encourage irresponsible subterfuge by others.

IF THE TAYLOR Law in fact forbids all strikes by public employees, then the law should be enforced. It should not be used selectively against one group and then completely ignored as against another. Such action or inaction casts serious doubts into the minds of employees and their organizations about the administration and validity of a law which permits no exception to the "no strike" prohibition.



CS ON THE MOVE

Thruway Feature Section

THRUWAY EMPLOYEES TALK— CSEA LISTENS

From the Pennsylvania State line to New York City, CSEA's new mobile office has been carrying the CSEA message day and night to employees of the New York State Thruway. The Mobile Office began operations only two weeks ago. The new unit is manned by two fulltime CSEA professional staff members who have listened to the problems of CSEA Thruway members, and solved them on the spot or referred them to their respective field representative or to CSEA Headquarters in Albany.

This is the job of the Mobile Office—an arm of CSEA Headquarters which reaches out to all members—listening to, and solving the day-to-day problems of a large and diverse membership. The Mobile Office is just one of many new and innovative improvements in CSEA's program of "Personalized Service," to its members. In the last two years, CSEA's field staff has doubled. The future holds more expansion in store as CSEA will reduce the areas covered by its field staff to provide almost instant and personal service to members who have problems—the kind of service which no other organization can or will provide. This program of personalized and individual service is provided to CSEA members at the very low dues of \$32.50 a year. Public employees get the most out of their CSEA dues dollar. This has resulted in CSEA's tremendous growth—to over 200,000 members—making it the largest independent union in New York State.

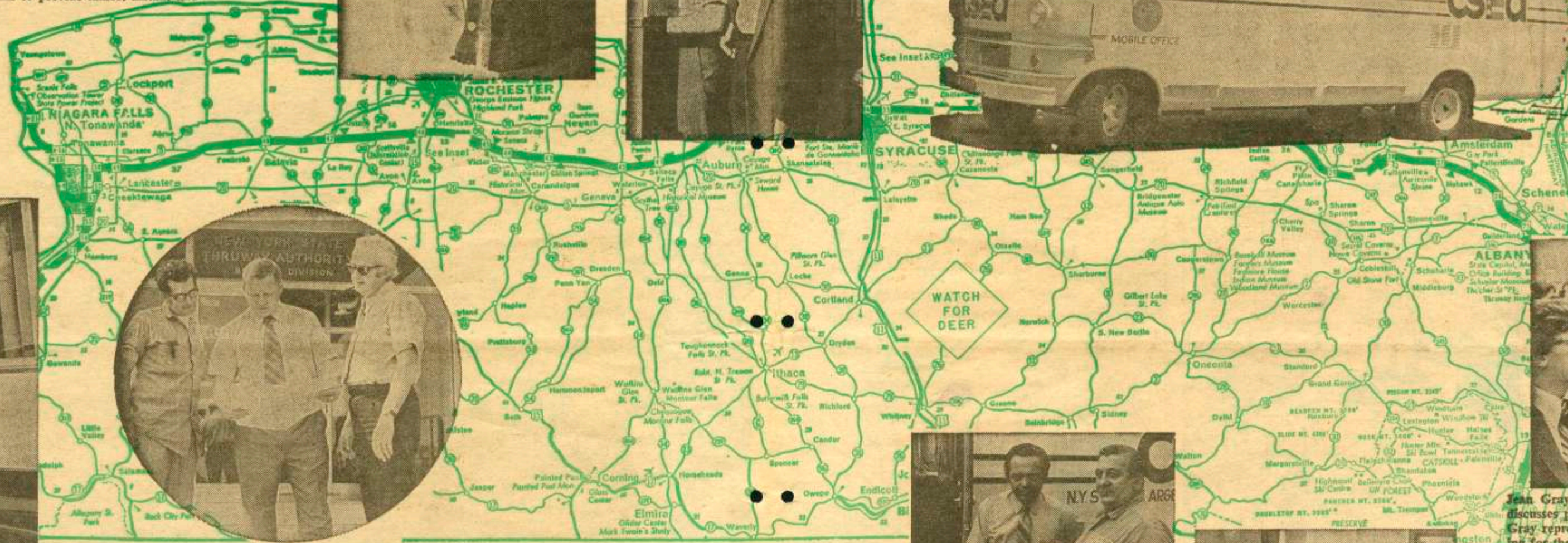
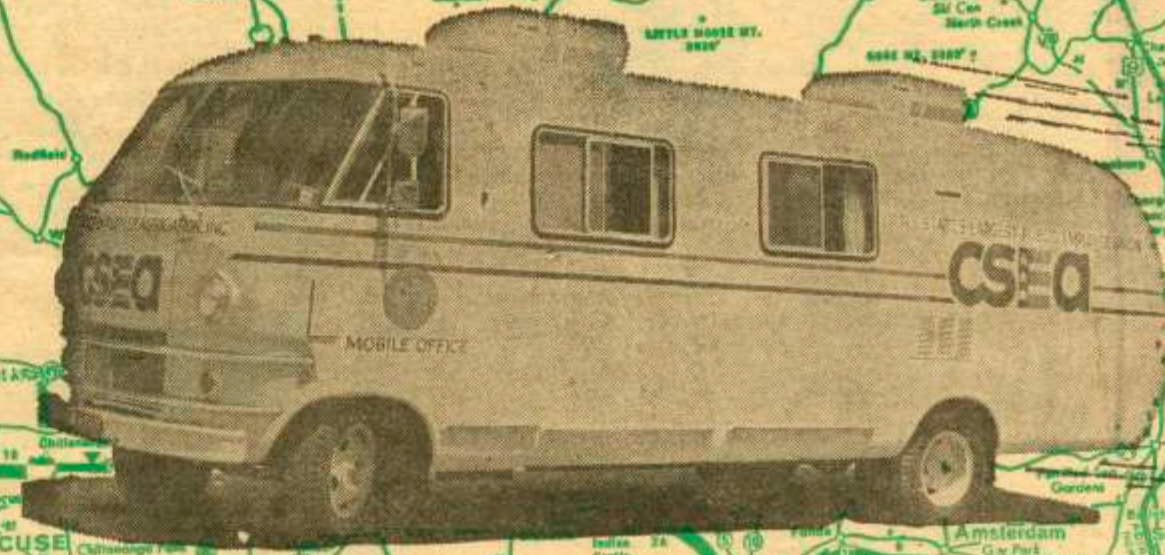
John J. Fender, right, CSEA field representative, talks with Paul Harrison, a Thruway painter attached to the Syracuse Division.



Earl Rosenfal, right, CSEA employee representative in the Syracuse Division, discusses on-the-job problems with toll collector Al Scianatta, during the Mobile Office visit to the Central New York area.



Rex Trobridge, right, and James Cooney, second from right, field representatives for the Civil Service Employees Assn., visit 9W Thruway maintenance garage in the Albany Division and discuss working conditions with A. Benquista, far left, and Donald Cole and Ralph Bianca, welders.



John Trela, right, assistant manager of CSEA's new Mobile Office, discusses day-to-day problems with Buffalo Division toll collector Francis Granziano.



Discussing the Mobile Office schedule for the Buffalo Division are, from left, Albert Sibillo, Buffalo Division CSEA Chapter president; James Powers, CSEA field supervisor, and Thomas B. Christy, CSEA field representative assigned to the Thruway in Western New York.



Felice Amodio, left, CSEA field representative, talks over problems in the Thruway's New York Division with maintenance employee.



Kirby Hannan, left, manager of CSEA's new Mobile Office, greets Bob Ruscetta and Charles Navigata as the 200,000 member office on wheels arrives in the Thruway's New York Division.



Jean Gray, president of the CSEA Thruway Headquarters chapter, discusses plans and problems with Trobridge, left, and Cooney. Mrs. Gray represents the largest concentration of clerical employees working for the Thruway.



Thruway maintenance employees from New York Division hear what CSEA has to offer from Felice Amodio (back to camera), CSEA field representative.

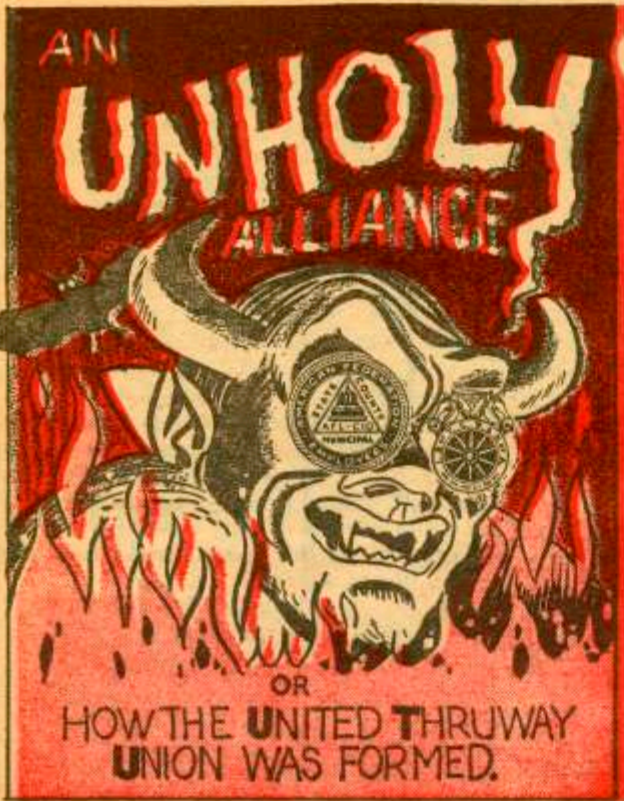


Thruway employees in the Buffalo maintenance garage discuss their problems with CSEA representatives, from left, standing, Albert Sibillo, chapter president; Kirby Hannan, manager of CSEA's new Mobile Office, and James Powers, CSEA regional field supervisor.

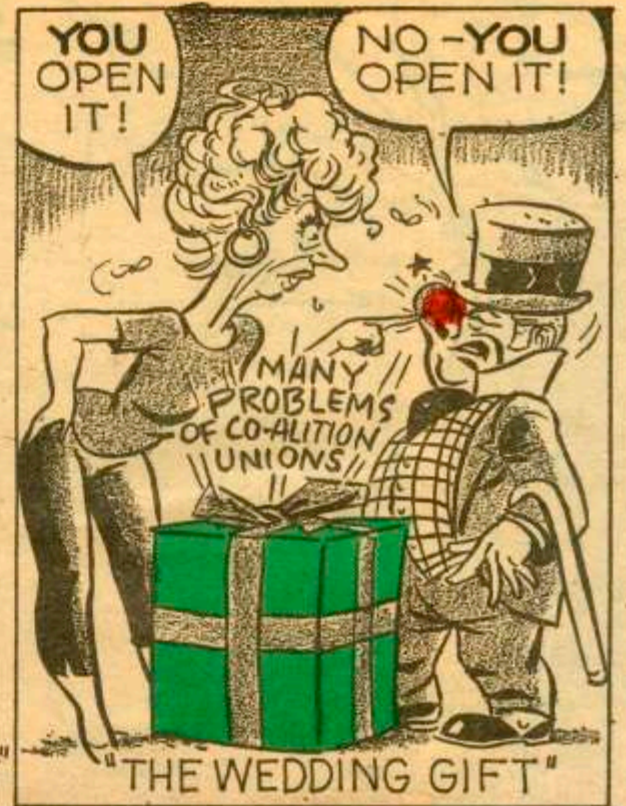


CSEA regional field supervisor Jim Powers, right, reviews working conditions at the Ripley toll barrier near the Pennsylvania line with Gene Schiller and Barbara Cooley.

Thruway maintenance workers in the New York Division take a coffee break after visiting CSEA's roving office and learning of the services the vehicle will provide to members.



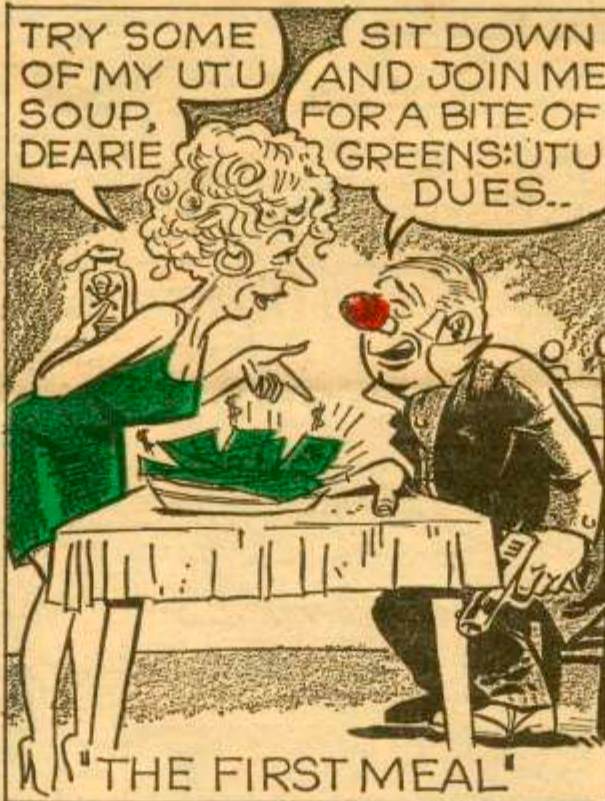
"MARRIAGE OF CONVENIENCE"



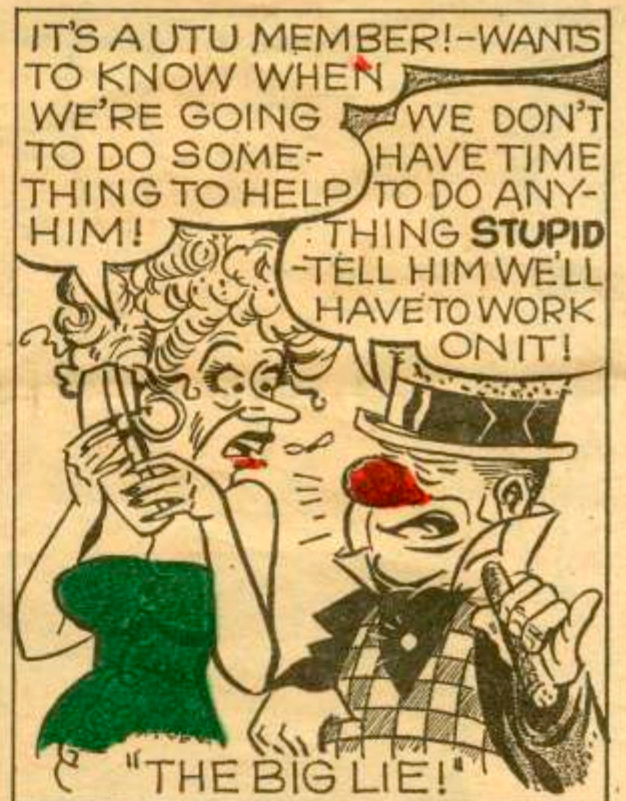
"THE WEDDING GIFT"



"STRANGE BEDFELLOWS"



"THE FIRST MEAL"



"THE BIG LIE!"



"THE FIGHT"



"THE DIVORCE"

MORAL OF THE STORY:

• WHEN TWO UNIONS GET TOGETHER TO FORM A CO-ALITION UNION, IT USUALLY ISN'T LONG BEFORE THE HONEYMOON IS OVER. EACH WANTS TO BE BOSS. **CSEA**, NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION IS TOTALLY INDEPENDENT. IT IS A UNION RUN BY ITS MEMBERS -- **FOR** ITS MEMBERS! - NO BIG BOSSES IN WASHINGTON (OR JAIL) SEND ORDERS TO **CSEA**! STICK WITH **CSEA** - WHICH ALREADY HAS PILED UP AN IMPRESSIVE LIST OF ACCOMPLISHMENTS FOR THRUWAY EMPLOYEES.

Wenzl Urges Reopening Of Lincoln Spa Health Bath

ALBANY — CSEA President Theodore C. Wenzl has asked the Rockefeller Administration to reopen the Lincoln Baths at Saratoga Spa. The health facility was closed during the State's recent budget cutbacks.

"Now that the heat is off and the Legislature has gone home, the Governor has rediscovered his penchant for hiring 'fat cats' to high paying bureaucratic positions, while depriving thousands of New York State residents of the use of the Saratoga mineral baths," Wenzl said. "Instead of filling a \$39,500 education post, he could have temporarily hired enough bath attendants to reopen the popular Lincoln Baths and alleviate the congestion at the now-overcrowded Washington Baths."

"Thousands of New Yorkers flock every year to the mineral baths for which Saratoga is famous," Wenzl said. "Presently, however, there remain only sixty baths in the Washington facility to accommodate up to 500 people a day, supposedly limiting them to a mere 15 minutes each. Our representatives have witnessed as many as 130 persons lined up waiting to use the baths, sometimes standing in the rain for hours."

The baths are helpful for persons suffering from arthritis, nervous conditions, high blood pressure and other ailments. George Orton, president of

CSEA's chapter at the Spa said, "There are presently enough qualified mineral bath attendants at the Saratoga Spa to at least partially open the Lincoln Baths and alleviate congestion. The State also could hire temporarily the laborers laid off from the State-operated Saratoga Bottling Works."

"The State may use the excuse that the Roosevelt Baths are also available, but the admission fee is beyond the means of the majority who flock to Saratoga each year."

Wenzl said, "This method of economizing is somewhat misdirected, when you consider the fact that the Saratoga Performing Arts Center, also supported by the State, has been operating in the red since its opening."

The CSEA request and criticism of the operation of the Spa were contained in a letter to Joseph Fennell, Director of Saratoga Spa reservation.

The Signal's Busy

On Exam No. 7544, the City ruled that 46 applicants were not eligible. The job in question: supervising telephone operator.

Orange County CSEA Chapter Settles New Two-Year Contract

GOSHEN — The Orange County chapter of the Civil Service Employees Assn. has signed a two-year contract with the County administration, according to William E. Duggan, president of the county employees unit.

Provisions of the contract, which represents eight months of intensive negotiations, are retroactive to Jan. 1, 1971, and are effective through December 31, 1972.

The major provisions of the contract are:

- By Jan. 1, 1972, all county employees will be on a 35-hour work week. Overtime will be continued to be paid at the rate of time and one-half;
- In addition to the 11 paid holidays, one-half day prior to Christmas and one-half day prior to New Year's Day;
- Vacation shall be earned at the rate of 13 days per year for 1-5 years of service, 16.3 days for 5-10 years of service, 19.5 days for 10-15 years of service, and 22.7 days for 15 years or more;
- Personal days shall be earned at the rate of three days per year for 1-5 years of service, four days for 5-10 years of service, and five days for 10 years or more;
- Sick time is increased from 10 to 13 days per year, cumulative to 165 days;
- Reimbursement for course tuition and books — requiring

- passing grade;
- Three dollar meal allowance for employees required to work more than two hours over schedule and for every four consecutive hours worked thereafter

- (where meals are not provided);
- A two dollar lunch allowance where previously provided;
- After 12 months of service, uniform allowance for Health Dept. nurses working in the field;
- Three days bereavement leave with no charge to personal leave or any other leave provisions;
- Unused sick leave accumulation up to 165 days will be granted to the employee's retirement;
- After ninety days of service, a death benefit of three times the employee's annual salary, not to exceed \$20,000;
- Two hours minimum call-back time pay at the rate of time and one-half;
- Shift differential, effective county-wide by Jan. 1, 1972;
- A grievance procedure with final and binding arbitration for misinterpretation and misapplication of the terms of the agreement;
- Military leave pay;
- Promotional opportunities, with seniority as a factor for non-competitive and labor class employees;
- A joint labor-management committee to study and recommend the feasibility of instituting procedures for inter-departmental promotions before outside help is hired;
- A reclassification and reallocation procedure;
- A new salary schedule.

View Light Exp. For TV Produc. Aide Positions

Screening of applicants for the television production aide title has been set in motion. Three years of pertinent work history handling this function will channel you toward the requirements.

One year of TV production experience will be viewed as acceptable provided the entrant has graduated from a two-year college. The exam schedule slates a written test for Sept. 25. However, persons whose experience lies "solely in the maintenance and repair of TV sets" will be ineligible to compete.

That exam will test applicants on basic electronic theory and video tape recording systems, among other items. Entrance salary upon hiring is now \$8,170; the pay ceiling — \$9,582.

Picture this as your prospective duties: operating and maintaining studio cameras, television control consoles, and other apparatus in a television film chain; also helping to duplicate audio and visual tapes. Exam Notice No. 23-488 gives more illumination on these duties.

Be sure to contact the State Civil Service Dept. prior to Aug. 23 if interested. Offices of the Department can be found in Albany, Buffalo, Syracuse and New York City.

Retired Members May Continue CSEA Benefits After Separation

ALBANY — Retired public employees who were members of the Civil Service Employees Assn. may continue their CSEA membership and/or their CSEA group life insurance after retirement, according to the following rules:

Upon retirement, CSEA members can continue to pay full dues of \$32.50 per year and remain active members in their regular chapter; or pay \$4.50 per year for retirees' membership; or pay \$1 per year for associate membership.

Only those retirees who pay the full dues (\$32.50) are entitled to vote in CSEA elections, to hold office and to receive The Civil Service Leader. They will also be assigned to specific regular CSEA chapters, and one-fourth of their annual dues are refunded to the chapter.

Those retirees who pay \$4.50 a year may continue to be CSEA members but will be ineligible to vote, hold office or receive The Civil Service Leader. However, they may participate in a special retirees' chapter if such a chapter is formed in their geographical area. If they wish to receive The Leader, they must arrange a subscription directly through The Leader, 11 Warren St., New York City, and pay the same \$3 yearly subscription rate (slightly higher after Oct. 1, 1971) that The Leader charges to CSEA per member.

Associate membership at \$1 per year was established to accommodate retirees who want to continue their CSEA group life insurance after retirement, though it may continue only until they reach age 70. Associate members must make their insurance payments directly to CSEA Headquarters, 33 Elk St., Albany. This low-cost membership satisfies the contractual obligation that membership be continued in order to continue

the CSEA group life insurance.

Life Insurance Rights

Those retirees who pay either the \$32.50 or the \$4.50 per year dues may also continue the CSEA group life insurance after retirement up until age 70. Upon retirement, the CSEA group life insurance can be continued in the full amount, or reduced to one-half the amount in effect on the date of retirement. These retirees may also, if they choose, convert the group life insurance upon retirement into any other form of insurance written by The Travelers Insurance Company except for term insurance. If they convert, a medical examination is not required. The conversion may be made in multiples of \$500, up to the amount of group insurance the retiree has on the date of his retirement. Inquiries on conversion arrangements must be made directly to Robert Noonan, The Travelers Insurance Company, 111 Washington Ave., Albany.

Retired CSEA members who pay the \$32.50 or \$4.50 or \$1 dues may also continue the supplemental life insurance to age 70, by making premium payments on at least a quarterly basis directly to Ter Bush & Powell, Inc., 148 Clinton St., Schenectady. George Wachob of Ter Bush & Powell will answer inquiries on the supplemental life insurance.

The CSEA accident and health

insurance may be continued upon retirement only until the retiree's policy anniversary date. After retirement and until that date he must make the premium payments to Ter Bush & Powell. After that date, he cannot continue the accident and health insurance.



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The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE
THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Employers of industrial workers in Manhattan are in need of Engraving Press Workers to set up and operate modern or Carver engraving presses at \$100 to \$140 a week . . . There is a need for Protective Signal Installers experienced in burglar alarms systems in stores using hand tools. Driver's license and own car preferred. The pay is \$3 an hour . . . Experienced Office Machine Servicers are also wanted to operate manual and electric typewriters, adding machines, calculators or photocopiers at \$100 to \$150 a week.

Experienced Sewing Machine Repairers for industrial sewing machines are wanted to \$100 to \$150 a week . . . Also Hand Collators with experience in carbon collating at \$90 to \$100 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

In the clerical field, experienced Biller Typists good at figures and able to type 35 wpm accurately, are needed at \$100 to \$125 a week . . . There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Boroughs Sensimatic machine preferred. The pay range is \$110 to \$140 a week.

Full Charge Bookkeepers with thorough experience in all phases through general ledger and trial-balance are wanted for jobs paying \$150 to \$200 a week . . . Plug Board operators with experience and typing ability can get jobs paying \$100 to \$125 a week.

Beginning Clerk Typists are wanted at \$85 to \$100 a week and Beginning Stenographers at \$100 to \$120 a week. No experience needed. These jobs are in all types of offices and locations. Typing speed must be 35 wpm and stenography 70 to 80 wpm accurately.

There are jobs available for experienced Clerk Typists at a salary range from \$100 to \$130 a week . . . Also experienced Secretaries are wanted \$125 to \$150 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

Employers in the Apparel Industry in Brooklyn have a demand for Knitting Machine Operators at \$2.50 to \$3 per hour as well as for Fur Machine Operators able to operate Bonis or Oleo fur machines in sewing parts for plush toys. The pay range is \$70 to \$110 a week . . . There is also a continuing demand for Sewing Machine Operators on factory type power machines, with making a complete garment or doing section work. The salary range for these jobs is \$64 to \$150 per week. There is piece work and some week work.

Also wanted are Sewing Machine Operators for special equipment using machine to sew buttons and buttonholes. The pay range for these workers is \$65 to \$85, mostly week work, some piece work . . . Apply at the Brooklyn Apparel Industries Office, 58 Bond St., Brooklyn.

In the Professional field, licensed Medical Lab Technicians and Technologists with a City license are wanted. Some open-

ings require membership in American Society of Clinical Pathologists. The salary range is from \$120 to \$165 a week . . . Dental Hygienists with a State license are wanted for jobs paying \$125 to \$165 a week . . . Registered Nurses are in great demand for both the evening and night shift. The annual wage is \$8,400 to \$9,900 plus a differential from \$1,500 to \$2,200 for night shift.

Physical Therapists who have graduated from an acceptable school and have a State license can fill positions paying from \$8,000 to \$15,000 a year . . . There are numerous attractive openings for Social Case workers with a Master's Degree in social work plus one year of experience. The beginning salary is \$9,000 a year, and higher salaries are offered for additional experience . . . Apply at the Professional Placement Center, 444 Madison Ave., Manhattan.

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BONDS

Nassau Libraries List County Test Schedule

The Nassau County Civil Service Commission advises that a current listing of announced exams is mailed to all local libraries in the County for public display.

Persons interested in civil service employment should check with their library periodically to keep informed of current tests scheduled.

Application forms may be ob-

tained in person at the Commission, 140 Old County Road, Mineola 11501, or by forwarding a stamped self-addressed legal envelope.

A Pleasant Jolt

Some 53 applicants were recently summoned for testing on City Exam No. 0638. The post-supervising electrical inspector.

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METROPOLITAN LIFE



Candidates Flock To Albany To Woo Votes Of Capital Conference

(From Leader Correspondent)

ALBANY — The campaign trail for candidates for statewide office in CSEA swung into Albany this week at a dinner meeting of the Capital District Conference chaired by Conference President Ernest K. Wagner at Cosimo's Restaurant.

Fourteen speakers addressed the more than 120 CSEA members and chapter representatives in attendance. They were led by presidential candidates Theodore C. Wenzl, incumbent, and his opponent, Irving Flaumenbaum.

Wenzl stood on his experience in office as a former CSEA vice president and two-term president and asked members for a "rousing vote of confidence." He forecast victory but said, "to impress the politicians with whom we must deal, we need not only to win but to win by a big majority." He promised, "you give me the strength and

priority" and noted "we are not through the woods yet! Job security must be first or we are all in trouble! Our second priority is solidifying one union. CSEA is each of you members."

New Goals

Each candidate for second vice president, incumbent Solomon Bendet and challenger A. Victor Costa pointed to new challenges and new goals for the future.

Costa looked from his experience as chairman of the CSEA restructuring committee to "a

action "to make county boards of supervisors abide by the Taylor law," and for the funding by CSEA of "money for establishment of retired employees chapters." He sought also to guarantee "absolute tenure for all public employees," and asked for monthly meetings of CSEA officers.

DeLong's opponent, William I. McGowan, was not present.

Further Statements

Two of the three candidates for fifth vice president spoke—Edward G. Dudek and incumbent third vice president Hazel Abrams. James J. Lennon was not present.

Dudek told the audience, "I have the tools to do the job you want. I have knowledge and I have ability." He listed extensive experience both as a board member and as head of his Buffalo SUNY chapter. If elected, he promised, "I will do whatever I can to help and assist you."

Abrams sought support as a "unity candidate, determined that we are going to work together. We now need votes, not endorsements. We all have a job to do—for our union president, for our delegates, and for our members."

Mrs. Edna Percoco and incumbent secretary Mrs. Dorothy MacTavish each stressed familiarity with the CSEA Albany scene as a reason for receiving support in their quest for that office.

Mrs. Percoco noted her long tenure as secretary to the Willowbrook chapter and her post as recording secretary to the Metropolitan Conference as qualifications.

Mrs. MacTavish told her home-town audience, "You know me and you know the job I've done," as she described the "top-notch skills" required for the office of secretary.

Incumbent CSEA treasurer John Gallagher, and his opponent Louis G. Sunderhaft, Jr., rounded up the list of candidates addressing the meeting. In his opening remarks, Sunderhaft cited problems of refunds and the need for updating membership lists as two of the problems he would like to correct if elected. He referred critically to a recently cancelled data processing program and said he would work to bring on-the-scene data processing to Albany.

Gallagher denied responsibility for the data processing failure, but promised, "this problem will be solved. We will provide data, and chapter refunds will be on time!" He urged chapter officers to "write to me with your fiscal problems."

During the program, Conference president Wagner received a plaque in appreciation of his services to CSEA from the New York City chapter through its president, Sol Bendet.



Candidates for Statewide office chat while awaiting the next course at Capital Conference dinner. From left are third vice-president Richard A. Tarmey; incumbent treasurer and candidate John Gallagher; fifth vice-president candidate Hazel Abrams, and candidate for re-election to second vice-president, Sol Bendet.

we'll go on to a bigger and better CSEA."

Flaumenbaum also cited experience as a reason for supporting his office bid. He pointed to his role as CSEA first vice president and as head of the Nassau County chapter, and his part in negotiating "more than 22 contracts for both State and county workers." He ridiculed rumors that if elected he would move State CSEA headquarters from Albany, and said flatly, "The office stays here in Albany, and so do I if elected."

Both first vice president candidates, Frederick E. Huber and Thomas H. McDonough, sought support from the Albany meeting.

Huber called for mutual respect between members and promised to work for "solid footings on which to build." He admitted having opposed a CSEA strike and called alternatively for greater political action at both local and State levels. "The chapters must get involved in political action," Huber declared, as he challenged his Albany audience "to look beyond your favorite sons."

McDonough joined in stressing the need for political action and noted that he had served as advisor to CSEA's earliest political action committee. He emphasized his belief, however, "that job security is our first

brand new association—one which will be able to guarantee the fundamental rights of public employees—the right to hold a job and the right to seniority." While calling for an improvement in CSEA communications, Costa also urged increased decentralization with a buildup of area staff.

Bendet compared the recent 13½ percent CSEA salary hike over two years with the recently won 42 percent railroad workers and with the even more recent steel contract settlement and said, "We should be working for a 22 percent raise with a \$1,500 minimum raise guaranteed." He asserted "the State can afford a better pension system. The present one earns more money now than it pays out."

Candidate for third vice president Richard A. Tarmey renewed the call for a large voter turnout in the upcoming election. "We still have a long way to go," Tarmey said, "and we face a number of upcoming, complex problems. Get out the vote!"

Tarmey's opponent, Louis P. Colby, was unable to appear.

Incumbent fifth vice president and now candidate for fourth vice-president George W. DeLong also listed a number of personal priorities he would like to see implemented. Among these, in particular, DeLong called for



Shown at head table of this week's Capital District Conference meeting are CSEA president Ted Wenzl, left, and Conference president Ernest K. Wagner.



George W. DeLong, left, running for fourth vice-president, discusses issues with first vice-president Irving Flaumenbaum, who is seeking the presidency of CSEA. Scene was this week's Capital District Conference meeting.



A. Victor Costa, seeking the second vice-presidency, is flanked by CSEA secretary and candidate for reelection Dorothy E. MacTavish, left, and her opponent, Edna Percoco.



Thomas H. McDonough, left, seeking the first vice presidency, met with his opponent, Frederick E. Huber, treasurer candidate Louis Sunderhaft, and fifth vice-president candidate Edward G. Dudek, right, during a break before the speeches began.

McGowan Is Chosen

Frank McGowan is the choice for fact-finder of the Public Employment Relations Board in the dispute involving Union Free School District No. 1, in Mamaroneck, Westchester County. The Civil Service Employees Assn. will have Ronald Mazzola, CSEA representative, as its spokesman.

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On The Candidates' Trail

(Continued from Page 3)

sponsibilities together and work in support of the projects of the majority of our membership.

The third candidate for the fifth vice-presidency, Hazel Abram was recovering from surgery and was unable to attend. However, through George Koch, conference president, she pointed out that she was running on her record of accomplishment over her years of service.

Another candidate, William McGowan, seeking the fourth vice-presidency, was unable to attend the session. His daughter was getting married in Buffalo at the same time.

George DeLong, candidate for fourth vice-president, spoke of his long experience as an employee of the Department of Mental Hygiene and with CSEA as an officer. DeLong spoke of his six point platform:

- A position of strike coordinator and sergeant-at-arms for all CSEA units.
- Immediate implementation of career ladders and their extension to other job titles.
- Force local government officials to live up to the present terms of the Taylor Law.
- The inclusion of budget funds in the CSEA budget to provide for retirees' chapters. Retirees, he suggested, could work on the political action committee with success due to their large amount of free time.
- Monthly meeting of all CSEA officers.
- The negotiation of absolute tenure and job protection for all CSEA members on the State and local government levels.

Incumbent fourth vice-president Richard Tarmey seeking the third vice-presidency outlined his program which includes the payment of chapter officers who act in the position of shop stewards. "Political activities are not a necessity," he said, "But they are mandated actions necessary to our survival." While admitting that "We've come a long way, baby," he noted that "we have a long way to go. We have to continue to work together to attain all the goals of the civil service community."

Louis Colby candidate for third vice-president, outlined the goals he would attempt to fulfill if elected. "Of prime concern is total job security," he said, adding that "this security must be based on seniority and merit. Next, we must have revisions to the Taylor Law which will penalize public employers who do not act in good faith. The Taylor Law was supposed to be a two-way street but it is not. We must see to it that it becomes so next session."

A. Victor Costa, seeking to unseat Solomon Bendet as second vice-president, called upon his experience as chairman of the CSEA restructuring committee to envision a new CSEA, based on testimony before his committee, pointing out that he has been active within CSEA for 20 years. He stressed communication with the membership; job security; an alliance with the Mental Hygiene Employees Assn.; decentralization; a resistance to union challenges; additional field staff; a school district unit and more equal representation voting on the board of directors with the State employees receiving additional voting and county employee units remaining the same.



Bendet, the incumbent, reflected on his long years of membership in CSEA pointing out that he had taken the civil service position in order to insure job security. "That's gone now. We gave it away when we let the State fire a lot of our fellow members. Not only did we give away our job security but we sacrificed our salary increases because we bought a bill of goods about security. Now we have no longer guaranteed job security. I say let's go the full route and demand at least 20 percent pay increases every year until we get what private industry has." Bendet also asked members to support his contention that pensions should be based on the salary of the incumbent in the position from which the retiree retired. That's the reason I'm seeking re-election — to continue to fight for the average guy from the chapters who needs support. Then he announced, "And I'm breaking tradition now to endorse the candidacy of Irv Flaumenbaum for president. I want for CSEA members the leadership they deserve and that's what they will get under Flaumenbaum."

Seeking to take the first vice-presidency were Tom McDonough and Fred Huber.

McDonough stressed that he would fight at the drop of a hat on any issue affecting civil service employees. "Political action must be our theme and our weapons. In my chapter we have committed funds to fight against two politicians who have hurt us in the Legislature. One has already announced that he will not seek re-election and the other will go down the drain," he said. He pledged also a continued fight against the "freeloaders who take everything and still refuse to join CSEA." McDonough noted that he had already set up a dental clinic for members of his chapter and hoped to continue to gain additional benefits for all CSEA members.



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Joseph S. Huber
EXECUTIVE DIRECTOR

DID YOU GET A BALLOT? A most important question if you're a member of the Civil Service Employees Assn.

Ballots, which will be used by CSEA members to vote for a president, five vice-presidents, secretary, treasurer, and members of the State Executive Committee, were sent out Aug. 13 to more than 200,000 members of the Employees Association.

In order to be counted, the ballots must be received by the Amsterdam Data Processing Corp., the independent agency retained by CSEA's Board of Directors, not later than 6 p.m., Aug. 30, 1971.

CSEA calls on all members to participate in this democratic election which will determine who will shape CSEA's future for the next two years.

Along with the ballot, CSEA is also

sending a new membership card to all members. All members were also called upon to remember to keep the official membership card and read the instructions on the ballot carefully before filling it out and mailing it.

The election results will be announced during CSEA's Annual Meeting scheduled for Sept. 7-10 at the Waldorf-Astoria in New York City.

If you have lost your ballot or do not receive it in the mail within a reasonable period of time, then contact your chapter or unit president, who will give you a replacement ballot form which must be mailed to and verified by the Amsterdam company. The election agency will then promptly forward a replacement ballot to you.

Remember to get your ballot in early.

Huber continued his 'Get active' theme: "Strong political action which is the only thing that our elected representatives are afraid of. This must be our major project in the future to assure our continued success. We in the Buffalo area made them sit up and take notice when our members in Gowanda brought one entire town voting population to the Board of Elections and changed our political registration against the Republican party which hurt us in the budget. They couldn't get elected again under any circumstances. We must also have mutual respect for our collective views. We must discuss and come to agreement on a unit, chapter, conference or Statewide level."



Concluding on his plan for political action, Huber urged:

- The expenditure of funds for advertisements for or against candidates in all media;
- The monitoring of elected officials' voting record in the Legislature;
- Active participation in election distribution of material in favor of or against candidates and
- The formation, NOW, of a telephone campaign — similar to a pyramid club — against candidates.

Finally, Huber hit a sore subject in the minds of those attending the meeting. "In conclusion, I would like to say that

either we fix the computer and get our association records straight, or we get rid of it and hire 200 clerks to get the job done. For what we pay, the clerks would be cheaper.

Joseph Gambino, candidate for representative of the Department of Transportation, reviewed his record of keeping up with and working for CSEA members in the past, pledging to continue these practices. "When the department attempted to force the DOT employees to work around the clock, I led the fight against this injustice and we won. I pledge to continue fighting against any future injustices in my department."

Two candidates for representative in the Mental Hygiene Department traded qualifications. Both Julia Duffy, the incumbent, and the challenger, Henry Pearsall, are seeking to represent Mental Hygiene Department on Long Island. Mrs. Duffy, a nurse, noted that she has consistently fought for the rights of employees in all titles. She reported that she is presently preparing testimony to present to an investigatory committee looking into operations of the department. She is to testify at the next meeting scheduled for Hauppauge.

Pearsall noted that he had been active in CSEA activities for over 13 years on the chapter level at Central Islip State Hospital. He stressed that communications between the CSEA membership and members of the Board of Directors must be strengthened for a more active membership.

—With Officials— Reps Discuss Mental Hygiene Aides' Problems

ALBANY— The Civil Service Employees Assn.'s regional representatives for Mental Hygiene employees will conduct meetings across the State for Mental Hygiene chapter presidents, it was announced last week.

Anne Bessette, CSEA regional representative for the Southern area, said she will talk with area chapter presidents at a meeting at the Bear Mountain Inn on Aug. 18 at 6:30 p.m.

The Long Island Mental Hygiene chapter presidents, headed by representative Julia Duffy, will meet Aug. 19 at a time and place to be posted.

William McGowan, regional representative for the Western and Central areas, will hold a meeting at the Syracuse Country House in Syracuse on Aug. 27, at a time not yet determined. McGowan will also meet with Western chapter presidents on Aug. 26. They will be informed of the time and place of the conclave.

Meeting dates, times and places for the Metropolitan area, headed by regional representative Salvatore Butero, will be determined in the near future, and area chapter presidents will be notified.